

AFSCME Local 3580 Factsheet

May 2020 One-year contract extension

Document purpose: Provide information to AFSCME Local 3580 members in preparation for a ratification vote. The ratification vote is to approve a letter of agreement to extend the existing 2017-20 collective bargaining agreement between AFSCME Local 3580 and Metro. The agreement will rollover all articles of the contract and provide a 2.5% cost of living adjustment (COLA) on July 1, 2020.

AFSCME Local 3580 Executive board ratification statement – YES vote

The executive board of AFSCME Local 3580 recommends a YES vote of membership to approve the letter of agreement and extend the contract for one year.

Signed by members of 2018-20 AFSCME Local 3580 Executive Board

Elizabeth Goetzinger, President; Rob Nathan, Vice president; Angela Houck, Chief steward; Laura Garlie, Secretary; Zackariah Sloane, Treasurer; Frank Culbertson, Katie Hentges, Bill Stein and Enrique Vargas, Site representatives.

In March, as the COVID-19 public health crisis emerged, our bargaining team pivoted strategy from our planned, article-by-article negotiations to a limited process focusing on a one-year agreement to rollover the existing contract and a negotiated cost of living adjustment (COLA). The AFSCME bargaining team presented management with our first one-year extension proposal on March 15 requesting a 3.1% COLA based on February's [west region CPI-U](#). Since then, six proposals were exchanged between AFSCME Local 3580 and management. The CPI-U is now at 2.5%.

Thursday, May 7, management provided AFSCME Local 3580 member leaders a proposal for a one-year rollover of our existing contract with a 2.5% COLA to begin July 1, 2020. Our full executive board met on Friday, May 8 and approved the proposal for tentative agreement and our members' consideration and vote.

Overview of the letter of agreement

Page 1: Outlines length of agreement, amount of cost of living adjustment, references the existing collective bargaining agreement and any agreements since last ratification to be incorporated into the extension.

Page 2 to 4: Exhibit A, current AFSCME Local 3580 pay schedule

Page 5: Exhibit B, current AFSCME Local 3580 MERC Venues pay schedule

Page 6: Exhibit C, current AFSCME Local 3580 variable hour pay schedule

Pages 7 to 9: Exhibit D, letter of agreement from January 2019 that changed the calculation approach for cost of living and wage increases applied to pay schedules. AFSCME Local 3580 filed a grievance in the fall of 2018 to request an adjustment to the calculation. Prior to the signed letter of agreement the annual application of increases was applied to the first wage rate of the schedule and then 5% applied across steps and through the other wage rates. This approach resulted in a loss of wages over time. After an analysis of alternate methods, the

most beneficial calculation of applying the wage increase to each pay range was agreed to and the letter of agreement signed.

Terms used in this document

Collective Bargaining Agreement, CBA: our negotiated union contract with our employer. Currently, AFSCME Local 3580 has a CBA with Metro with 36 different articles covering wages, wage increases, insurance premiums, paid leave, representation and other working conditions.

Grievance: complaint filed on behalf of our union when rights and terms under our contract have been violated.

Letter of Agreement, LOA: a letter of agreement generally limited to a specific issue or several, similar issues. May sometimes be used to resolve grievances or clarify existing contract terms.

Ratification: process to approve an agreement.

Successor negotiations: agreements generally have a duration period and expires after an agreed upon specific date in which parties have to negotiate a new agreement. The next negotiation process is referred to as successor negotiations.

Tentative agreement, TA: when an agreement is reached during negotiations it is called a tentative agreement until it is put into effect and/or each side ratifies or votes to approve it.

TENTATIVE AGREEMENT



AFSCME Local 3580 5/8/20

For Metro 5/11/20

**Letter of Agreement - One Year Contract Extension
American Federation of State County and Municipal Employees Local 3580 and Metro**

In consideration of current events related to COVID-19 and the timing of successor contract negotiations, AFSCME Local 3580 and Metro hereby extend all provisions of the existing collective bargaining agreement.

