

COLLECTIVE BARGAINING AGREEMENT

BY

AND

BETWEEN

THE PORT OF SEATTLE

AND

**INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL 46**

REPRESENTING UTILITY WORKERS

June 1, 2023 — May 31, 2026

**COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE PORT OF SEATTLE AND
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 46
REPRESENTING UTILITY WORKERS**

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The purpose of this Agreement, made and entered into by and between Local Union No. 46, International Brotherhood of Electrical Workers (hereinafter referred to as “the Union”), and the Port of Seattle (hereinafter referred to as “the Port”), is to establish and clarify conditions, wages, and benefits for Utility Workers at the Port. These articles constitute a maintenance agreement, the terms of which have been negotiated in good faith between the Port and the Union. This Agreement shall be subject to approval by the Commissioners of the Port of Seattle.

The scope and classification of work to be performed by employees covered under this Agreement shall include:

Lighting replacement at the Seattle Tacoma International Airport or Seaport, including cleaning of all types of lighting fixtures, lenses, and diffusers in luminous ceilings and all types of diffused ceiling or area lighting installations; and the replacement of lamps, tubes, diffusers, lenses, and similar equipment. Other work will include the reading of electrical meters and material handling and CUSE paper delivery. Utility Workers may also be responsible for audio/visual duties (setup of podiums, screens, LCD projectors, and TV/VCR combination units) as well as assisting Electricians in all duties not requiring an electrical license or an electrical trainee license.

ARTICLE 1: PURPOSE

The purpose of this Agreement is to promote the continued improvement of the relationship between the Port and its employees through their Union. The articles of this Agreement set forth the wages, hours, and working conditions for the bargaining unit employees.

ARTICLE 2: NON-DISCRIMINATION

The Port and the Union will not tolerate discrimination against any persons on the grounds of age, race, color, national origin/ancestry, ethnicity, religion, disability, Family Medical Leave Act, (FMLA) use, pregnancy, sex/gender, sexual orientation, whistleblower status, military affiliation, marital status, worker’s compensation use, transgender status, political beliefs, or any other protected status as guaranteed by local, state, and federal laws.

The Port and the Union are committed to promoting equity, diversity, and inclusion in the workplace. The Port refers to equity as the fair treatment, access, opportunities, and advancement for all people while striving to identify and eliminate barriers that have prevented the full participation of historically oppressed communities.

ARTICLE 3: UNION RECOGNITION AND MEMBERSHIP

- 3.1 **Recognition** - The Port recognizes the Union as the exclusive bargaining representative of all employees whose job classifications are in the work units listed

in this agreement.

- 3.2 **Membership Rights** - All employees working in the bargaining unit shall have the right to become a union member upon hire. When possible, the Port will strive to refer questions from employees about union membership directly to the union.
- 3.3 **Notice** - The Port shall advise the Union of the names and addresses of new Port employees covered by this Agreement within seven (7) calendar days following the date of employment.
- 3.4 **Automatic Payroll Deduction** - Upon receipt of written authorization individually signed by the employee, the Port will deduct from the pay of such employee the amount of dues and initiation fees as certified by the union. The Port shall transmit such fees to the Union once each month on behalf of the members involved.
- 3.5 **Dues Deduction Cancellation** - An employee may cancel their payroll deduction of dues and fees by written notice to the Union and to the Employer. The Port will make every effort to end the automatic dues deduction effective on the first pay period but no later than the second pay period after receipt of the written cancellation notice.
- 3.6 **Indemnification** - The Union will indemnify and hold the Port harmless against any claims made and against any suit instituted against the Port on account of any check-off of dues and initiation fees for the Union. The Union agrees to refund to the Port any amounts paid to it in error upon presentation of proper evidence thereof.
- 3.7 **Hiring Procedure** - The Port of Seattle is a public employer subject to the requirements of Chapter 53.18 RCW and Chapter 41.56 RCW regarding employment relations, collective bargaining, and ability to hire personnel. In accordance with Chapter 53.18.060 the parties agree that this labor agreement does not restrict the right of the Port of Seattle in its discretion to secure its regular or steady employees from the local community, according to the Port's internal hiring procedures. All new employees hired in this manner are subject to the terms and conditions of this Agreement.

ARTICLE 4: MANAGEMENT RIGHTS

- 4.1 **General** - The Union recognizes the prerogatives of the Port to operate and manage its affairs in all respects in accordance with its responsibilities and powers of authority, subject to the terms and conditions of this Agreement.
- 4.2 **Rights Enumerated** - Unless modified by this Agreement, the Port shall have the right to determine staffing levels and work locations; determine any given employee's job classification consistent with this Agreement; recruit, examine, hire, appoint, promote, demote, train, transfer, assign, layoff, and discipline and discharge seniority employees for just cause; direct and assign the work; develop and modify classification specifications consistent with this Agreement; allocate positions to those classifications; allocate employees to those positions; determine work shifts and work schedules; schedule and assign overtime work; establish the methods, means and processes and

personnel by which work is performed; establish rules; secure its seniority and Limited Duration Employees from the local community, specify certain employees as seniority employees, subcontract work as allowed by this agreement, allow tenants and leaseholders doing business with the Port to do the work covered by this agreement on their leased premises only, and the right to take whatever actions are necessary in emergencies in order to assure the proper functioning of the work unit.

