

Letter of Agreement
Metro and Laborers' International Union of North America, Local 483

This is a Letter of Agreement (LOA) between Metro and the Laborers' International Union of North America, Local 483 (hereinafter referred to as the Union) in regard to member participation in Metro's Employee Resource Groups.

RECITALS


1. Metro has established Employee Resource Groups to assist the organization in achieving its agency-wide diversity, equity, and inclusion goals. The Union supports goals of furthering equity and inclusion and addressing institutionalized racism and bias and union members' contributions to these efforts.
2. Participation in Employee Resource Groups is voluntary. Employees shall not be retaliated against for their participation or refusal to participate in the activities of any Employee Resource Group.

AGREEMENT

The parties agree as follows:

1. Employees who participate in the Employee Resource Group shall be permitted to do so during their regularly scheduled shift for up to two (2) hours per meeting without loss of pay. If the Employee Resource Group meets outside an employee's work schedule, non-exempt employees shall be eligible for up to two hours paid time per meeting in accordance to this agreement.
2. While participating in the Employee Resource Group outside of regular shift hours, employees will not be eligible for overtime, premium pay and differentials, and call back pay. The employee shall waive their right to consecutive days off when attending the Employee Resource Group meeting.
3. Metro reserves the right to end the Employee Resource Group and such change will not result in a bargaining obligation under the Public Employees Collective Bargaining Act (PECBA).
4. 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.
5. This agreement satisfies any duty to bargain under the Public Employees Collective Bargaining Act (PECBA).
6. Violations of this agreement shall be enforceable under the grievance procedure outlined in the parties' collective bargaining agreement.
7. This agreement will expire on June 30, 2020 but may be extended by mutual agreement by the parties in writing. The agreement may be amended by mutual agreement.

For Metro:



Ross Hume Date
Labor Relations Program Manager
Metro

For LiUNA Local 483:



Farrell Richartz Date
LiUNA 483



Terry Smith Date
Employee Engagement Manager
Metro