The entire agreement will remain in full force, to expire on June 30, 2021.

Any and all provisions of the existing collective bargaining agreement will remain in effect during this extension and any extension thereto. All existing letters of agreement in effect at date of signing of this Letter of Agreement will continue to remain in effect for the duration of this contract extension.

Effective July 1, 2020, the pay schedule will reflect a cost of living increase of 2.50% for all employees covered by the existing collective bargaining agreement. In the event Metro determines that layoffs of any portion of its workforce is required, and/or there is any reduction to Metro's operating revenues in the FY 2020-21 budget, the parties may mutually agree to reopen the contract to renegotiate the cost of living increase or to negotiate the overall pay schedule. All steps on the wage scales in Exhibits A, B, and C of this Agreement will be increased by 2.50% in accordance with the process delineated in Article 15 and updated by the Letter of Agreement referenced in Exhibit D of this Agreement.

This Agreement does not, in any way, set precedent for any future bargaining between AFSCME Local 3580 and Metro.

Marissa Madrigal
Metro Chief Operating Officer

Elizabeth Goetzinger
President, AFSCME Local 3580

Date

Date

Julio Garcia
Metro Human Resources Director

Lori Baumann
Oregon AFSCME Council 75

Date

Date

EXHIBIT A – AFSCME Local 3580 Pay schedule for FY 2020

**METRO
AFSCME Pay Schedule**

| Pay Range | Job Code | Job Classification | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | |
|-----------|----------|---|---------|---------|---------|---------|---------|---------|---------|--------|
| 01 | 6012* | Office Assistant | 14.00 | 14.71 | 15.45 | 16.23 | 17.04 | 17.89 | 18.78 | Hourly |
| | | | 29120 | 30596.8 | 32136 | 33758.4 | 35443.2 | 37211.2 | 39062.4 | Annual |
| 02 | 0032* | Building Custodian - MRC | 14.71 | 15.45 | 16.23 | 17.04 | 17.89 | 18.78 | 19.71 | Hourly |
| | | | 30596.8 | 32136 | 33758.4 | 35443.2 | 37211.2 | 39062.4 | 40996.8 | Annual |
| 03 | | Vacant Range | 15.45 | 16.23 | 17.04 | 17.89 | 18.78 | 19.71 | 20.69 | Hourly |
| | | | 32136 | 33758.4 | 35443.2 | 37211.2 | 39062.4 | 40996.8 | 43035.2 | Annual |
| 04 | 0033* | Lead Building Custodian - MRC | 16.23 | 17.04 | 17.89 | 18.78 | 19.71 | 20.69 | 21.74 | Hourly |
| | | | 33758.4 | 35443.2 | 37211.2 | 39062.4 | 40996.8 | 43035.2 | 45219.2 | Annual |