Due to the unique nature of the operations of the Port, the demands for skilled Utility Workers are highly variable in specific skills and equipment, numbers of crew and required response time. The parties have negotiated in good faith on the subject of subcontracting, with the interest of the Union being maintaining job security and the interest of the Port being the ability to adapt to the ever changing maintenance requirements of the complex systems maintained by the Port as well as public statutes and policies regarding purchasing of goods and services as a public entity. To this end the parties have recognized the difficulty of adopting specific language limiting the right of the Port to subcontract, if the need arises, work traditionally performed by employees covered by this Agreement. No employee working under this Agreement shall be laid off, transferred, or suffer loss of regular work hours due to subcontracting or transferring of the work performed under this Agreement. Limited Duration Employees may be terminated without just cause and without recourse to the grievance procedure regarding termination.

ARTICLE 5: CLASSIFICATIONS AND RATES OF PAY

5.1 Rates of Pay

Effective June 1, 2023, the Utility Worker pay rate will 53.1% of the Port Journey level Electrician hourly wage rate.

Effective June 1, 2024, the Utility Worker pay rate will be 53.1% of the Port Journey level Electrician hourly wage rate.

Effective June 1, 2025, the Utility Worker pay rate will be 53.1% of the Port Journey level Electrician hourly wage rate.

General Supervisor – The General Supervisor differential shall be twenty percent (20%) above the Utility Worker rate, effective February 1, 2018.

Supervisor - The Supervisor's differential shall be ten percent (10%) above the Utility Worker's rate.

Utility Assistant to Electrical Worker General Supervisor – Employees in this classification shall be paid 10% above the Utility Worker rate, effective February 1, 2018.

High Time – The High Time differential shall be ten percent (10%) above the Utility Worker's rate. (See Section 6.11).

5.2 **Definitions**

5.2.1 **Division** – This Agreement applies to those two divisions of the Port of Seattle known as Seaport Division and Aviation Division.

5.2.2 **Seniority Employee** - A seniority employee is an employee employed by the Port who has worked in the bargaining unit at least 1,560 hours in a twelve (12) month continuous period of time. Once an employee attains seniority employee status, seniority shall be retroactive to their date of hire in the classification.

5.2.3 **Limited Duration Employee** - A Limited Duration Employee (LDE) is an employee employed by the Port who has not worked in the bargaining unit at least 1,560 hours in a twelve (12) month continuous period of time. Limited Duration Employees are at will and do not accrue seniority. A Limited Duration Employee is eligible to take vacation, sick leave and other approved leave after six months of service.

5.2.4 **General Supervisor** – When the Port of Seattle determines that a General Supervisor is needed for the management of operations, the Utility Worker General Supervisor shall receive a 20% premium above the Utility Worker rate. The General Supervisor may also perform the duties of a Supervisor and a Utility Worker.

ARTICLE 6: HOURS OF WORK & OVERTIME

6.1 **Standard Five-Eight (5x8) Work Schedule** – The standard workweek shall be five (5) consecutive days Monday through Friday on the basis of eight (8) consecutive hours per day, or by mutual agreement four (4) consecutive ten (10) hour days (4x10) within the standard workweek, exclusive of the unpaid thirty (30) minute meal period.

6.2 **Shifts and Shift Differentials**

First Shift - An employee assigned to work on a shift beginning between the hours of 6:00 A.M. and 8:00 A.M. will be considered to be on first shift.

Second Shift - An employee assigned to work on a shift beginning between the hours of 2:00 P.M. and 5:00 P.M. will be considered to be on second shift. The pay rate for an employee assigned to second shift will be their base hourly rate of pay plus ten (10) percent. An employee who is regularly assigned to the second shift will have all compensable time paid at the higher rate of pay.

Third Shift - An employee assigned to work on a shift beginning between the hours of 10:00 P.M. and 1:00 A.M. will be considered to be on third shift. The pay rate for an employee assigned third shift will be their base hourly rate of pay plus fifteen (15) percent. An employee who is regularly assigned to the third shift will have all compensable time paid at the higher rate of pay.

