

ORDER NO. 2025-07
AN ORDER OF THE PORT OF SEATTLE COMMISSION

... to direct the Executive Director to evaluate issuing airport SIDA badges to union representatives for the purpose of supporting represented employees.

ADOPTED
MAY 27, 2025

INTRODUCTION

The purpose of this Order is to direct the Executive Director to evaluate issuing SIDA badges to union representatives for the purpose of meeting with represented employees and administering collective bargaining agreements on the sterile side of security. This Order directs the Executive Director to conduct the necessary legal, operational, and security analysis regarding Port-issued SIDA access badges for union representatives, and to return to the Commission with recommendations.

TEXT OF THE ORDER

To support the interest of unions in accessing the sterile side of the airport to meet with represented employees and for the administration of a collective bargaining agreement, the Port Commission hereby directs the Executive Director, or their designee, to take the following actions:

1. **Conduct Research and Legal Review:**
Undertake a comprehensive review of applicable federal, state, and Port regulations related to facility access and security, leaseholder rights, including Transportation Security Administration (TSA) rules where applicable.
2. **Assess Operational Needs and Security Requirements:**
Evaluate the types of access union representatives have requested to administer collective bargaining agreements, and identify any applicable administrative, security or operational issues.
3. **Engage Stakeholders:**
Consult with Port departments including airport operations, legal counsel, labor relations staff, airport tenants and impacted labor organizations to assess operational needs and address logistical or policy considerations and the legal rights of tenants.

4. Report to the Commission by August 30, 2025:

Provide a written report and briefing to the Port Commission no later than August 30, 2025, including research findings, stakeholder feedback, and recommendation for Commission review and consideration.

STATEMENT IN SUPPORT OF THE ORDER

A diverse workforce works at SEA and many of those workers are represented by labor unions. Union representatives serve an essential function in administering their collective bargaining agreements supporting represented employees, addressing grievances, enforcing workplace rights, and ensuring compliance with collective bargaining agreements.

The Commission has heard from union representatives that access to workplaces behind security is essential to carry out their duties in an effective and timely manner and that current procedures may present administrative burdens to effective labor representation.

Therefore, the Commission has requested the Executive to explore alternatives to the current system of accompanied visits to better understand how we can support employees at SEA.