| 05 | 6005* | Administrative Specialist I | 17.04 | 17.89 | 18.78 | 19.71 | 20.69 | 21.74 | 22.82 | Hourly |
| | 0034* | Traffic Control/Load Inspection Technician I | 35443.2 | 37211.2 | 39062.4 | 40996.8 | 43035.2 | 45219.2 | 47465.6 | Annual |
| | 0049 | Mailroom Coordinator | | | | | | | | |
| 06 | 0040* | Program Assistant I | 17.89 | 18.78 | 19.71 | 20.69 | 21.74 | 22.82 | 23.96 | Hourly |
| | 6026* | Safety and Security Officer | 37211.2 | 39062.4 | 40996.8 | 43035.2 | 45219.2 | 47465.6 | 49836.8 | Annual |
| | 0013* | Scalehouse Technician | | | | | | | | |
| | 0048* | Traffic Control/Load Inspection Technician II | | | | | | | | |
| 07 | 0038* | Accounting Technician II | 18.78 | 19.71 | 20.69 | 21.74 | 22.82 | 23.96 | 25.16 | Hourly |
| | 0006* | Food Service/Retail Specialist | 39062.4 | 40996.8 | 43035.2 | 45219.2 | 47465.6 | 49836.8 | 52332.8 | Annual |
| | 6020* | Payroll Technician | | | | | | | | |
| 08 | 6006* | Administrative Specialist II | 19.71 | 20.69 | 21.74 | 22.82 | 23.96 | 25.16 | 26.42 | Hourly |
| | 0015* | Facilities Maintenance Worker | 40996.8 | 43035.2 | 45219.2 | 47465.6 | 49836.8 | 52332.8 | 54953.6 | Annual |
| 09 | 6007* | Administrative Specialist III | 20.69 | 21.74 | 22.82 | 23.96 | 25.16 | 26.42 | 27.75 | Hourly |
| | 0014* | Lead Scalehouse Technician | 43035.2 | 45219.2 | 47465.6 | 49836.8 | 52332.8 | 54953.6 | 57720 | Annual |
| | 0042* | Program Assistant II | | | | | | | | |
| | 0026* | Lead Safety and Security Officer | | | | | | | | |
| 10 | | Vacant Range | 21.74 | 22.82 | 23.96 | 25.16 | 26.42 | 27.75 | 29.13 | Hourly |
| | | | 45219.2 | 47465.6 | 49836.8 | 52332.8 | 54953.6 | 57720 | 60590.4 | Annual |
| 11 | 6034* | Property Management Technician | 22.82 | 23.96 | 25.16 | 26.42 | 27.75 | 29.13 | 30.60 | Hourly |
| | 6036* | Education Specialist I | 47465.6 | 49836.8 | 52332.8 | 54953.6 | 57720 | 60590.4 | 63648 | Annual |
| | 6030 | Zoo Registrar | | | | | | | | |
| 12 | 6001* | Accountant I | 23.96 | 25.16 | 26.42 | 27.75 | 29.13 | 30.60 | 32.12 | Hourly |
| | 6031* | Assistant Visual Communication Designer | 49836.8 | 52332.8 | 54953.6 | 57720 | 60590.4 | 63648 | 66809.6 | Annual |
| | 6016* | GIS Technician | | | | | | | | |
| | 0053* | Facilities Maintenance Technician | | | | | | | | |
| | 0055* | Landfill & Environmental Technician | | | | | | | | |
| | 0052* | Metro Paint Operations Technician | | | | | | | | |

