

COMMISSION AGENDA

Item No: 5B

Meeting: 09/20/2018

DATE: September 20, 2018
TO: Port Commission
FROM: John Wolfe, Chief Executive Officer
Michael Dehner, HR Manager
SUBJECT: ILWU 22 Port Workers Labor Contract

A. ACTION REQUESTED

Authorization is requested from the Port Commission for the Port of Tacoma to enter into a five-year labor agreement with ILWU, Local 22 (Port Workers group).

B. BACKGROUND

The Port of Tacoma is party to a collective bargaining agreement (CBA) with the Local 22 Port Workers group which governs the wages, hours, and working conditions for the Port's Equipment Maintenance, Facilities Maintenance, Office/Clerical, and Administrative Assistant employees.

The CBA expired on March 31, 2018, and the parties extended the CBA to keep it in force while they undertook negotiations, which began on 1/31/2018.

On July 31, 2018, the parties reached a tentative agreement for a successor agreement, and on September 13, 2018, the Port Workers group ratified the tentative agreement. The Commission is now asked to authorize the Chief Executive Officer or delegate, on behalf of the Port of Tacoma, to sign and approve the labor agreement in its entirety.

C. KEY CONTRACT PROVISIONS

- Contract Length – five years, from April 1, 2018 through March 31, 2023.
- Wages – Adjusted as follows:
 - 3.0% wage increase effective April 1, 2018;
 - 3.0% wage increase effective April 1, 2019;
 - 3.0% wage increase effective April 1, 2020;
 - 3.25% wage increase effective April 1, 2021; and
 - 3.5% wage increase effective April 1, 2022.
- Health and Welfare benefits remain unchanged
- The scope of the contract was expanded to include the Maintenance Planner (one FTE) and Administrative Assistant (five FTE) classifications
- Clarification of Contract Language

D. CONCLUSION

Authorization is requested from the Port Commission for the Port of Tacoma to enter into a five-year labor agreement with ILWU, Local 22 (Port Workers group).