

RESOLUTION NO. 3121

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 Controller 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. 2810.

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 are 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 Controller 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. 2810.

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. After the effective date of this Resolution, the Executive Director is authorized to substitute an updated Exhibit A and B reflecting administrative changes from time to time as needed to maintain current information; provided copies of any updated Exhibits shall be provided to all Commissioners prior to substitution.

Section 10. 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 13th day of October, 1992 and duly authenticated in open session by the signatures of the Commissioners voting in favor thereof and the Seal of the Commission.

(Seal)

Gary Grant

Paul Schell

Patricia Duns

John S. Blum

Port Commission

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

EXHIBIT A

- A. 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.
- B. 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.
- C. Sheet Metal Workers' International Association, Local Union No. 66, with the Sheet Metal, Roofing, Ventilating, and Air Conditioning Contractors of Western Washington.
- D. The Carpenters, Piledrivers, Millwrights of the United Brotherhood of Carpenters and Joiners of America (District Council of Carpenters), Local Nos. 131, 1184, 1289, 1708, 2396, with the Seattle and Tacoma Chapters of the Associated General Contractors of America, Inc.
- E. 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.
- F. The International Union of Operating Engineers, Local Union No. 302, with the Seattle and Tacoma Chapters of the Associated General Contractors of America, Inc.
- G. Sprinkler Fitters and Apprentices, Local Union No. 699, with the National Automatic Sprinkler and Fire Control Association.
- H. Sign and Pictorial Painters, Paint Makers and Allied Trades, Local 1094, with the Seattle Commercial Sign Contractors.
- I. Local Union No. 46, International Brotherhood of Electrical Workers, with the Puget Sound Chapter of the National Electrical Contractors Association (Covers wiremen).
 - 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

PORT NEGOTIATED LABOR AGREEMENTS

EXHIBIT B

- A. Automotive Machinists, Lodge No. 289, and Port of Seattle.
- B. Teamsters, Local No. 174, and the Port of Seattle (this is the area "Private Carrier Agreement" as modified for the Port application covering truck drivers).
- C. International Longshoremen's and Warehousemen's Union, Local No. 52, and the Port of Seattle (covers longshore clerks).
- D. 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).
- E. International Longshoremen's and Warehousemen's Union, Local No. 9, and the Port of Seattle (covers Warehousemen).
- F. International Longshoremen's and Warehousemen's Union, Local No. 9, and the Port of Seattle (covers Access Controllers).
- G. Teamsters, Local Union No. 117, International Brotherhood of Teamster, Chauffeurs, Warehousemen, and Helpers of America and the Port of Seattle ("SeaTac Parking Garage Agreement").
- H. International Brotherhood of Teamsters, Local No. 117, and the Port of Seattle ("Port Police and Dispatchers Agreement").
- I. International Brotherhood of Teamsters, Local No. 117, and the Port of Seattle ("Port Police Sergeants' Agreement").
- J. International Brotherhood of Teamsters, Local No. 117, and the Port of Seattle ("Port Police Captains' and Lieutenants' and Communications Supervisor Agreement").
- K. International Brotherhood of Teamsters, Local No. 117, and the Port of Seattle (covers Police Clerical Unit).
- L. International Association of Firefighters, Local 1257.