

Letter of Agreement Employee Resource Groups

This is a Letter of Agreement (LOA) between Metro (the Employer) and AFSCME Local 3580, and the Laborers' International Union of North America, Local 483 (hereinafter referred to as the Unions) in regard to member participation in Metro's Employee Resource Groups.

RECITALS

1. Metro has established Employee Resource Groups to assist the organization in achieving its agency-wide diversity, equity, and inclusion goals. The Unions supports goals of furthering equity and inclusion and addressing institutionalized racism and bias and union members' contributions to these efforts.
2. Participation in Employee Resource Groups is voluntary. Employees shall not be retaliated against for their participation or refusal to participate in the activities of any Employee Resource Group.
3. In 2017, the parties negotiated a letter of agreement to establish the terms of bargaining unit members' participation in the Employee Resource Groups. The 2017 agreement expired on June 30, 2020, and prior to the letter of agreement expiring, the parties agreed to extend the agreement as outlined below.

AGREEMENT

The parties agree as follows:

1. Employees who participate in the Employee Resource Group shall be permitted to do so during their regularly scheduled shift for up to two (2) hours per meeting without loss of pay. If the Employee Resource Group meets outside an employee's work schedule, non-exempt employees shall be eligible for up to two hours paid time per meeting in accordance to this agreement.
2. In addition to the compensable time outlined in paragraph 1, employees in the bargaining unit who are members of an Employee Resource Group may also serve on the group's planning committee. Members of the planning committee shall be permitted to spend up to 2 hours per meeting per month assisting with meeting preparation without loss of pay.
3. While participating in the Employee Resource Group (or the planning committee) outside of regular shift hours, employees will not be eligible for overtime, premium pay and differentials, and call back pay. The employee shall waive their right to consecutive days off when attending the Employee Resource Group meeting or the planning committee meeting.
4. Metro reserves the right to end the Employee Resource Group and such change will not result in a bargaining obligation under the Public Employees Collective Bargaining Act (PECBA).
5. This agreement shall not set precedent, alter, or have effect on the terms and conditions existing between the Unions and Metro except as specifically stated in this agreement.
6. This agreement satisfies any duty to bargain under the Public Employees Collective Bargaining Act (PECBA).
7. Violations of this agreement shall be enforceable under the grievance procedure outlined in

the parties' collective bargaining agreement.

8. This agreement will expire on June 30, 2023 but may be extended by mutual agreement by the parties in writing. The agreement may be amended by mutual agreement.

For Metro:



8/12/20

Jenny Marston
HR Deputy Director

For AFSCME:

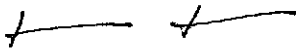


8/25/20

Elizabeth Goetzinger
President

Date

For LiUNA:



August 13, 2020

Farrell Richartz
Business Manager

Date