

Aviation Workforce Conditions Ad-Hoc Committee Meeting
 Tuesday, December 16, 2025 @ 12 –12:55 PM
 Location: Microsoft Teams

Purpose of meeting Review agenda items and seek commissioners’ inputs

Time/Min	Agenda Item	Purpose	Materials	Speakers
5 min	Agenda			Erica Chung
20 min	Badging for labor			Mikel O’Brien
30 min	Healthcare for SEA options			Aaron Pritchard Tyler Emsky Jessica Nadelman Mikel O’Brien
5 min	Next meeting date and agenda			Erica

Ad Hoc Committee Purview:

1. the exploration of affordable, accessible **childcare** for SEA workers – on-going
2. the establishment of a Port-wide **third-party code of conduct** that outlines the Port’s expectations for its vendors related to topics like respectable worksite, civil rights, and combatting human trafficking – completed 12/2024
 - In 7/2024 at the Ad Hoc meeting, staff shared their research and recommendations, and received input from Commissioners.
 - On 8/14/2024 Bookda shared a memo with all Commissioners the Third Party Code of Conduct recommendations.
 - On 10/25/2024 Jay notified the Commission that they would like to move forward with implementing this Third Party Code of Conduct form into the CPO process.
 - On 11/1/2024, Jay informed Commissioner Hasegawa that the implementation will begin early December 2024.
3. the provision of free **hygiene** products to SEA workers, travelers, and visitors – completed 9/2024
 Based on report from staff, as of 9/13/2024 all SEA airport restrooms including Women's, Men's, and All-People Use (Formally known as Family Restrooms) restrooms in both public-facing and back-of-house areas are completed with free hygiene product dispensers and stall-use waste receptacles
4. advocacy for affordable, accessible **health care** options for non-Port workers at SEA, both through direct engagement with employers, as well as advocacy at the state and federal level – Commission Action on December 10, 2024
ORDER NO. 2024-14 AN ORDER OF THE PORT OF SEATTLE COMMISSION ...to examine how enhanced healthcare benefits for SEA workers impact worker safety, attraction, retention, and/or other business-related outcomes at the airport.

- Phase I will study and analysis of the effects of healthcare benefits on business outcomes
- Phase II would be the development of a Commission policy to guide implementation

5. Commission Action on November 19, 2024

ORDER NO. 2024-13 AN ORDER OF THE PORT OF SEATTLE COMMISSION... to expand **alternative transportation options** for airport workers through the SEA Moves transportation management association, including through a pilot program to provide free or low-cost ORCA cards to a subset of eligible employees at Seattle-Tacoma International Airport and a study of a dedicated SEA employee commuter bus program.

#	Input/Directions to Staff	Refer to	Due by
1			
2			

#	Recommendations from the Committee to Commission
1	
2	

Notes
