

**Letter of Agreement  
MERC and IATSE Local 28  
Correction of Vacation Accruals**

This is a Letter of Agreement (LOA) between Metro Exposition and Recreation Commission (Hereinafter referred to as the Employer) and IATSE 28 (hereinafter referred to as the Union).

**BACKGROUND**

The parties wish to correct the vacation accrual schedule in Article VIII-Vacation of the 2016-19 MERC-IATSE 28 Collective Bargaining Agreement.

**AGREEMENT**

The Parties agree:

1. That the vacation accrual increases occur at the beginning of ten (10) and twenty-five (25) years of service instead of at the conclusion of ten (10) and twenty-five (25) years of service.
2. That Article VIII-Vacation section 8.2 is hereby amended, as listed in the table below, to reflect the accurate and intended vacation accruals.

<b>Years of Service</b>	<b>Accrual Rate</b>
0 through 48 months	0.04 hours of vacation per hour worked and during paid time off.
Increase occurs following 48 months (4 years).	0.06 hours of vacation per hour worked and during paid time off.
Increase occurs following 108 months (9 years) of service.	0.08 hours of vacation per hour worked and during paid time off.
Increase occurs following 288 months (24 years) of service.	0.096 hours of vacation per hour worked and during paid time off.

3. Employees receive vacation accruals on "paid time off". This includes paid time off listed in Article VI: Overtime & Conditions, such as minimum call hours (Article 6.4.1). This non-precedent setting LOA is retroactively effective to July 1, 2016 and shall expire in concert with the terms of the parties' collective bargaining agreement on June 30, 2019.

For Metro:

  
Mikki Nutt                      9/2/2016  
Labor/Employee Relations      Date  
Metro

For IATSE Local 28:

  
Roger Gayton                      Date 9-30-16  
Business Representative  
IATSE Local 28