

**Resolution No. 3725, as amended**

**A Resolution** of the Port of Seattle Commission establishing a Policy Directive for practices for construction labor for projects located on Port property

**WHEREAS**, the Washington State Legislature in 1911 authorized local voters to create public port districts as independent government bodies run by directly elected port commissioners with powers to acquire and manage resources that promote trade and commerce; and

**WHEREAS**, the voters of King County established the Port of Seattle as a county-wide port district in 1911; and

**WHEREAS**, constructed transportation, industrial and administrative facilities such as terminals, roads, berths, runways, warehouses, parking garages and warehouses are critical to accomplishing the Port's transportation and economic development missions; and

**WHEREAS**, expanding and diversifying operations as well as need for facilities renewal and replacement drive an ongoing Port program of capital development; and

**WHEREAS**, effective and economical execution of the Port's capital program depends on a healthy and diverse market of general contractors, sub-contractors and suppliers; and

**WHEREAS**, to ensure diverse competition and provide fair access to economic opportunity that market should include small, minority-owned and women-owned businesses who successfully compete for a share of direct and subcontracted Port construction work; and

**WHEREAS**, Port capital program success depends also on availability of a skilled, experienced, capable construction labor workforce; and

**WHEREAS**, Project Labor Agreements can help ensure construction workplace safety; and

**WHEREAS**, to meet labor supply needs and to ensure equality of opportunity the construction labor workforce should encourage participation by women and minorities; and

**WHEREAS**, for timely and efficient delivery of construction projects the Port has an interest in avoiding work stoppages; and

**WHEREAS**, in helping create economic prosperity across the region, it is important that the jobs generated by Port activity are quality jobs on which workers can build their careers and support their families; and

**WHEREAS**, apprenticeship and pre-apprenticeship programs play a key role both in providing fair access for individuals aspiring to good construction jobs and in supplying sufficient trained and capable labor to meet the construction needs of the Port and other public and private facilities owners; and

**WHEREAS**, RCW 39.12 requires the payment of prevailing wages on all public works contracts of government entities such as the Port; and

**WHEREAS**, some projects constructed on Port property are contracted by the Port under the provisions of RCW 39.04 and other applicable statutes, some projects are contracted by Port lease tenants with all or part of the cost reimbursed by the Port and some are constructed entirely at the cost of Port tenants, within existing leaseholds or on ground leases at developer risk; and

**WHEREAS**, Project Labor Agreements (PLA), authorized under the National Labor Relations Act (NLRA), 29 U.S.C., Sections 151-169, provide a means for aligning the interests of public owners such as the Port with those of construction labor unions; and

**WHEREAS**, The Port of Seattle Commission and the CEO together develop Policy Directives as stated under Section 1(A)(2) of the General Delegation of Authority, which Policy Directives, under section (B)(1)(2) and (3), are intended to provide guidance, inform operations, and deliver standards that support the effective use of internal audit functions to verify compliance;

**NOW, THEREFORE, BE IT RESOLVED** by the Port Commission of the Port of Seattle as follows:

Section 1:

The following Policy Directive related to practices for construction labor for projects located on Port property is hereby adopted.

Section I. For major construction contracts (excluding small works executed per RCW 39.04.155):

- A. The Port shall evaluate the applicability of a project labor agreement (PLA) for each contract according to the following criteria:
  - 1. The assumption will be in favor of employing a PLA when projected construction labor costs are \$5 million or greater
  - 2. Project needs for labor continuity and stability, including analysis of labor needs by trade

3. Project complexity, including cost and duration
  4. Value of having uniform working conditions
  5. Potential impact of PLA on small business opportunities
  6. Past labor disputes or issues indicating risk of delay
  7. Potential PLA impact on project cost
  8. Project presents specific safety concerns to the public
  9. Value of an established PLA grievance process to resolve labor-management or jurisdictional disputes
  10. Other considerations particular to individual projects
- B. The Port shall require the payment and reporting of prevailing wages per RCW and State Department of Labor and Industries requirements.
- C. Commission approval is needed to employ a PLA.
- D. For contracts \$1 million in value or greater, the Port shall establish:
1. Appropriate apprentice and locality hiring goals.
  2. Appropriate aspirational women and minority apprentice hiring goals.

Section II. For tenant-administered construction contracts paid for entirely or in part by the Port through tenant reimbursement or other means, the Port shall:

- A. Encourage tenants to examine the applicability of a PLA for each contract according to the criteria in Section I(A) above.
- B. As a condition of cost reimbursement, require the payment and reporting of prevailing wages as per RCW and State Department of Labor and Industries requirements.
- C. For contracts \$1 million in value or greater:
  1. Require the establishment of appropriate apprentice hiring goals.
  2. Encourage the establishment of appropriate locality hiring and aspirational women and minority apprentice hiring goals.

