

COVER MEMO

Briefing Date/Time: August 11, 2025

Staff Contact/Title: Warren Hendrickson, Director of Operations
360-528-8050, warrenh@portolympia.com

Subject: ILWU 47B Collective Bargaining Agreement – Approval of Side Letter of Agreement #1

Purpose: ☐ Information Only ☒ Decision Needed

Overview:

- Action requested: Approval via Consent Agenda

Background:

On November 12, 2024, the Port Commission approved the first collective bargaining agreement (CBA) between the Port of Olympia and Local 47B of the International Longshore and Warehouse Union (ILWU). This CBA is effective from date of signing through December 31, 2027.

Subsequent to Commission ratification, the Port and Local 47B have identified three specific areas requiring revision to either better align the CBA with existing Port Policies or resolve a conflict with financial reporting requirements:

1. Article 5 is amended to align the CBA definition of work week with Port Policy 402.
2. Article 6 is amended to adjust pay considerations during Call Out contingency operations. The CBA provision for certain mileage reimbursement would trigger new and burdensome one-of-a-kind financial reporting requirements and has been replaced with conventional overtime.
3. Article 16 is amended to better address certain sequential holidays occurring on a weekend.

Lastly, as long as the CBA is being amended, a Table of Contents is added to the agreement.

Outcome:

Port leadership and Local 47B members collaboratively addressed all issues via the Joint Labor Relations Committee and have revised CBA language to the

satisfaction of all parties. A joint decision was made to memorialize these changes in Side Letter of Agreement #1, effectively and permanently amending the 2024-2027 CBA language.

Documents Attached:

- Port-ILWU 47B CBA Side Letter of Agreement #1 FINAL

Summary of Financial Impact:

- None

Affected Parties:

- Port of Olympia
- ILWU 47B

Staff Recommendation:

Commission approval of Side Letter of Agreement #1 to the ILWU 47B 2024-2027 CBA, as presented.