

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

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

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:

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

For AFSCME Local 3580:

Elizabeth K Goetzinger 12/2/18
Date
Elizabeth Goetzinger
President

Terry L Smith 01.04.19
Date
Terry Smith
Employee Engagement Manager
Metro