- 6.3 **Overtime During the Regular Workweek** – All work performed outside of the regularly scheduled working hours shall be considered overtime. During the regular five-eight (5x8) workweek, the first two (2) hours of overtime shall be at one and one-half (1 ½) times the regular shift rate. All other work performed outside the regularly scheduled working hours and after ten 10 hours on a four-ten (4x10) schedule shall be paid at double the shift rate.
- 6.4 **Meal Periods During Overtime** – When employees are required to work more than three (3) hours of overtime beyond their established shift, the employee shall be allowed a paid thirty (30) minute meal period prior to or during the overtime period. The paid meal period shall be scheduled by the Employer.
- 6.5 **Weekend Overtime** – All work performed on the employee's normally scheduled weekend days off shall be considered overtime.
- 6.5.1 **Time and One-Half Overtime (1.5x) Rates** – During the first eight (8) hours of work on the employee's normally scheduled first weekend day off, all work performed shall be paid at one and one-half (1.5x) the employee's regular shift rate of pay.
- 6.5.2 **Double Time (2x) Overtime Rates** – All other overtime during the employee's normally scheduled weekend, beyond the hours specified in Section 6.5.1 shall be paid at double (2x) the employee's regular shift rate of pay.
- 6.6 **Scheduled Overtime Work** – Scheduled overtime work will be offered to seniority employees prior to all other employees on the same shift except in those instances where seniority employees are not readily available. Readily available is defined as the employee not being on a leave status and is present at work or at home when called at the time the overtime work is being scheduled and is in the division in which the overtime will be worked. When Limited Duration Employees are used as part of a crew involved in a specific work task, they will be allowed to work the overtime that is involved with that specific work task.
- 6.7 **Unscheduled Emergency Overtime Work** – In the event of unscheduled emergency overtime work, work management is not aware of in advance, management may offer overtime to whoever is most available. However, when possible, management will make a good faith attempt to offer this overtime to seniority employees, who are in the same division in which the overtime will be worked, prior to Limited Duration Employees.
- 6.8 **Overtime Authorization** – All overtime will be authorized in advance by the manager/designee in writing, except in emergencies.
- 6.9 **Callout Premium** – A "callout" will be defined as a circumstance where an employee has left the work premises and is subsequently requested to report back to work prior to their normally scheduled shift. A minimum of four (4) hours at the double time (2X) rate will be paid for each callout. Where such overtime exceeds four (4) hours, the actual hours worked will be paid at the double time rate.

- 6.10 **Off-Duty Time** – There must be at least eight (8) hours of off-duty time for any worker who moves to a different shift or who works overtime before or after a shift. When workers are not given eight hours off before starting work again, double the shift time rate shall apply to all hours worked.
- 6.11 **High Time** – When working on lift equipment or scaffolding in the Gina Marie Lindsay Hall, Central Terminal, Northstar, IAF or the North Esplanade areas, Utility Workers shall receive a premium of 10 % per hour based on the regular day shift rate. Additional areas comparable in height will be added at Management's discretion.
- 6.12 **Changes to Shift** – Changes to shift and/or workweek schedules will require one (1) week notice to affected employees. If the employer does not meet notification requirements, the employee will be paid at the higher shift rate until the notification requirement is met, when changing shifts. If the transition to the new workweek schedule provides less than two consecutive days off, the employee shall be paid time and one-half for the first day of their new workweek and double time for the second day of their workweek.
- 6.13 **Snow Event** - In the case of a snow event, the utility crew working snow duty waives the right for a one week notice prior to a shift change. Their work schedule will shift to coincide with their snow duty shift for the remainder of the week, allowing for a minimum of five work shifts during that week. For example, an employee normally works day shift but is called to snow duty for Wednesday night. Assuming they were released from snow duty after only one shift, they would complete their week by working Thursday night and Friday night, for a total of five shifts. The overtime language contained in this Agreement applies to this section. If snow duty continues beyond one day, each snow duty shift counts towards the minimum of five shifts.
- 6.14 **Phone Consultation Pay** – With approval or direction from a supervisor to call an employee outside of his or her shift to seek technical advice or support, the employee giving the advice shall be compensated at the double (2X) time rate in one-quarter (.25) hour intervals per phone call. Phone consultations to employees outside their regular shift in regards to scheduling or other non-technical support shall not result in any compensation. Multiple calls within a fifteen (15) minute interval shall not be compensated as separate calls.

ARTICLE 7: HOLIDAYS

- 7.1 **Designated Holidays** – The following days, or days in lieu thereof, shall be observed and recognized as paid holidays for employees.

New Year's Day

Martin Luther King, Jr. Day

President's Day

Memorial Day

Juneteenth

Independence Day

Day Designated by Port

Labor Day	
Thanksgiving Day	
Native American Heritage Day	Designated as the Day after Thanksgiving Day
Christmas Day	
Port Designated Floating Holiday	Designated as the Day before or after Christmas Day by the Port Human Resources Department
Employee's Birthday	An employee designated floater to be taken during the contract year.

Effective January 1, 2023, seniority employees shall be awarded one Personal Day each calendar year. The Personal Day must be used during the year awarded and is not subject to cash out or carry over.

- 7.2 **Other Holiday Observance Considerations** – Whenever any of the above holidays fall on an employee's normal day off, either the last scheduled workday of the employee's previous workweek or the first scheduled workday of the following week shall be observed as the holiday and paid for accordingly. In such an instance, the Port shall decide whether the last preceding workday or the first workday of the following week is to be observed.
- 7.3 **Holiday Pay Rate and Qualifications** – Each employee after thirty days of continuous service shall be eligible to receive eight (8) hours or ten (10) hours holiday pay at their hourly shift rate of pay for the holidays designated in 7.1 above.
- 7.4 **Holidays and Vacations** – If a holiday falls within the vacation period of an employee, the employee shall be paid as set forth above for such holiday.
- 7.5 **Pay for Time Worked on Holidays** - Employees who perform work on any of the above holidays shall be paid, in addition to holiday pay, the actual time worked at double (2x) the employee's regular shift rate; however, the minimum shall be four (4) hours at the double (2x) time rate of pay.

