

RESOLUTION NO. 2810

A RESOLUTION of the Port Commission of the Port of Seattle establishing procedures for implementation of wage rates and benefits for workers employed by the Port of Seattle under collective bargaining agreements; delegating certain authorities with regard to wages and benefits to the Executive Director; authorizing and directing the Director of Accounting and Port Auditor to pay such wages and benefits in the manner herein provided; and repealing all prior motions and resolutions of the Port Commission of the Port of Seattle dealing with the same subject matter, including Resolution No. 2320.

WHEREAS, the Port of Seattle is authorized by RCW 53.08.170, State of Washington, to create and fill positions and to fix wages, salaries, and bonds thereof; to establish benefits for employees, including holiday pay, vacations or vacation pay, retirement and pension benefits, medical, surgical or hospital care, life, accident or health disability insurance or similar benefits, already established by employers of similar employees, as the Port Commission shall by resolution provide; and

WHEREAS, the Port of Seattle is authorized to provide such benefits directly or by making contributions to benefit plans or funds already established by other employers of similar employees and in which the Port of Seattle is permitted to participate for particular classifications of its employees by the trustees or other persons responsible for the administration of such plans or funds; and

WHEREAS, it has been and is the practice of the Port of Seattle to pay wages and other benefits to employees covered by collective bargaining agreements which are comparable to wages and benefits paid by other employers of such workers in this area;

WHEREAS, in furtherance of the above-stated wage and benefit practice, the Port of Seattle, pursuant to Letter of Agreement dated February 10, 1965, Supplemental Agreement dated October 19, 1976, and the Maintenance Agreement Addendum effective May 1, 1980 and (or as such Agreements may be amended in the future), has recognized the Building and Construction Trades Council and the affiliated locals identified in Exhibit A as the collective bargaining representative for certain Port of Seattle employees to this resolution and agreed, subject to specified conditions, to provide for such employees wages and benefits on a basis comparable to wages and benefits paid by other employers of such employees in this area pursuant to collective bargaining agreements between the

area employers and the Building and Construction Trades Council and its affiliated unions;

WHEREAS, in order to account for special conditions regarding certain Port of Seattle maintenance work, the Port of Seattle has negotiated supplemental and special agreements with locals, affiliated with the Seattle Building and Construction Trades Council and identified by asterisk on Exhibit A to this Resolution, and the terms of these agreements supplement the wages and other benefits provided in accordance with the area agreements referenced above;

WHEREAS, the wages, benefits, and working conditions of certain employees are based on agreements negotiated by the Port of Seattle directly with the labor unions identified in Exhibit B to this Resolution;

NOW, THEREFORE, BE IT RESOLVED BY THE PORT COMMISSION OF THE PORT OF SEATTLE THAT:

Section 1. The Executive Director is authorized to implement, without prior Commission approval, the changes in wage rates or other benefits required by the terms of the existing agreements between the Port of Seattle and the Building and Construction Trades Council or required by the terms of the existing agreements between the Port of Seattle and the locals identified by asterisk on Exhibit A, provided, however, that any changes to the existing agreements or any new agreements between the Port of Seattle and the Building and Construction Trades Council or the locals identified by asterisk in Exhibit A, shall require the prior approval of the Port Commission, provided that thereafter, the Executive Director is authorized, to implement, during the term of such agreements and without prior Port Commission approval, the changes in wage rates or other benefits required pursuant to the terms of those agreements.

Section 2. The Port Commission shall approve all new and modified collective bargaining agreements between the Port of Seattle and the labor unions identified in Exhibit B, provided that thereafter, the Executive Director is authorized, to implement, during the term of such agreements and without prior Port Commission approval, the changes in wage rates or other benefits required pursuant to the terms of those agreements.

Section 3. The Executive Director shall maintain a continuously updated Port of Seattle Wage & Benefit Analysis in substantially the form attached as Exhibit C to this Resolution identifying the wage rates and benefits provided Port employees pursuant to the collective bargaining agreements described in Sections 1 and 2 above.

Section 4. Unless otherwise provided by individual agreement, any regular employee in the classifications covered by this resolution who is called for and serves upon a jury shall be reimbursed by the Port of Seattle for the work time lost on the basis of the difference between his/her straight-time pay and his/her jury pay (excluding travel allowance). However, such reimbursement shall not be for more than a standard eight (8) hour day nor more than five (5) days in a standard work week. If, on any regular work day, (or one-half day or more thereof) the employee is dismissed from jury service, such employee shall immediately notify the Port of Seattle that he/she is available for work. If he/she fails to notify the Port, he/she shall disqualify himself/herself from the reimbursement provided herein. Jury time shall not be used for purposes of computing overtime pay.

Section 5. Regular employees within the classifications covered by this Resolution will be granted military leave in accordance with RCW 38.40.060.

Section 6. The Director of Accounting and Port Auditor is hereby authorized and directed to pay wages and benefits in accordance with the provisions of this resolution.

Section 7. As of the effective date of this resolution, all prior motions and resolutions of the Port Commission of the Port of Seattle dealing with the same subject matters are hereby repealed, including but not limited to Resolution No. 2320.

Section 8. During the period from the effective date of this resolution, any changes in the wage rates or other benefits herein provided, which require Commission approval, shall be made by motion of the Commission duly carried and authenticated.

Section 9. This resolution may hereafter be referred to and cited as the Port of Seattle Wage and Benefit Resolution.

ADOPTED by the Port Commission of the Port of Seattle this 14<sup>th</sup> day of April, 1981, and duly authenticated in open session by the signatures of the Commissioners voting and the Seal of the Commission.

