

**Letter of Agreement
Metro and International Alliance of Theatrical Stage Employees Local B-20**

This is a Letter of Agreement (LOA) between Metro and the International Stage Employees Local B-20 (hereinafter referred to as the Union) in regard to Metro's High Deductible Health Plans.

RECITALS

1. The joint labor management committee for health insurance recommended to increase employer contribution to employee's Health Savings Account (HSA) who are enrolled in a high deductible health insurance plan from \$1,000 to \$1,500 per plan year for individuals and from \$2,000 to \$3,000 per plan year for employees enrolled as employee plus dependents(s).
2. The recommendation was adopted by Metro on August 10, 2017 for implementation effective January 1, 2018.


AGREEMENT

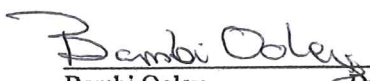
The parties agree as follows:

1. This agreement shall become effective January 1, 2018 and supersede any previous agreements regarding high deductible plans.
2. Metro will increase employer contribution to Health Savings Account (HSA) for employees who are enrolled in a Metro high deductible health insurance plan from \$1,000 to \$1,500 per plan year for individuals and from \$2,000 to \$3,000 per plan year for employees enrolled as employee plus dependents(s).
3. 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.
4. This agreement satisfies any duty to bargain under the Public Employees Collective Bargaining Act (PECBA).

For Metro:

For IATSE Local B-20:

 9/6/17
Date
Ross Hume
Labor Relations Program Manager
Metro

 9-5-17
Date
Bambi Ooley
IATSE Local B-20

 09-07-17
Date
Terry Smith
Employee Engagement Manager
Metro