*Non-exempt classification
Employees in this class are eligible to receive overtime compensation

Effective: 7/1/19
Revised: 02/5/20
COLA: 2.50%

AFSCME Pay Plan 2019

EXHIBIT A – AFSCME Local 3580 Pay schedule for FY 2020

**METRO
AFSCME Pay Schedule**

| | | | | | | | | | |
|----|--|---------|---------|---------|---------|---------|---------|---------|--------|
| 13 | 6008* Administrative Specialist IV | 25.16 | 26.42 | 27.75 | 29.13 | 30.60 | 32.12 | 33.73 | Hourly |
| | 0331* Hazardous Waste Technician | 52332.8 | 54953.6 | 57720 | 60590.4 | 63648 | 66809.6 | 70158.4 | Annual |
| | 6018* Payroll Specialist | | | | | | | | |
| | 6024* Program Assistant III | | | | | | | | |
| | 0057* Technical Specialist I | | | | | | | | |
| 14 | 6037* Education Specialist II | 26.42 | 27.75 | 29.13 | 30.60 | 32.12 | 33.73 | 35.42 | Hourly |
| | 0059* Technical Specialist II | 54953.6 | 57720 | 60590.4 | 63648 | 66809.6 | 70158.4 | 73673.6 | Annual |
| | 0058* Volunteer Coordinator I | | | | | | | | |
| | 0333* Assistant Management Analyst | | | | | | | | |
| | 0338* Assistant Public Affairs Specialist | | | | | | | | |
| | 6032 Associate Visual Communication Designer | | | | | | | | |
| | 0639 Video and Photography Technician | | | | | | | | |
| | 0041* Records & Information Analyst I | | | | | | | | |
| 15 | 0063* Metro Paint Operations Specialist | 27.75 | 29.13 | 30.60 | 32.12 | 33.73 | 35.42 | 37.21 | Hourly |
| | 0045* Facilities Maintenance Specialist | 57720 | 60590.4 | 63648 | 66809.6 | 70158.4 | 73673.6 | 77396.8 | Annual |
| | 6002 Accountant II | | | | | | | | |
| | 0062 Systems Administrator I | | | | | | | | |
| | 0061 Systems Analyst I | | | | | | | | |
| | 0301 Procurement Analyst I | | | | | | | | |
| 16 | 0332* Hazardous Waste Specialist | 29.13 | 30.60 | 32.12 | 33.73 | 35.42 | 37.21 | 39.06 | Hourly |
| | 0064* Landfill & Environmental Specialist | 60590.4 | 63648 | 66809.6 | 70158.4 | 73673.6 | 77396.8 | 81244.8 | Annual |
| | 0073* Technical Specialist III | | | | | | | | |
| | 6009 Assistant GIS Specialist | | | | | | | | |
| | 6000 Assistant Natural Resource Scientist | | | | | | | | |
| | 0354 Assistant Regional Planner | | | | | | | | |
| | 0343 Assistant Solid Waste Planner | | | | | | | | |
| | 6011 Assistant Researcher & Modeler | | | | | | | | |
| | 0348 Assistant Transportation Planner | | | | | | | | |
| | 0334 Associate Management Analyst | | | | | | | | |
| | 0339 Associate Public Affairs Specialist | | | | | | | | |
| | 6038 Education Specialist III | | | | | | | | |
| | 0056 Records & Information Analyst II | | | | | | | | |
| | 6033 Senior Visual Communication Designer | | | | | | | | |
| | 0065 Volunteer Coordinator II | | | | | | | | |
| 17 | 0067 Systems Administrator II | 30.60 | 32.12 | 33.73 | 35.42 | 37.21 | 39.06 | 41.02 | Hourly |
| | 0066 Systems Analyst II | 63648 | 66809.6 | 70158.4 | 73673.6 | 77396.8 | 81244.8 | 85321.6 | Annual |
| | 0074 Program Coordinator I | | | | | | | | |
| | 0302 Procurement Analyst II | | | | | | | | |
| 18 | 6004 Accountant III | 32.12 | 33.73 | 35.42 | 37.21 | 39.06 | 41.02 | 43.06 | Hourly |
| | 6013 Associate GIS Specialist | 66809.6 | 70158.4 | 73673.6 | 77396.8 | 81244.8 | 85321.6 | 89564.8 | Annual |
| | 6014 Associate Natural Resource Scientist | | | | | | | | |
| | 0355 Associate Regional Planner | | | | | | | | |
| | 0344 Associate Solid Waste Planner | | | | | | | | |
| | 6015 Associate Researcher & Modeler | | | | | | | | |
| | 0349 Associate Transportation Planner | | | | | | | | |
| | 6025 Property Management Specialist | | | | | | | | |
| | 0336 Senior Management Analyst | | | | | | | | |

*Non-exempt classification
Employees in this class are eligible to receive overtime compensation

Effective: 7/1/19
Revised: 02/5/20
COLA: 2.50%

AFSCME Pay Plan 2019

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EXHIBIT A – AFSCME Local 3580 Pay schedule for FY 2020

