

**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 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.
2. Participation in Employee Resource Groups is voluntary.

**AGREEMENT**

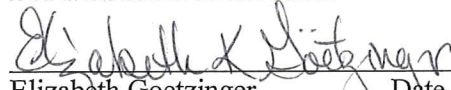
The parties agree as follows:

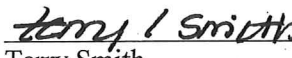
1. Employees who participate in the Employee Resource Group of their choice are eligible for up to two hours per meeting without loss of pay. For non-exempt employees, if the Employee Resource Group meets outside an employee's work schedule, the employee shall be eligible for up to two hours paid time per meeting in accordance to this agreement.
2. Payment for participation in the Employee Resource Group shall not result in overtime liability to the employer, and the employee shall waive their rights to consecutive days off, premium pay and differentials, and call back pay.
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. 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                      10/25/17  
Date  
Labor Relations Program Manager  
Metro

**For AFSCME Local 3580:**

  
\_\_\_\_\_  
Elizabeth Goetzinger                      10/18/17  
Date  
President

  
\_\_\_\_\_  
Terry Smith                      10.25.17  
Date  
Employee Engagement Manager  
Metro