

Overview of ILWU 22 Port Workers Tentative Agreement



Action Requested

Request the Commission to authorize the Executive Director or delegate, on behalf of the Port of Tacoma, to enter into a five-year labor agreement with ILWU, Local 22 (Port Workers) for the period of April 1, 2018 to March 31, 2023.

Background

- The current ILWU Local 22 contract expired on March 31, 2018.
- Negotiations began on January 31, 2018 with the ILWU 22 Port Workers, consisting of the Port's Equipment Maintenance, Facilities Maintenance, Office/Clerical, and Administrative Assistant employees.
- On July 31, the parties reached a tentative agreement for a successor agreement.
- On September 13, the Port Workers ratified the tentative agreement.

Non-Economic Changes

- The parties agreed to a five-year contract, expiring March 31, 2023.
- The scope of the contract was expanded to include the Maintenance Planner and Administrative Assistant positions (6 FTEs in total)
- Union security language was adjusted to comply with new requirements imposed by the US Supreme Court decision in *Janus v. AFSCME Council 31*

Non-Economic Changes (continued)

- Thirty minutes of paid time for union orientation was added to the Port's New Employee Orientation
- A pre-negotiation status conference was created to be held at least 180 days prior to contract expiration

Economic Changes

- The Port Workers will receive the same Paid Parental Leave benefit as non-represented staff.
- Sick leave will be paid at the applicable shift rate (rather than day shift rate).
- Wage increase will be paid retroactively at 3% effective 4/1/2018

Economic Changes (continued)

Wage increases (except as noted in next slide):

- 3% in Year One
- 3% in Year Two
- 3% in Year Three
- 3.25% in Year Four
- 3.5% in Year Five

Economic Changes (continued)

- Administrative Assistants' new wage rate will be \$29.00 per hour; those already above this rate will receive a one-time lump-sum payment of \$1,000 and will not receive wage increases until scheduled raises exceed their current rate
- Railcar Coordinators will receive a 7% increase in Year One

Port Workers TA Overview



Financial Impact

	Current	Year 1	Year 2	Year 3	Year 4	Year 5	Total for Contract
Total Wages	\$11,214,805	\$11,589,230	\$11,936,906	\$12,295,014	\$12,694,602	\$13,138,913	\$61,654,664
Payroll Taxes	907,933	936,576	963,173	990,569	1,021,137	1,055,127	4,966,582
Pension	1,424,280	1,491,534	1,536,280	1,582,368	1,633,795	1,690,978	7,934,955
Health Benefits	2,937,048	3,083,900	3,238,095	3,400,000	3,570,000	3,748,500	17,040,496
All Other Benefits	515,149	547,296	563,328	579,843	597,378	615,996	2,903,841
Grand Total	\$16,999,215	\$17,648,536	\$18,237,783	\$18,847,794	\$19,516,912	\$20,249,514	\$94,500,538
Year over Year Annual Increase		\$649,321	\$589,247	\$610,011	\$669,118	\$732,602	

Compound annual growth rate = 3.6% per year

(This includes wages, payroll taxes, pension, healthcare benefits, and all other benefits)

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