**METRO
AFSCME Pay Schedule**

| | | | | | | | | | | |
|----|------|--------------------------------------|---------|---------|---------|---------|---------|----------|----------|--------|
| 19 | 6040 | Endocrinology Research Technician | 33.73 | 35.42 | 37.21 | 39.06 | 41.02 | 43.06 | 45.22 | Hourly |
| | 6017 | Investment Coordinator | 70158.4 | 73673.6 | 77396.8 | 81244.8 | 85321.6 | 89564.8 | 94057.6 | Annual |
| | 0340 | Senior Public Affairs Specialist | | | | | | | | |
| | 0075 | Program Coordinator II | | | | | | | | |
| | 0303 | Procurement Analyst III | | | | | | | | |
| 20 | 0476 | Construction Project Manager I | 35.42 | 37.21 | 39.06 | 41.02 | 43.06 | 45.22 | 47.48 | Hourly |
| | 0069 | Systems Analyst III | 73673.6 | 77396.8 | 81244.8 | 85321.6 | 89564.8 | 94057.6 | 98758.4 | Annual |
| | 0365 | Real Estate Negotiator | | | | | | | | |
| | 0070 | Systems Administrator III | | | | | | | | |
| | 0078 | Transportation Engineer I | | | | | | | | |
| 21 | 6035 | Lead Real Estate Negotiator | 37.21 | 39.06 | 41.02 | 43.06 | 45.22 | 47.48 | 49.86 | Hourly |
| | 6027 | Senior GIS Specialist | 77396.8 | 81244.8 | 85321.6 | 89564.8 | 94057.6 | 98758.4 | 103708.8 | Annual |
| | 6028 | Senior Natural Resource Scientist | | | | | | | | |
| | 0356 | Senior Regional Planner | | | | | | | | |
| | 0345 | Senior Solid Waste Planner | | | | | | | | |
| | 6029 | Senior Researcher & Modeler | | | | | | | | |
| | 0350 | Senior Transportation Planner | | | | | | | | |
| | 6039 | Senior Real Estate Analyst | | | | | | | | |
| | 0341 | Principal Public Affairs Specialist | | | | | | | | |
| | 0068 | Digital Media Specialist | | | | | | | | |
| | 0079 | Program Manager | | | | | | | | |
| 22 | 6021 | Principal GIS Specialist | 39.06 | 41.02 | 43.06 | 45.22 | 47.48 | 49.86 | 52.35 | Hourly |
| | 6022 | Principal Natural Resource Scientist | 81244.8 | 85321.6 | 89564.8 | 94057.6 | 98758.4 | 103708.8 | 108888 | Annual |
| | 0357 | Principal Regional Planner | | | | | | | | |
| | 0346 | Principal Solid Waste Planner | | | | | | | | |
| | 6023 | Principal Researcher & Modeler | | | | | | | | |
| | 0351 | Principal Transportation Planner | | | | | | | | |
| | 0072 | Systems Administrator IV | | | | | | | | |
| | 0071 | Systems Analyst IV | | | | | | | | |
| | 0077 | Transportation Engineer II | | | | | | | | |
| | 0477 | Construction Project Manager II | | | | | | | | |
| | 0308 | Senior Engineer | | | | | | | | |

*Non-exempt classification
Employees in this class are eligible to receive overtime compensation

Effective: 7/1/19
Revised: 02/5/20
COLA: 2.50%

AFSCME Pay Plan 2019

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EXHIBIT B – AFSCME Local 3580 MERC Venues Pay schedule for FY 2020

METROPOLITAN EXPOSITION-RECREATION COMMISSION
AFSCME, LOCAL 3580 UTILITY WORKERS PAY SCHEDULE

| Pay Range | Job Code | Classification | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|-----------|----------|-----------------------------------|--------|--------|--------|--------|--------|--------|--------|
| 970 | 8485 | Event Custodian | 14.31 | 14.78 | 15.25 | 15.72 | 16.20 | 16.84 | 17.52 |
| 952 | 8500 | Utility Worker | 17.44 | 18.13 | 18.86 | 19.61 | 20.40 | 21.22 | 22.06 |
| 849 | 8170 | Utility Maintenance Technician* | 17.95 | 18.67 | 19.40 | 20.18 | 20.99 | 21.83 | 22.70 |
| 941 | 8490 | Utility Grounds Maintenance* | 19.13 | 19.90 | 20.68 | 21.51 | 22.38 | 23.27 | 24.20 |
| 961 | 8495 | Utility Lead* | 19.00 | 19.76 | 20.55 | 21.38 | 22.23 | 23.12 | 24.05 |
| 950 | 8175 | Utility Maintenance | 21.10 | 21.96 | 22.83 | 23.74 | 24.69 | 25.68 | 26.71 |
| 962 | 8300 | Utility Maintenance Specialist ** | 21.80 | 22.67 | 23.58 | 24.52 | 25.50 | 26.53 | 27.58 |
| 972 | 8385 | Utility Maintenance Lead | 23.54 | 24.49 | 25.46 | 26.49 | 27.54 | 28.64 | 29.79 |