ARTICLE 8: VACATION

- 8.1 Effective the first day of the month following execution of this agreement vacation leave is accrued as follows:
- Three Weeks Vacation** - An employee with one (1) month and through eighty-four (84) months of continuous service shall accrue leave at the rate of .05769 per straight time hour compensated or up to three (3) weeks per year (.05769 x 2080 hours= 120 hours per year).
- Four Weeks Vacation** - An employee with eighty-five (85) months and through one hundred forty-four (144) months of continuous service shall accrue leave at the rate of .07693 per straight time hour compensated, or up to four (4) weeks per year (.07693 x 2080 hours= 160 hours per year).

Five Weeks of Vacation - An employee with one hundred forty-five (145) months and through two hundred sixteen (216) months of continuous service shall accrue leave at the rate of .096154 per straight time hour compensated, or up to five (5) weeks per year (.096154 x 2080 hours= 200 hours per year).

Six Weeks of Vacation – An employee with two hundred seventeen (217) months of continuous service shall accrue leave at the rate of .11538 per straight time hour compensated, or up to six (6) weeks per year (.11538 x 2080 hours = 240 hours per year).

- 8.2 **Limits on Accumulating Vacation Leave** – The maximum accumulation of vacation is 480 hours. Accruals will cease when the limit is reached and will resume only when the balance is below 480 hours. Accruals over the limit are not cashed out.
- 8.3 **Voluntary Cash-out of Vacation Hours** - Employees may cash-out any amount of their accrued vacation hours, provided the employee has a minimum balance of two work weeks of vacation hours remaining immediately following the cash out. Cash-outs shall be processed at the employee's current hourly rate of pay as recorded in the payroll system. A "Paid Time Off Cash-Out Request and Waiver" form must be submitted to Payroll by the payroll deadline. Effective January 1, 2019, employees will follow the cash-out of vacation hours in accordance with the Port PTO Cash Out Policy. If the Port desires a change/modification the Port agrees to provide the Union with advance notice of any change. The same benefit shall be extended to this bargaining unit as provided to other bargaining units and non-represented employees, as may be changed, at the discretion of the Port.
- 8.4 **Scheduling of Vacation** – Vacation assignments will be made at the Port's discretion, following six (6) months of continuous service. A reasonable method for giving due consideration to the employee's requests will be developed by management for vacation schedules. Any time taken prior to six months of continuous service shall be considered leave without pay.
- 8.5 **Unscheduled Use of Vacation** – After six (6) months of continuous service, vacation leave may be used for unscheduled purposes such as sick leave with management approval. However, a doctor's note may be required for absences lasting three days or more. Any unscheduled time taken prior to six months of continuous service shall be considered leave without pay.
- 8.6 **Lay off** - Employees who are laid off or without work through no fault on the part of the employee will not suffer a break in length of service for vacation purposes provided they are rehired within six (6) months of the date of the layoff. However, no vacation will accrue during that period of time.
- 8.7 **Vacation Vesting** – Vacation vests after six (6) months of continuous service.
- 8.8 **Vacation Cash Out at Termination**- Upon termination, an employee who has successfully completed their first six (6) months of continuous Port of Seattle

employment will receive 100% of their accrued vacation balance at the employee's hourly rate at termination. Employees who have not been terminated for cause have the option of receiving their Vacation hours:

- (a) as a lump sum (all rights to insurance benefits, pension benefits and leave accruals during the period in which vacation leave would have been used as service time are waived).
- (b) as service time after their last day worked (this includes healthcare benefits, continuation of Vacation and Sick Leave accruals, and service credit time).
- (c) as a combination of cash and service time.

NOTE: PTO cannot be used as service time in the year following the employees last Port of Seattle workday.

ARTICLE 9: SICK LEAVE

- 9.1 **Accrual** - Employees shall accrue sick leave at the rate of .025 per hours compensated.

Sick Leave shall continue to accrue in two banks.

Bank 1) Protected Sick Leave .025 per hour worked will accrue as Washington Protected Sick Leave. Employees may utilize this leave in accordance with the minimum requirements of the Washington State Sick Leave Law, RCW 49.46.210. Employees shall be notified on each paystub of the amount of Protected Sick Leave they are entitled to use for authorized purposes as defined by the law. There is no limit on the amount of Protected Sick Leave that may be accrued in a calendar year

Bank 2) Paid Sick Leave .025 will accrue as Paid Sick Leave per hour compensated, but not worked.

On January 1st of every calendar year Protected Sick Leave in excess of forty (40) hours will be transferred to Bank 2.

Limited Duration Employees shall accrue Paid Sick Leave, but may not use sick leave from bank 2 until after employment of at least 30 days.

Sick leave will be used as provided by law. For absences exceeding three (3) days, management may require verification that an employee's use of paid sick leave is for an authorized purpose.

- 9.2 **Pay Rate** – Sick leave pay shall be at the shift straight-time hourly rate.

