

**Letter of Agreement (Supposal)
Metro and AFSCME Local 3580**

This is a Letter of Agreement (LOA) between Metro and AFSCME Local 3580 (hereinafter referred to as the Union) in regard to a grievance filed by the Union on December 16, 2019.

RECITALS

1. A grievance was filed on December 16, 2019 claiming that Article 2 (Recognition) was violated.
2. There is a dispute regarding whether specific classifications as identified in the Step 3 grievance dated December 16, 2019 are recognized under Article 2 (Recognition) of the collective bargaining agreement.
3. The parties wish to resolve the grievance.

AGREEMENT

1. Effective January 13, 2020, Metro recognizes AFSCME Local 3580 as the exclusive representative for the purpose of establishing wages, salaries, hours, and other conditions of employment for the following classifications that are currently employed at the Oregon Convention Center, Portland 5' Center for the Arts, and the Portland Expo Center with the exception of positions that are represented by other unions, otherwise excluded under the Article 2 Recognition clause and employees and/or positions that are supervisory or confidential:

Administrative Assistant
Administrative Lead
Administrative Technician
Custodian – Expo Center
Marketing and Promotions Coordinator I
Marketing and Promotions Coordinator II
Sustainability Specialist
Receptionist
Event Receptionist
Volunteer Services Coordinator

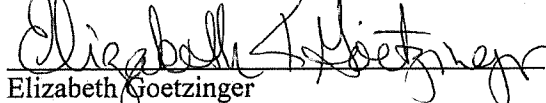
2. The parties will be in successor negotiations for the current contract expiring June 30, 2020 and agree to negotiate wages, hours, and other conditions of employment including but not limited to seniority for all classifications under this agreement. Until ratification of such agreement, status quo will be maintained regarding mandatory subjects of bargaining except as otherwise stated in this agreement. The parties further agree that the Union will not seek to add to the existing bargaining unit, whether through collective bargaining for the life of both the current and successor CBA or through a unit clarification, any other currently non-represented classifications in existence as of the date of this agreement.
3. The Event Receptionist will be classified as a temporary position under Article 35 (Temporary Employees). The Event Receptionist will be paid at a rate not less than step 1 of the Administrative Specialist I classification. The parties agree to negotiate in successor bargaining the status of Event Receptionist (Temporary or Regular) based upon data regarding the nature and hours of work performed by Event Receptionists.

4. Non-represented positions as stated in this agreement will be classified in the following AFSCME represented classifications per item 5 and paid the applicable rate effective January 13, 2020.
5. The newly recognized classifications will be paid at the following pay range:

Current Classification	New Classification
Administrative Assistant	Administrative Specialist II
Administrative Lead	Program Assistant III
Administrative Technician	Program Assistant II
Custodian - Expo	Event Custodian
Receptionist	Administrative Specialist I
Event Receptionist	Temporary Administrative Specialist I
Marketing and Promotions Coordinator I	Assistant Visual Communications Designer
Marketing and Promotions Coordinator II	Senior Visual Communication Designer
Sustainability Specialist	Program Assistant III
Volunteer Services Coordinator	Volunteer Coordinator II


6. Employees will be placed on the salary schedule, in the appropriate classification and corresponding pay range as stated in item 5, at a rate nearest to, but not less than, their current rate of pay. The anniversary date for the purpose of step advancement shall be January 13, 2020.
7. For all regular status employees included in this agreement, seniority shall be January 13, 2020.
8. This agreement resolves all issues, interests, and claims in or related to the grievance filed by the Union. The Union hereby withdraws the grievance without prejudice.
9. This agreement shall not set precedent, alter, or have any effect on the terms and conditions of the collective bargaining agreement between the parties and/or in any future negotiations between the parties, except as stated in this agreement.

For AFSCME Local 3580


 Elizabeth Goetzinger
 President

12/31/19
 Date

For Metro


 Ross Hume
 Labor Relations Manager

12/31/19
 Date