

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 a premium for employees required to maintain their Commercial Driver's License (CDL) in Hazardous Waste and Metro Paint.

Recital

1. Metro has a need for some employees within classifications at Hazardous Waste and Metro Paint to perform duties that require the possession of a CDL.
2. Metro will compensate employees for holding a CDL per the agreement below.

Agreement

The following represents the terms of an agreement between Metro and the Union related to a premium for employees who are required to maintain a CDL:

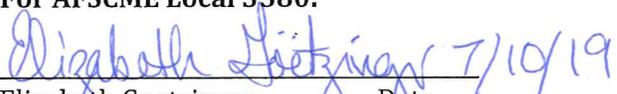
1. Employees that hold a CDL in Hazardous Waste, Metro Paint or any other classification that does not require a CDL as a minimum qualification, and at management's determination, perform duties that require a CDL, will receive a premium of \$1.00 per hour.
2. Metro will allow employees in the appropriate classifications that do not require a CDL as a minimum qualification to submit their interest in performing duties requiring a CDL and that are eligible for a CDL premium. Metro reserves the right to determine the selection process to select employees that have submitted interest.
3. In the event an employee requests to no longer perform duties requiring a CDL, the employee shall make their request in writing and will be eligible to return to previous duties not requiring a CDL within eight (8) weeks from the date the request is received.
4. Metro may remove duties requiring a CDL from an employee with twenty-one (21) days advanced notice or immediately in the event an employee is not eligible to hold a CDL. Such duties change is not subject to the grievance procedure. If the reason for the removal of such duties is for performance or conduct, the employee will be afforded a due process meeting.
5. Metro reserves the right to determine the number of positions and employees required to perform duties requiring a CDL.
6. 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.

For Metro:



Ross Hume 7/15/19
Date
Labor Relations Program Manager
Metro

For AFSCME Local 3580:



Elizabeth Goetzinger 7/10/19
Date
President



Terry Smith 07.15.19
Date
Employee Engagement Manager
Metro