

TENTATIVE AGREEMENT

**Letter of Agreement - One Year Contract Extension
American Federation of State County and Municipal Employees Local 3580 and Metro**

In consideration of current events related to COVID-19 and the timing of successor contract negotiations, AFSCME Local 3580 and Metro hereby extend all provisions of the existing collective bargaining agreement.

The entire agreement will remain in full force, to expire on June 30, 2021.

Any and all provisions of the existing collective bargaining agreement will remain in effect during this extension and any extension thereto. All existing letters of agreement in effect at date of signing of this Letter of Agreement will continue to remain in effect for the duration of this contract extension.

Effective July 1, 2020, the pay schedule will reflect a cost of living increase of 2.50% for all employees covered by the existing collective bargaining agreement. In the event Metro determines that layoffs of any portion of its workforce is required, and/or there is any reduction to Metro's operating revenues in the FY 2020-21 budget, the parties may mutually agree to reopen the contract to renegotiate the cost of living increase or to negotiate the overall pay schedule. All steps on the wage scales in Exhibits A, B, and C of this Agreement will be increased by 2.50% in accordance with the process delineated in Article 15 and updated by the Letter of Agreement referenced in Exhibit D of this Agreement.

This Agreement does not, in any way, set precedent for any future bargaining between AFCSME Local 3580 and Metro.



Marissa Madrigal
Metro Chief Operating Officer

June 2, 2020
Date



Elizabeth Goetzinger
President, AFSCME Local 3580

June 1, 2020
Date



Julio Garcia
Metro Human Resources Director

June 2, 2020
Date



Lori Baumann
Oregon AFSCME Council 75

June 1, 2020
Date

EXHIBIT A – AFSCME Local 3580 Pay schedule for FY 2020

**METRO
AFSCME Pay Schedule**

Pay Range	Job Code	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
01	6012*	Office Assistant	14.00	14.71	15.45	16.23	17.04	17.89	18.78	Hourly
			29120	30596.8	32136	33758.4	35443.2	37211.2	39062.4	Annual
02	0032*	Building Custodian - MRC	14.71	15.45	16.23	17.04	17.89	18.78	19.71	Hourly
			30596.8	32136	33758.4	35443.2	37211.2	39062.4	40996.8	Annual
03		Vacant Range	15.45	16.23	17.04	17.89	18.78	19.71	20.69	Hourly
			32136	33758.4	35443.2	37211.2	39062.4	40996.8	43035.2	Annual
04	0033*	Lead Building Custodian - MRC	16.23	17.04	17.89	18.78	19.71	20.69	21.74	Hourly
			33758.4	35443.2	37211.2	39062.4	40996.8	43035.2	45219.2	Annual
05	6005*	Administrative Specialist I	17.04	17.89	18.78	19.71	20.69	21.74	22.82	Hourly
	0034*	Traffic Control/Load Inspection Technician I	35443.2	37211.2	39062.4	40996.8	43035.2	45219.2	47465.6	Annual
	0049	Mailroom Coordinator								
06	0040*	Program Assistant I	17.89	18.78	19.71	20.69	21.74	22.82	23.96	Hourly
	6026*	Safety and Security Officer	37211.2	39062.4	40996.8	43035.2	45219.2	47465.6	49836.8	Annual
	0013*	Scalehouse Technician								
	0048*	Traffic Control/Load Inspection Technician II								
07	0038*	Accounting Technician II	18.78	19.71	20.69	21.74	22.82	23.96	25.16	Hourly
	0006*	Food Service/Retail Specialist	39062.4	40996.8	43035.2	45219.2	47465.6	49836.8	52332.8	Annual
	6020*	Payroll Technician								
08	6006*	Administrative Specialist II	19.71	20.69	21.74	22.82	23.96	25.16	26.42	Hourly
	0015*	Facilities Maintenance Worker	40996.8	43035.2	45219.2	47465.6	49836.8	52332.8	54953.6	Annual
09	6007*	Administrative Specialist III	20.69	21.74	22.82	23.96	25.16	26.42	27.75	Hourly
	0014*	Lead Scalehouse Technician	43035.2	45219.2	47465.6	49836.8	52332.8	54953.6	57720	Annual
	0042*	Program Assistant II								
	0026*	Lead Safety and Security Officer								
10		Vacant Range	21.74	22.82	23.96	25.16	26.42	27.75	29.13	Hourly
			45219.2	47465.6	49836.8	52332.8	54953.6	57720	60590.4	Annual
11	6034*	Property Management Technician	22.82	23.96	25.16	26.42	27.75	29.13	30.60	Hourly
	6036*	Education Specialist I	47465.6	49836.8	52332.8	54953.6	57720	60590.4	63648	Annual
	6030	Zoo Registrar								
12	6001*	Accountant I	23.96	25.16	26.42	27.75	29.13	30.60	32.12	Hourly
	6031*	Assistant Visual Communication Designer	49836.8	52332.8	54953.6	57720	60590.4	63648	66809.6	Annual
	6016*	GIS Technician								
	0053*	Facilities Maintenance Technician								
	0055*	Landfill & Environmental Technician								
	0052*	Metro Paint Operations Technician								

