

AFSCME Local 3580 Factsheet

April 2020 Venues seniority letter of agreement

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 on seniority rights for newly recognized positions at Metro venues: Portland's Centers for the Arts, the Oregon Convention Center and Portland Expo Center.

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 on seniority rights for positions at P'5, Expo and OCC outlined in the Dec. 31, 2019 grievance settlement. A yes vote secures rights for over 30 positions newly recognized as part of our union while protecting rights of AFSCME positions existing prior to Dec. 31, 2019.

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, and Bill Stein, Enrique Vargas, Site representatives.

Dec. 2019 – Grievance settlement recognizing positions at P'5, OCC and Expo

In December 2019, AFSCME Local 3580 filed a grievance under Article 2, Recognition of our 2017-20 collective bargaining agreement. We asserted that Metro was violating that article by their continued refusal to recognize administrative and marketing positions at P'5, Expo and OCC as part of our unit. With this refusal came lower wages, different benefits and policies and certainly no guaranteed rights of representation.

Our union won and settled the grievance and the result was a letter of agreement (LOA) signed on Dec. 31, 2019.

[View the Dec. 31, 2019 grievance settlement.](#)

Key points:

- immediately provided all rights under our contract to over 30 people;
- set a temporary unit seniority date of Jan. 13, 2020;
- noted that “other conditions of employment, including but not limited to seniority” would be part of successor negotiations;
- the grievance also won long-deserved recognition of Event custodians at the Expo Center, a classification that our union represents at OCC for over a decade.

March 2020 – Layoffs at Metro Venues and Oregon Zoo

Fast forward to our current public health crisis. With layoffs at Metro venues looming in late March, our union reminded Metro of our grievance settlement on recognition and that there were outstanding seniority issues for our newest members. Metro, having no labor relations staff with more than two weeks experience at Metro, had a really hard time getting up to speed on this issue. We demanded to immediately negotiate seniority rights for our January 2020 P'5,

OCC and Expo folks and that Metro was violating both our contract and the terms of the grievance settlement.

April 2019 - Tentative agreement for positions represented in Dec. 31 2019 grievance settlement

The night of April 16, AFSCME Local 3580 and Metro reached a one-year LOA to resolve seniority rights for the positions brought into our local in the Dec. 31 2019 grievance settlement. Elizabeth Goetzinger, President AFSCME Local 3580, confirmed the LOA as a tentative agreement and restated the intention and requirement of our union to approve the agreement by a vote of the members of the local. The agreement, if approved, will be in effect until other terms are negotiated as part of successor negotiations.

[View the letter of agreement for venue position seniority rights](#)

For positions *added to our union on Dec. 31, 2019 at P'5, OCC and Expo*

- your original hire date at Metro will become your AFSCME seniority date under Article 16 in our existing CBA;
- you will have bumping rights, by classification and seniority, into positions at the venue you worked at prior to lay off;
- you cannot bump into classifications "outside" of P'5, OCC and Expo. Classifications outside of the venues would be those in WPES, Zoo, Planning, for example.

For positions *already part of our union prior to Dec. 31, 2020*

- if your position is identified for layoff you will be unable to bump into positions, by your classification and seniority date at P'5, Expo and OCC. Note that prior to the Dec. 31 2019 grievance settlement this was already not an option if layoff would occur.
- this letter of agreement does not change any seniority rights for utility worker and maintenance classifications at OCC and Expo or Event custodian classifications at OCC that were existing classifications of AFSCME Local 3580 prior to Dec. 31, 2019.

April 2019 – Ratification vote needed

AFSCME Local 3580 is conducting a vote of members to ratify, or approve the letter of agreement. A majority of members who participate in the vote must vote Yes to approve the letter of agreement in order for it to be ratified and take effect.

A YES vote Approves the letter of agreement. For over 30 employees in classifications recognized in the Dec. 31, 2019 grievance settlement at P'5, Expo and OCC: sets the original hire date as the AFSCME seniority date. A 10 day period of bumping rights for these employees begins once AFSCME Local 3580 notifies Metro of LOA approval.

A NO vote Is a rejection of the letter of agreement as presented.

Voting details:

- vote will be held from 10 a.m. Monday, April 27 to 10 a.m. Wednesday, April 29, 2020;
- all signed members as of Monday, April 27 at 5 p.m. will be eligible to vote. Membership sign-up is available at oregonafscme.org;

- electionbuddy.com is the online, paid tool the local has selected to administer the vote. Cost for this single initiative is paid by AFSCME Local 3580 estimated at \$90 for the entire process;
- signed members will receive a unique voting key and password to access the voting ballot;
- votes are anonymous and all participants will be notified of results when voting closes.

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.