HENRY T. SIMONSON

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JACK S. BLOCK

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PAUL S. FRIEDLANDER

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HENRY L. KOTKINS

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MERLE D. ADLUM

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Port Commissioners

**AREA AGREEMENTS NEGOTIATED BY LOCAL UNIONS SIGNATORY TO THE MAINTENANCE AGREEMENT  
ADDENDUM AND SUPPLEMENTAL AND SPECIAL PORT AGREEMENTS.**

**EXHIBIT A**

- a. Local Union No. 46, International Brotherhood of Electrical Workers, with the Puget Sound Chapter of the National Electrical Contractors Association.
  - \*1. Local Union No. 46, Utility Workers supplement to the agreement between International Brotherhood of Electrical Workers with the Puget Sound Chapter of the National Electrical Contractors Association.
  - \*2. Electronic Systems Workers supplement to the agreement between Local Union No. 46, International Brotherhood of Electrical Workers with the Puget Sound Chapter of the National Electrical Contractors Association.
  - \*3. Special Agreement between Local Union No. 46, International Brotherhood of Electrical Workers and the Port of Seattle (multiple shift split work week).
- b. Sign and Pictorial Painters, Paint Makers and Allied Trades, Local 1094, with the Seattle Commercial Sign Contractors.
- c. Sprinkler Fitters and Apprentices, Local Union No. 699, with the National Automatic Sprinkler and Fire Control Association.
- d. Plumbing and Pipefitters Local No. 32 with the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry and the Mechanical Contractors Association of Washington.
- e. Sheet Metal Workers' International Association, Local Union No. 99, with the Sheet Metal, Roofing, Ventilating, and Air Conditioning Contractors of Western Washington.
- f. Painters District Council No. 5 of the Brotherhood of Painters, Decorators, and Paper Hangers with the Northwest Drywall Contractors Association and the Western Washington Chapters of the Painting and Decorating Contractors of America.
- g. The Carpenters, Piledrivers, Millwrights of the United Brotherhood of Carpenters and Joiners of America (District Council of Carpenters), Local Nos. 131, 1184, 1289, 1708, and 2396, with the Seattle and Tacoma Chapters of the Associated General Contractors of America, Inc.
- h. The International Union of Operating Engineers, Local Union No. 302, with the Seattle and Tacoma Chapters of the Associated General Contractors of America, Inc.
  - \*1. Special Agreement between Local Union No. 302 and the Port of Seattle (multiple shift split work week).
- i. The Washington and Northern Idaho District Council of Laborers (Hod Carriers and General Laborers), Locals Nos. 242 and 440, with the Seattle and Tacoma Chapters of the Associated General Contractors of America, Inc.

\*Supplemental and Special Agreements

PORT NEGOTIATED LABOR AGREEMENTS

EXHIBIT B

- a. Automotive Machinists, Lodge No. 289, and Port of Seattle.
- b. International Association of Machinists and Aerospace Workers, Local No. 79, and the Port of Seattle.
- c. Teamsters, Local No. 174, and the Port of Seattle (this is the area "Private Carrier Agreement" as modified for Port application covering truck drivers).
- d. International Longshoremen's and Warehousemen's Union, Local No. 52, and the Port of Seattle (covers longshore clerks).
- e. International Union of Operating Engineers, Local 286, and the Port of Seattle (covers Port Heating Plant Operators and maintenance workers as specified in the agreement).
- f. International Longshoremen's and Warehousemen's Union, Local No. 9, and the Port of Seattle (covers Warehousemen).
- g. Teamsters, Local Union No. 882, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and the Port of Seattle ("Sea-Tac Parking Garage agreement").
- h. International Brotherhood of Teamsters, Local No. 882, and the Port of Seattle ("Port Police agreement").
- i. International Brotherhood of Teamsters, Local No. 882, and the Port of Seattle ("Port Police Sergeants' agreement").
- j. International Brotherhood of Teamsters, Local No. 882, and the Port of Seattle ("Port Police Captains' and Lieutenants' agreement").

**PORT OF SEATTLE WAGE & BENEFIT ANALYSIS**

EXHIBIT C

Last updated - 02/01/81

(Prepared by Labor Relations)

Date Last Wage Inc.	TRADE UNION, LOCAL OR DISTRICT NUMBER	BASE MONTHLY WAGE	BASE HOURLY WAGE	---BENEFIT CONTRIBUTIONS---			VALUE OF PAID VACATION	V A C	VALUE OF PAID HOLIDAY	H O L	ANNUAL COST TO PORT	COST OF HOURS PAID	ACTUAL HOURS WORKED	VALUE OF HOURS WORKED
				PENSION	HEALTH/ WELFARE	TRAINING or OTHER								
<b>PORT-NEGOTIATED AGREEMENTS</b>														
	46	Utility Workers												
	46	Electronic Systems Workers												
	882	Parking Garage												
	882	Police Officers												
	882	Sergeants												
	882	Cpts. & Lieuts.												
	9	ILWU - Warehousemen												
	79	Machinists												
	174	Truck Drivers												
	289	Auto Mechanics												
	286	Heating Plant Oper.												
<b>SEATTLE BUILDING AND CONSTRUCTION TRADES COUNCIL</b>														
<b>PORT MAINTENANCE AGREEMENT ADDENDUM: @</b>														
	242/440	Laborers												
	5	Painters												
	1094	Sign Painters												
	131	Carpenters												
	302	Oper. Eng.												
	99	Sheet Metal Wkrs.												
	46	Electricians												
	32	Plumbers												
	699	Sprinkler Fitters												
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	5	Painters												
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	302	Oper. Eng.												
	99	Sheet Metal Wkrs.												
	46	Electricians												
	32	Plumbers												
	699	Sprinkler Fitters												

NOTE: The journeyman or the lowest basic rate for a third-year employee with straight-time earnings is used in this comparison.