- 9.3 **Eligibility** – Sick leave will be used only in instances of bona fide employee, immediate family, or others' (as required by law) illness, injury or disability resulting in absence from work as normally scheduled.

- 9.4 **Payment for Sick Leave On Termination** – Any unused sick leave benefits shall be accumulated into a sick leave bank to be used for future illness of an employee as their needs may require, but may not in any event be converted to additional vacation, or time off with pay. Sick leave used shall be deducted from the accumulated bank. Unused sick leave may not be converted to cash payment except under termination or retirement following five (5) continuous years of active employment in a permanent position. Qualified employees shall be compensated for fifty percent (50%) of their unused sick leave at the employee's current rate of pay upon termination. This payment is not subject to benefits/pension contributions or leave accrual.
- 9.5 **Payoff** – The following provisions establish the methods for application of sick leave benefits in conjunction with other benefits:
- 9.5.1 In no case shall the combined effect of sick leave and/or other benefits be applied so that compensation exceeds the employee's normal rate of pay.
- 9.5.2 An employee who is collecting Worker's Compensation temporary occupational disability benefits may draw sufficient sick leave benefits from their disability benefits, provided the total daily or weekly amount of benefits does not exceed their daily or weekly base wage rate, until such time as their leave bank is depleted.
- 9.6 **Shared Leave** - Employees covered by this agreement are eligible to participate in the Port's Shared Leave program under the same terms and conditions as non-represented employees. The Port's Shared Leave program shall not be a bargainable issue. However, the Port agrees to provide notice to the Union in advance of changes to the program.

ARTICLE 10: LEAVE OF ABSENCE

- 10.1 **General** – The Port shall comply with the Family Medical Leave Act (FMLA) and State Family Care Act (FCA). These benefits shall be available to domestic partners of employees as well as those persons required by these statutes. For purposes of this Article, domestic partnership shall mean a heterosexual or same sex couple as defined by Port of Seattle Policy.
- 10.2 **Paid Family and Medical Leave** - The Port shall comply with the requirements of the Washington Paid Family and Medical Leave Act and shall have full discretion on meeting those requirements (e.g. Voluntary Plan), which shall not be subject to the grievance procedure or to any other provision of this Agreement or to negotiation by the Union. However, the Port agrees, that for the term of this agreement, the Port shall make contributions to the chosen plan (i.e. State, Approved Voluntary) on the employee's behalf.
- 10.3 **Paid Parental Leave** – The Port shall continue to provide Paid Parental Leave to members of the bargaining unit. Eligibility, participation, and terms of the Paid Parental Leave shall be as provided to non-represented employees. The Port, at its discretion, may change or modify its Paid Parental Leave policy and/or procedure. The Port agrees to

provide the Union with advance notice of any change. The same benefit will be extended to this bargaining unit as provided to other bargaining units and non-represented employees, as may be changed, at the discretion of the Port.

- 10.4 **Failure to Return to Work** - Failure to return to work from an approved Medical or Family leave of absence by the expiration date of the leave of absence may be cause for termination of employment.
- 10.5 **Bereavement Leave** – Any employee who suffers a death in their immediate family shall be allowed three (3) days off with pay compensated at the employee's straight-time rate as a result of the employee's absence. The employee may request up to two (2) additional paid days leave for employees working 5/8s, and one (1) additional day of paid leave for employees working 4/10s, but no employee shall be eligible for more than a maximum of 40 hours per incident. Individual circumstances such as the distance to the funeral and the extent of employee involvement with the arrangements for the deceased shall be considered in determining the number of days to be granted an employee. Immediate family shall be defined as wife, husband, daughter, son, mother, father, sister, brother, grandparents, grandchildren, stepmother, stepfather, stepchildren, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, and son-in-law. Immediate family shall also include domestic partners and their respective relatives listed above.
- 10.6 **Jury Duty** - An eligible employee who serves on jury duty shall receive full regular compensation.

Employees on swing or graveyard shifts shall receive jury duty pay (in lieu of working) for their shift immediately preceding the start of jury duty. If the employee's next scheduled Port of Seattle work shift starts less than 12 hours after the end of jury duty, and jury duty is not scheduled for the next day (e.g., on a weekend or at the completion of jury duty), the employee shall receive jury duty pay (in lieu of working) for the number of hours required to provide the employee with a 12-hour break. For example, if jury duty ends at 4:00 p.m. and the employee's work shift begins at 10:00 p.m., the employee may receive jury duty pay in lieu of working from 10:00 p.m. to 4:00 a.m.

ARTICLE 11: BENEFITS

- 11.1 **Puget Sound Electrical Workers Pension Trust** - The Port agrees to contribute the following amounts for each Employee performing work covered by this Agreement, except as provided for Apprentices, to the Puget Sound Electrical Workers Pension Trust Fund, a jointly trusted pension trust created pursuant to Section 3.02(c) of the Labor-Management Relations Act of 1947 (Taft-Hartley).