*This classification is currently vacant.

**This classification shall be used at Expo only.

Effective: 7/1/2019
Revised:
COLA: 2.5%

EXHIBIT C – AFSCME Local 3580 Variable hour pay schedule for FY 2020

**METRO
AFSCME Variable Hour
Pay Schedule**

| Pay Range | Job Code | Job Classification | Current Hourly Rate |
|------------------|-----------------|--|----------------------------|
| 101 | 2041 | Zoo Program Assistant 1 | 17.80 |
| 102 | 2331 | Hazardous Waste Technicians | 21.19 |
| 103 | 2538 | Safety/Security Officers | 17.53 |
| 104 | 2013 | Scale House Technicians | 17.53 |
| 105 | 2065 | Administrative Specialist I - OCC, Expo, P'5 | 17.04 |
| 106 | 2069 | Administrative Specialist II - OCC, Expo, P'5 | 19.71 |

* Non-exempt classification
Employees in this class are eligible to receive overtime compensation

Effective: 7/1/19
Revised: 1/13/2020
COLA: 2.5%

EXHIBIT D – LOA, Metro and AFSCME Local 3580 Wage calculation Jan. 4, 2019

Letter of Agreement Metro and American Federation of State, County, and Municipal Employees Local 3580

This is a Letter of Agreement (LOA) between Metro and the American Federation of State, County, and Municipal Employees Local 3580 (hereinafter referred to as the Union) in regard to the calculation of wage increases as negotiated under the collective bargaining agreement.

RECITALS

1. Metro and the Union have negotiated a collective bargaining agreement from July 1, 2017 thru June 30, 2020.
2. The former wage increase calculation, where the cost of living adjustment is applied to Step 1 of Pay range 01N and then 5% differences between wages and steps, resulted in a wage increase percentage different than what was negotiated. For example, a wage increase of 2.5% using this calculation approach resulted in a less than 2.5% (rounded) wage increase for most wages in the pay scale.

Alternatively, removing the requirement that wage steps and ranges adhere to a strict 5% difference between, and instead applying the wage increase to each pay rate individually, resulted in each pay rate increasing by the negotiated wage increase. In some years, to some rates, this new approach may result in a less than 5% difference between steps and ranges. The parties agree that the changes to the 5% difference between steps and ranges with the new approach is less impactful than the potential of the wage increase percentage being less than what was negotiated with the prior calculation approach.

3. The parties have mutually agreed to modify the methodology of calculating wage increases for exhibit A under the collective bargaining agreement.

AGREEMENT

1. The parties agree to modify the collective bargaining agreement, effective December 31, 2018 as follows:
 - A. Section 15.1 Effective upon ratification by both parties, employees shall be paid in accordance with the classifications and rates of pay contained in Exhibit A (attached), Exhibit B Oregon Convention Center and Portland Expo Center (attached), and Exhibit C Temporary Employees (attached). Employees will keep their current salary eligibility date.

Exhibit A: Effective August 1, 2017, employees will receive a wage increase 2.00%. Effective upon ratification, but no earlier than July 1, 2018, employees will receive a wage increase of 2.50%. Effective upon ratification, but no earlier than July 1, 2019, employees will receive a wage increase of 2.50%.

