

Item: 3A

Date: 4/14/23

ILWU 22 Port Patrol Tentative Agreement

Request to Ratify

Michael Dehner

Sr. Manager, Labor & Employee Relations

Port of Tacoma Commission Special Meeting

April 14, 2023



Action Requested

Authorize the Executive Director or his delegate to enter into a five-year labor agreement with the ILWU Local 22 (Port Patrol group) for the period October 1, 2022 through September 30, 2027.

Background

- The Port Patrol group consists of 16 Regular Officers and 12 Relief Officers who provide 24/7 security for Port of Tacoma personnel, assets, and facilities.
- The current CBA expired on September 30, 2022.
- Beginning in August 2022, the parties undertook negotiations for a successor agreement.
- On January 12, 2023, the parties reached a tentative agreement for a successor CBA, effective from October 1, 2022 through September 30, 2027.
- On April 12, 2023, the Port Patrol bargaining unit ratified the tentative agreement.

Non-Economic Changes

- Allows external recruitment for Regular Officer vacancies
- Clarifies and improves Comp Time accrual and usage
- Creates an alternative benefit for those precluded from PERS participation due to participation in other public pensions such as LEOFF
- Increases minimum hours required for Relief Officers
- Improves miscellaneous language including seniority, recognized holidays, and alternative work schedules

Economic Changes

- Provides \$600 incentive payment for every six-month period when Relief Officers work their required minimum hours
- Eliminates the VEBA 5 benefit for new hires
- Adds Juneteenth as a paid holiday
- Pays a \$5,000 ratification bonus to those employed on 1/12/2023

Economic Changes (continued)

Wage increases:

- 3.25% in Year One
- 3% in Year Two
- 3% in Year Three
- 2.5% in Year Four (wage reopener if CPI-U exceeds 5%)
- 2.5% in Year Five (wage reopener if CPI-U exceeds 5%)

Port Patrol TA Overview and Approval



Financial Summary

CONTRACT COSTS								
Description	Base Year	Year 1	Year 2	Year 3	Year 4	Year 5 - 6 months	Total for 5 Year Contract	Compound Annual Growth Rate
Total Wages	3,224,498	3,302,273	3,282,495	3,380,574	3,464,758	1,775,524	15,205,623	1.9%
Payroll Taxes	261,674	268,074	267,024	275,005	281,937	144,522	1,236,562	2.0%
Pension	279,665	285,947	282,177	290,601	297,832	152,622	1,309,179	1.8%
Medical	420,859	423,035	423,035	497,020	540,653	294,812	2,178,555	7.0%
All Other Benefits	201,944	217,403	217,403	224,733	227,324	114,931	1,001,795	2.6%
CBA - Total	\$4,388,641	\$4,496,731	\$4,472,134	\$4,667,933	\$4,812,504	\$2,482,410	\$20,931,713	2.5%

Year over Year Annual Increase	\$289,875	\$(19,151)	\$201,423	\$149,392	\$78,626	
Total Five Years						\$700,166

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Questions & Discussion



Michael Dehner
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