Effective June 1, 2023 \$ 4.65 per hour COMPENSATED

Effective on the first day of the first payroll period after the execution of this agreement
the rate shall increase to \$4.75 per hour COMPENSATED

- 11.2 **Annuity – Puget Sound Electrical Workers Annuity** - The Port shall contribute the following amounts for all Employees working under the several job classifications described by this Agreement to the defined contribution plan of the Puget Sound Electrical Workers Retirement Annuity Trust Fund. The contribution amounts are:

Effective January 1, 2023, the Employer shall contribute 7.3% of gross wages each month to the PSEW Pension Trust for the Annuity contribution.

- 11.3 **National Electrical Benefit Fund**

It is agreed that in accord with the Employees Benefit Agreement of the National Electrical Benefit Fund (NEBF), as entered into between the National Electrical Contractors Association and the International Brotherhood of Electrical Workers on September 3, 1946, as amended, and now delineated as the Restated Employees Benefit Agreement and Trust, that unless authorized otherwise by the NEBF the Port will forward monthly three percent (3%) of gross monthly labor payroll paid to, or accrued by the Employee in this bargaining unit and a complete payroll report prescribed by the NEBF.

The payment shall be made by check or draft and shall constitute a debt due and owing to the NEBF on the last day of each calendar month, which may be recovered by suit initiated by the NEBF or its assignee. The payment and the payroll report shall be mailed to reach the office of the appropriate local collection agent not later than fifteen (15) calendar days following the end of each calendar month.

The Port hereby accepts, and agrees to be bound by, the Restated Employees Benefit Agreement and Trust. If the Port fails to remit as provided above, it will additionally be subject to having this Agreement terminated upon seventy-two (72) hours' notice in writing upon being served by the Union, provided the Port fails to show satisfactory proof the required payment has been paid to the appropriate local collection agent.

The failure of the Port to comply with the applicable provision of the Restated Employees Benefit Agreement and Trust shall also constitute a breach of the Labor Agreement.

- 11.4 **Payment Due Date** - Payment shall be due on the fifteenth (15) of the month following the month in which the hours were worked. Each remittance shall be accompanied by a form, which will be made available for this purpose.

- 11.5 **Trust Terms** - The Port agrees to be bound by the terms and provisions of the Trust Agreement governing the Puget Sound Electrical Workers Pension Trust effective June 1, 1973, and all amendments or revisions hereafter adopted and further agrees as its representatives the current Employer Trustees and their lawfully appointed successors.

The failure of the Port to comply with the applicable provisions of the Trust Agreement governing the Puget Sound Electrical Workers Pension Trust shall also constitute a breach of this labor Agreement.

- 11.6 **Effective June 1, 2023** – Fringe benefit pension and annuity contributions shall be made on all hours compensated.
- 11.7 **Deferred Compensation** - Employees shall be eligible for participation in the Port of Seattle's Deferred Compensation Plan. Eligibility and participation of employees shall be subject to the terms and conditions of such plan including any plan amendments, revisions, or possible cancellation. It is further agreed that content of the plan itself, plan administration, and any determinations made under the plan shall not be subject to grievance or arbitration procedures or to any other provisions of this Agreement or to negotiation by the Union.

ARTICLE 12: MEDICAL, DENTAL AND LIFE PLAN

The employees covered by this Agreement shall be eligible for benefits under the Puget Sound Electrical Workers Healthcare Trust Fund.

Effective January 1, 2023, the Employer will contribute a lump sum amount of \$1350 per month on behalf of each employee covered by this Agreement.

Effective January 1, 2024, the Employer will contribute a lump sum amount of \$1350 to the Healthcare Trust Fund.

Effective June 1, 2025, the Employer will contribute a lump sum base rate amount of \$1400 to the Healthcare Trust Fund.

Contributions shall not be made for employees on LWOP exceeding one month, unless required by law (e.g., FMLA) or Port Policy (e.g., HR-5 addendum 2). For employees on medical disability, contributions shall continue for employees on LWOP but not exceeding 6 months, after FMLA is exhausted.

Increases above the Employer's maximum monthly contribution above the rate specified above shall be shared by the employee and the Port in the following way: The Employee and the Port will contribute 50%-50% of the increase up to an employee's share of 10% of the total monthly base rate. Once the employee's contribution has reached 10% of the monthly base rate, future increases shall be split 10% by the employee and 90% by the Port for the duration of this Agreement.

The Parties agree should a material change take place in regards to Medical and Dental benefits costs, the parties will meet as soon as practicable to bargain.

ARTICLE 13: SENIORITY – SHIFT SELECTION

- 13.1 **Division Seniority Rights** - Seniority employees will be afforded the right to utilize their division seniority as hereinafter defined for the purposes of shift selection.
- 13.2 **Layoffs/Reductions in Force** – Any layoffs of Seniority employees shall be done by reverse seniority within the division. When layoffs occur, all Limited Duration Employees shall be laid off before any Seniority employees within the division. After all

Limited Duration Employees have been laid off then layoffs of Seniority employees if need be shall be laid off in reverse seniority order within the division.