Section III. For construction contracts performed on Port property at the full cost of tenants, the Port shall:

- A. Encourage tenants to examine the applicability of a PLA for each contract according to the criteria in Section I(A) above.
- B. As a provision of initial requests for proposal or opening negotiations, as appropriate:
  1. As a lease provision, require the payment and reporting of prevailing wages as per RCW and State Department of Labor and Industries requirements.
  2. For contracts \$1 million in value or greater:
    - a. Require the establishment of appropriate apprentice hiring goals.
    - b. Encourage the establishment of appropriate locality hiring and aspirational women and minority apprentice hiring goals.
- C. If an advertised or negotiated development opportunity featuring the above provisions fails to advance staff:

1. Shall investigate the circumstances, to include discussions with potential proposers and labor.
2. Is authorized to incorporate modified construction labor provisions for scoring the solicitation and incorporation in the eventual agreement.

Section IV. The Projects and Procurements Committee is hereby chartered to work with staff and stakeholders to develop standard language to be included in Port PLAs unless otherwise authorized by the Commission.

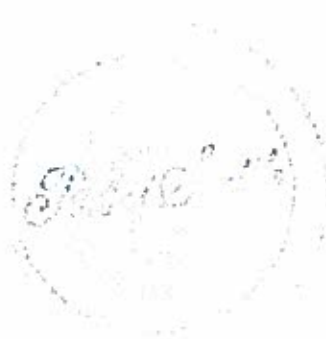
Section V. In each case above, the Port will establish reliable, auditable, and disclosable measures to ensure compliance.






Section VI. The Port staff will seek in cooperation with regional government agencies, construction trade unions, contractors and training institutions to develop cooperative programs to advance the training and placement of apprentices, with emphasis on expanding opportunity for underrepresented groups.

**Section 2:**

This Policy Directive shall be labeled and codified as appropriate, together with subsequent Policy Directives, and shall be made readily available for use by Port staff and members of the public as a governance document of the Port of Seattle.

**A**DOPTED by the Port Commission of the Port of Seattle at a duly noticed meeting thereof, held this 25<sup>th</sup> day of OCTOBER, 2016, and duly authenticated in open session by the signatures of the Commissioners voting in favor thereof and the seal of the Commission.



	<b>JOHN CREIGHTON</b>
	<b>STEPHANIE BOWMAN</b>
	<b>TOM ALBRO</b>
	<b>FRED FELLEMAN</b>
	<b>COURTNEY GREGOIRE</b>

Port Commission

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3 Resolution No. 3746  
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5 **A Resolution** of the Port of Seattle Commission amending the Policy Directives on  
6 Construction Labor Practices for Projects Located on Port of Seattle  
7 Property and Priority Hire created by Resolutions 3725 and 3736,  
8 respectively, to change the threshold for applying project labor  
9 agreements to Port projects and related definitions.

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11 WHEREAS, the Port of Seattle established its Construction Labor Policy in 2016 to help  
12 ensure timely and efficient delivery of construction projects; and

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14 WHEREAS, the Port of Seattle Commission established a Priority Hire policy that requires  
15 alignment with regional partners to increase participation in the workforce by women and  
16 minorities; and

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18 WHEREAS, the Port of Seattle can further align with King County and the City of Seattle  
19 in updating the dollar threshold for the assumption in favor of a Project Labor Agreement;

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21 NOW, THEREFORE, BE IT RESOLVED by the Port Commission of the Port Seattle as  
22 follows:

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24 Section 1.

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26 The Policy Directive on Construction Labor Practices for Projects Located on Port of Seattle  
27 Property (created by Resolution 3725) is hereby amended as follows:

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29 Strike and replace Section 1(A)(1) to read: The assumption will be in favor of  
30 employing a PLA for construction contracts that are anticipated to be in excess of \$5 million at  
31 the time of bid or, if absent at bid, at the time of the contract award.

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33 And in Section 1(E), strike "with projected construction labor costs at or above  
34 \$5 million"

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36 And in Section 2(D), strike "with projected construction labor costs at or above  
37 \$5 million"

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39 And in Section 3(B)(3), strike "with projected construction labor costs at or above  
40 \$5 million"

42 Section 2.





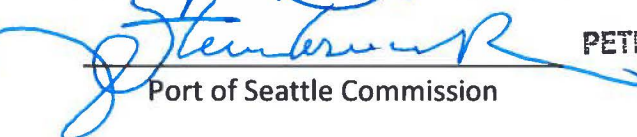
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44 The Priority Hire Policy Directive (created by Resolution 3736), is hereby amended as follows:  
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46 In Section 2, Definitions, strike the following: "Construction labor costs" means the labor  
47 cost component of the estimated construction budget for the project to be paid to contractors  
48 at the time of bid, or, if absent a bid, at the time of the contract award.  
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50 And in Section 2, Definitions, under "Covered Project" strike "with construction costs at  
51 or above \$5 million" and insert: as defined in the Policy Directive on Construction Labor  
52 Practices for Projects Located on Port of Seattle Property.  
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55 ADOPTED by the Port Commission of the Port of Seattle at a duly noticed meeting thereof, held  
56 this 24<sup>th</sup> day of April, 2018, and duly authenticated in open session by the signatures  
57 of the Commissioners voting in favor thereof and the seal of the Commission.  
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60  \_\_\_\_\_ **RYAN CALKINS**  
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68  \_\_\_\_\_ **PETER STEINBRUECK**  
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Port of Seattle Commission