*Non-exempt classification
Employees in this class are eligible to receive overtime compensation

Effective: 7/1/19
Revised: 02/25/20
COLA: 2.50%

AFSCME Pay Plan 2019

EXHIBIT A – AFSCME Local 3580 Pay schedule for FY 2020

**METRO
AFSCME Pay Schedule**

13	6008* Administrative Specialist IV	25.16	26.42	27.75	29.13	30.60	32.12	33.73	Hourly
	0331* Hazardous Waste Technician	52332.8	54953.6	57720	60590.4	63648	66809.6	70158.4	Annual
	6018* Payroll Specialist								
	6024* Program Assistant III								
	0057* Technical Specialist I								
14	6037* Education Specialist II	26.42	27.75	29.13	30.60	32.12	33.73	35.42	Hourly
	0059* Technical Specialist II	54953.6	57720	60590.4	63648	66809.6	70158.4	73673.6	Annual
	0058* Volunteer Coordinator I								
	0333* Assistant Management Analyst								
	0338* Assistant Public Affairs Specialist								
	6032 Associate Visual Communication Designer								
	0639 Video and Photography Technician								
	0041* Records & Information Analyst I								
15	0063* Metro Paint Operations Specialist	27.75	29.13	30.60	32.12	33.73	35.42	37.21	Hourly
	0045* Facilities Maintenance Specialist	57720	60590.4	63648	66809.6	70158.4	73673.6	77396.8	Annual
	6002 Accountant II								
	0062 Systems Administrator I								
	0061 Systems Analyst I								
	0301 Procurement Analyst I								
16	0332* Hazardous Waste Specialist	29.13	30.60	32.12	33.73	35.42	37.21	39.06	Hourly
	0064* Landfill & Environmental Specialist	60590.4	63648	66809.6	70158.4	73673.6	77396.8	81244.8	Annual
	0073* Technical Specialist III								
	6009 Assistant GIS Specialist								
	6000 Assistant Natural Resource Scientist								
	0354 Assistant Regional Planner								
	0343 Assistant Solid Waste Planner								
	6011 Assistant Researcher & Modeler								
	0348 Assistant Transportation Planner								
	0334 Associate Management Analyst								
	0339 Associate Public Affairs Specialist								
	6038 Education Specialist III								
	0056 Records & Information Analyst II								
	6033 Senior Visual Communication Designer								
	0065 Volunteer Coordinator II								
17	0067 Systems Administrator II	30.60	32.12	33.73	35.42	37.21	39.06	41.02	Hourly
	0066 Systems Analyst II	63648	66809.6	70158.4	73673.6	77396.8	81244.8	85321.6	Annual
	0074 Program Coordinator I								
	0302 Procurement Analyst II								
18	6004 Accountant III	32.12	33.73	35.42	37.21	39.06	41.02	43.06	Hourly
	6013 Associate GIS Specialist	66809.6	70158.4	73673.6	77396.8	81244.8	85321.6	89564.8	Annual
	6014 Associate Natural Resource Scientist								
	0355 Associate Regional Planner								
	0344 Associate Solid Waste Planner								
	6015 Associate Researcher & Modeler								
	0349 Associate Transportation Planner								
	6025 Property Management Specialist								
	0336 Senior Management Analyst								

*Non-exempt classification
Employees in this class are eligible to receive overtime compensation

Effective: 7/1/19
Revised: 02/5/20
COLA: 2.50%

AFSCME Pay Plan 2019

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EXHIBIT A – AFSCME Local 3580 Pay schedule for FY 2020