- 13.3 **Recall from Layoff** – In the event of a layoff, Seniority employees shall be placed on a preferential hire list for six months from date of layoff. Openings in a division shall first be filled in seniority order from the employees on the preferential hire list from that division at the time the opening is posted.
- 13.4 **Retention of Seniority Status** – In the event a Seniority employee is hired or recalled to another division, seniority shall begin from date of hire in the new division. However, that employee shall retain seniority status and will not be reverted to Limited Duration status.
- 13.5 **Bid Postings** - All newly established on-going work schedules (days of work), shifts (hours of work) and vacant positions in the division work unit will be posted. Employees within the specific classification in the division will have the opportunity to bid by division seniority for the work schedule, shift or vacancy. Absent adequate interest, employees will be assigned in reverse seniority order.
- 13.6 **Seniority Lists** - The Port will transmit to the Union a current listing of all division employees in June of each contract year. Such list will indicate the name of the employee, job classification, and division seniority date. The Port and the Union shall mutually agree on a seniority list.
- 13.7 The parties agree to meet to discuss the concept of merging this bargaining unit with another IBEW Local 46 represented bargaining unit at the Port.

ARTICLE 14: MISCELLANEOUS

- 14.1 **Election to Union Office** - An employee elected or appointed to a position in the Union that requires a part or all of their time will be given an unpaid leave of absence up to one (1) year upon written application.
- 14.2 **Port of Seattle Labor-Management Committee(s)** - The Port and the Union recognize the importance of a collective bargaining and employee relations climate in the Port that encourages cooperative efforts and joint problem-solving amongst all involved parties to better serve the public, increase productivity, reduce waste, improve safety, improve morale, and recruit, train and retain quality employees. In the interest of meeting these challenges, the Port and the Union agree to establish labor-management committee(s) where mutually agreed.
- 14.3 **Biweekly Payroll** – Payroll checks shall be issued on a biweekly basis consistent with the payroll procedures for non-represented employees.
- 14.3.1 **Direct Deposit** - As a condition of continued employment, all employees are required to participate in the Port's direct deposit program for payroll purposes.

- 14.4 **Bulletin Boards** - The Port agrees to permit the Union shop stewards and business representatives to post on designated Port bulletin boards the announcement of meetings, election of officers, and other Union approved material.
- 14.5 **Shop Stewards** - The Union shall appoint a shop steward for each division. Shop stewards may conduct representational responsibilities including, but not limited to, attending grievance, Weingarten and Loudermill meetings during their regular scheduled shift, without a loss of regular compensation, if excused from work by the employee's manager/designee. Port management must approve use of Port facilities for Union business outside of these processes in advance and employee attendance will be on unpaid time.
- 14.6 **Safety** - The Port, Union and employees agree to comply with all applicable safety laws and regulations. In the event an employee discovers or identifies an unsafe condition s/he will immediately notify the manager/designee. No employee will be disciplined for reporting an unsafe condition. No employee will be required to use unsafe equipment or work in an unsafe environment.
- 14.7 **Posting of Vacant Positions** - Prior to the initiation of any open competitive process to fill a vacant bargaining unit position, the Port will provide notice of the vacancy to all employees within the bargaining unit and to the Union. Posting on the Port's Website satisfies this requirement of notice to the Union. Any member of the bargaining unit holding a position within the same classification as that of the vacant position will be given the opportunity to apply for the position. The appointment will be made to the applicant whom the Port determines has the knowledge, skills and ability to fill the position. Where the knowledge, skills and ability of the applicants are equal, the position will be awarded on the basis of division seniority.
- 14.8 **Use of Limited Duration Employees** - The Port will notify the Union when it hires a Limited Duration Employee. The notice will include the classification, division hired, basis for the hire and expected length of employment.
- 14.9 **Parking** - In the event employees are not allowed to park in the parking garage or park free of charge, the Port agrees to negotiate such impact on the employees.
- 14.10 **Flexible Spending Account** - Employees shall be eligible for participation in the Port of Seattle's Flexible Spending account program. Eligibility and participation of employees shall be subject to the terms and conditions of such plan including any plan amendment, revision or possible cancellation. It is further agreed that content of the plan itself, plan administration and any determination made under the plan shall not be subject to the grievance or to any other provision of this Addendum or to negotiation by the Union.

Commute Trip Benefits

All Full time, part-time, on-call, and Limited Duration Employees, shall be eligible for the following benefits:

14.11.1 The One Regional Card for All ("ORCA Card") Program - The Port offers ORCA cards to eligible employees at a substantially reduced cost for transportation on multiple regional transit systems. Employees who participate in the ORCA card program may also be eligible for additional subsidized transportation services. The availability of the ORCA program, annual cost, potential tax consequences for employees, and other provisions are subject to change based on guidelines provided by agencies with whom the Port contracts for the ORCA program benefits, IRS requirements, as well as the Port's discretion.

14.11.2 Ferry Reimbursement - Employees who use the Washington State Ferry System for all or part of their work commute are eligible for reimbursement of ferry commuting costs up to a monthly maximum. This monthly maximum reimbursement amount is determined by the Port. Amounts and procedures can be found on the Total Rewards Compass Page and may be subject to tax;

The Port shall maintain full discretion to modify, change, amend, and/or discontinue either and/or both the ORCA program and the Ferry Reimbursement benefit.