~~Each year the negotiated wage increase will be added to Step 1 of Pay Range 01N; from there the remainder of the schedule will be developed with 5% differences between ranges and steps. Pay schedule adjustments shall be applied to the hourly rates in each classification. Annual rates shall be generated by multiplying the hourly rates by 2080. All pay adjustments~~

EXHIBIT D – LOA, Metro and AFSCME Local 3580 Wage calculation Jan. 4, 2019

shall be performed using standard rounding principles (i.e. 5 or higher rounds up and lower than 5 rounds down) to the nearest one hundredth decimal place (e.g. the decimal 0.846 rounded to the nearest hundredth is 0.85).

Exhibit B Oregon Convention Center and Portland Expo Center: Effective the pay period following the ratification of this agreement, employees will be placed on the salary schedule at a rate equal to their current rate of pay (step 5 for regular status employees). The date of ratification shall become the anniversary date for the purpose of step advancement for all active employees on payroll at the time of ratification. Probationary employees upon ratification of this contract will be placed at Step 4 of the new salary schedule and advance to Step 5 upon completion of the probationary period outlined in Article 14 Salary Administration.

Effective upon ratification, but no earlier than July 1, 2019, employees will receive a wage increase of 2.50%.

Effective the payroll period following ratification of this agreement employees at the Oregon Convention Center and Portland Expo Center shall receive a one-time payment based on years of service as follows:

| | |
|--|---------|
| Date of hire through completion of 3 years | \$300 |
| 4 years through completion of 7 years | \$550 |
| 8 years through completion of 11 years | \$800 |
| 12 years plus | \$1,050 |

Exhibit C: Effective the pay period following the ratification of this agreement, employees will receive a wage increase of 2.00%. Effective upon ratification, but no earlier than July 1, 2018, employees will receive a wage increase of 2.50%. Effective upon ratification, but no earlier than July 1, 2019, employees will receive a wage increase of 2.50%.

B. Section 14.5 Promotion

Employees promoted through a recruitment process into a higher classification shall be placed at not less than the next higher step in the new salary range. ~~The next higher step in the new salary range means the next rate that would provide for a five percent (5%) increase for the promoted employee.~~ **The next higher step is an increase equal to the next higher rate in the new salary range.** Upon completion of promotional probation, employees shall advance to the next step in the new range. The date of completion of promotional probation shall constitute a new "anniversary date" and employees shall advance one (1) step on each anniversary date until the employee reaches the top step. Nothing in this section shall be construed to prohibit the Employer from starting promoted employees higher or advancing employees upon the steps faster.

C. Section 14.10 Reclassification Procedure

An employee may submit a written request for reclassification through their department supervisor to be reviewed by Human Resources. The department supervisor will submit the request to Human Resources within one (1) month of receipt. The requesting employee shall receive a response on the decision from Human Resources no later than four (4) months from the initial submission date.


If a reclassification request is approved by Human Resources, for an employee moving to a

EXHIBIT D – LOA, Metro and AFSCME Local 3580 Wage calculation Jan. 4, 2019


higher classification, the employee shall be placed at the next higher step in the new salary range. ~~The next higher step in the new salary range means the next rate that would provide for a five percent (5%) increase for the employee.~~ **The next higher step is an increase equal to the next higher rate in the new salary range.** Any new rate of pay will be effective the first of the month in which the request was received in Human Resources. Employees sharing the same or substantially similar position descriptions or employees the Employer agrees to treat as a group may file an appeal as a group.

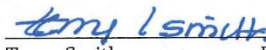
2. This agreement shall not set precedent, alter, or have effect on the terms and conditions existing between, the Union and Metro except as specifically stated in this agreement.
3. The Union agrees to withdraw the grievance regarding the calculation of wage increases.

For Metro:

 1/4/19
Date
Ross Hume
Labor Relations Program Manager
Metro

For AFSCME Local 3580:

 12/21/18
Date
Elizabeth Goetzinger
President

 01-04-19
Date
Terry Smith
Employee Engagement Manager
Metro