**METRO
AFSCME Pay Schedule**

19	6040	Endocrinology Research Technician	33.73	35.42	37.21	39.06	41.02	43.06	45.22	Hourly
	6017	Investment Coordinator	70158.4	73673.6	77396.8	81244.8	85321.6	89564.8	94057.6	Annual
	0340	Senior Public Affairs Specialist								
	0075	Program Coordinator II								
	0303	Procurement Analyst III								
20	0476	Construction Project Manager I	35.42	37.21	39.06	41.02	43.06	45.22	47.48	Hourly
	0069	Systems Analyst III	73673.6	77396.8	81244.8	85321.6	89564.8	94057.6	98758.4	Annual
	0365	Real Estate Negotiator								
	0070	Systems Administrator III								
	0078	Transportation Engineer I								
21	6035	Lead Real Estate Negotiator	37.21	39.06	41.02	43.06	45.22	47.48	49.86	Hourly
	6027	Senior GIS Specialist	77396.8	81244.8	85321.6	89564.8	94057.6	98758.4	103708.8	Annual
	6028	Senior Natural Resource Scientist								
	0356	Senior Regional Planner								
	0345	Senior Solid Waste Planner								
	6029	Senior Researcher & Modeler								
	0350	Senior Transportation Planner								
	6039	Senior Real Estate Analyst								
	0341	Principal Public Affairs Specialist								
	0068	Digital Media Specialist								
	0079	Program Manager								
22	6021	Principal GIS Specialist	39.06	41.02	43.06	45.22	47.48	49.86	52.35	Hourly
	6022	Principal Natural Resource Scientist	81244.8	85321.6	89564.8	94057.6	98758.4	103708.8	108888	Annual
	0357	Principal Regional Planner								
	0346	Principal Solid Waste Planner								
	6023	Principal Researcher & Modeler								
	0351	Principal Transportation Planner								
	0072	Systems Administrator IV								
	0071	Systems Analyst IV								
	0077	Transportation Engineer II								
	0477	Construction Project Manager II								
	0308	Senior Engineer								

*Non-exempt classification
Employees in this class are eligible to receive overtime compensation

Effective: 7/1/19
Revised: 02/5/20
COLA: 2.50%

AFSCME Pay Plan 2019

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EXHIBIT B – AFSCME Local 3580 MERC Venues Pay schedule for FY 2020

METROPOLITAN EXPOSITION-RECREATION COMMISSION
AFSCME, LOCAL 3580 UTILITY WORKERS PAY SCHEDULE

Pay Range	Job Code	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
970	8485	Event Custodian	14.31	14.78	15.25	15.72	16.20	16.84	17.52
952	8500	Utility Worker	17.44	18.13	18.86	19.61	20.40	21.22	22.06
849	8170	Utility Maintenance Technician*	17.95	18.67	19.40	20.18	20.99	21.83	22.70
941	8490	Utility Grounds Maintenance*	19.13	19.90	20.68	21.51	22.38	23.27	24.20
961	8495	Utility Lead*	19.00	19.76	20.55	21.38	22.23	23.12	24.05
950	8175	Utility Maintenance	21.10	21.96	22.83	23.74	24.69	25.68	26.71
962	8300	Utility Maintenance Specialist **	21.80	22.67	23.58	24.52	25.50	26.53	27.58
972	8385	Utility Maintenance Lead	23.54	24.49	25.46	26.49	27.54	28.64	29.79

*This classification is currently vacant.

**This classification shall be used at Expo only.

Effective: 7/1/2019
Revised:
COLA: 2.5%

EXHIBIT C – AFSCME Local 3580 Variable hour pay schedule for FY 2020

**METRO
AFSCME Variable Hour
Pay Schedule**

Pay Range	Job Code	Job Classification	Current Hourly Rate
101	2041	Zoo Program Assistant 1	17.80
102	2331	Hazardous Waste Technicians	21.19
103	2538	Safety/Security Officers	17.53
104	2013	Scale House Technicians	17.53
105	2065	Administrative Specialist I - OCC, Expo, P'5	17.04
106	2069	Administrative Specialist II - OCC, Expo, P'5	19.71

* Non-exempt classification
Employees in this class are eligible to receive overtime compensation

Effective: 7/1/19
Revised: 1/13/2020
COLA: 2.5%

EXHIBIT D – LOA, Metro and AFSCME Local 3580 Wage calculation Jan. 4, 2019

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~~

EXHIBIT D – LOA, Metro and AFSCME Local 3580 Wage calculation Jan. 4, 2019

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

EXHIBIT D – LOA, Metro and AFSCME Local 3580 Wage calculation Jan. 4, 2019

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:

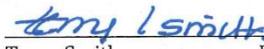
 1/4/19

Ross Hume Date
Labor Relations Program Manager
Metro

For AFSCME Local 3580:

 12/21/18

Elizabeth Goetzinger Date
President

 01.04.19

Terry Smith Date
Employee Engagement Manager
Metro