ARTICLE 15: GRIEVANCE PROCEDURE

It is the Port and the Union's goal that all employer/employee disputes be addressed as quickly as possible. With this goal in mind, the parties agree to attempt to settle employer/employee disputes prior to filing an official written grievance.

- 15.1 Grievance Procedure** - Disputes between employees and management arising during the term of this Agreement shall be referred to a Business Representative of the Union and to the Port within the timelines established. A grievance not brought within the time limit prescribed in this Article, shall not be considered timely and shall be void. The time limits may be waived at each step by mutual agreement, in writing, by the Union and the appropriate management representative.

Step 1 - The Union's business representative shall present the grievance in writing to the Employer Representative. The written grievance shall contain a statement of the relevant facts, the specific section(s) of the Agreement allegedly violated and the remedy sought. Any complaint, dispute or grievance not filed in writing by the complaining party within twenty (20) calendar days from the date either party knew or reasonably should have known of the alleged violation shall be waived. The Union Business Representative and the Employer Representative shall meet to resolve the grievance within five (5) working days from date of filing. The Employer shall provide a written response to the Union within fourteen (14) calendar days after the Step 1 meeting. In the event settlement is not reached, the grievance shall proceed to Step Two (2).

Step 2 - If a settlement is not reached in the manner above described, the dispute shall be referred to a Joint Conference Committee that shall be set up under this Agreement and shall consist of two (2) representatives of management and two (2) representatives of the Union. This committee shall select its own chairman and secretary from within the

committee, one from the Union and the other from Management and shall meet at such times and places as it may decide. It must meet within five (5) working days after a dispute is referred to it for resolution. However by mutual consent, the parties may extend the meeting deadline. If the grievance is not resolved by the Step 2 Committee, the Employer shall provide a written response to the Union within fourteen (14) calendar days after the Step 2 meeting. The grievance will continue to Step 3.

Step 3 - In the event the grievance is not resolved in Step Two (2), Representatives of the Labor-Management Committee, one from each side, shall meet within five (5) working days of the completion of Step Two (2) and select an arbitrator by alternately striking from a list of five (5) names supplied by the Federal Mediation and Conciliation Service (FMCS). The arbitrator shall not have the right to add to or subtract from any terms of this Agreement and all decisions must be within the scope and terms of this Collective Bargaining Agreement. The Labor-Management Representatives shall meet with the arbitrator and present their cases. They shall have the right to override the arbitrator during this meeting. In the event they cannot reach a decision, the decision of the arbitrator shall be final and binding.

Each party will bear its own costs of presenting grievances under this agreement, including attorney's fees. The Arbitrator's fee shall be shared equally by the Union and the Port.

ARTICLE 16: WORK STOPPAGES AND EMPLOYER PROTECTION

- 16.1 **Work Stoppages** - There shall be no stoppage of work either by strike or lockout because of any proposed changes in this Agreement or dispute over matters relating to this Agreement. All such matters shall be handled using the grievance/arbitration procedure in this Agreement.
- 16.2 **Discipline** - Any employee participating in such work stoppage or in other ways committing an act prohibited in this Article may be subject to disciplinary action up to and including discharge, suspension, or other disciplinary action as may be deemed applicable to such employee.

ARTICLE 17: SAVINGS CLAUSE

Should any part hereof or any provisions herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or portions of this Agreement will not invalidate the remaining portions hereof; provided however, upon such invalidation the parties will meet and negotiate such parts or provisions affected. The remaining parts or provisions will remain in full force and effect.

ARTICLE 18: FOOTWEAR

The Port shall pay a stipend the first full pay period of each contract year to employees who on June 1 of each contract year have accrued at least six months of service for

purchase price or repair of footwear meeting the standards of ASTM-2413-05 as shown below.

Effective June 1 of 2023, the stipend shall be \$200.

Effective June 1 of 2024, the stipend shall be \$200.

Effective June 1 of 2025, the stipend shall be \$200.

ARTICLE 19: DURATION

19.1 **Duration** – This Agreement will become effective upon full and final approval by the Union and the Port of Seattle Commission and will cover the period from June 1, 2023 through May 31, 2026.

19.2 **Modification and Re-opener Clause** – Either party desiring to change or modify this agreement shall notify the other, in writing, at least sixty (60) days in advance. Contract negotiations for the succeeding contract may be initiated by either party by providing to the other written notice of its intention to do so at least sixty (60) days prior to the expiration date.

ARTICLE 20: EMERGENCY SITUATION

In the event of a “regional catastrophic event” as declared by the state or federal government, contract compliance issues shall be held in abeyance until such time as the situation is declassified as such by state and/or federal government. Examples: Nisqually Earthquake, Hurricanes Katrina/Sandy, 9/11, tsunami.

IN WITNESS WHEREOF, the aforementioned have executed this Collective Bargaining Agreement on 10th day of July, 2025.

PORT OF SEATTLE

Stephen P. Metruck, Acting for
Stephen P. Metruck, Port of Seattle
Executive Director

Date: 07.10.2025

**INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL 46**

Sean L. Bagsby
Sean Bagsby, IBEW Local 46
Business Manager and Financial Secretary

Date: 06/27/2025