

LETTER OF AGREEMENT

Metro and IATSE B20 Recalling for Short Term Event Shifts at Expo Center

This is a Letter of Agreement (LOA) between Metro ("Employer") and IATSE B20 ("Union") in regard to recalling of IATSE B20 members at the Expo Center in support of Summer 2020 drive-in movie events.

RECITALS

- A. The Employer and the Union are parties to a collective bargaining agreement effective July 1, 2019 through June 30, 2022;
- B. The novel coronavirus (COVID-19) pandemic and March 8, 2020 Executive Order No. 20-03, in which Oregon Governor Kate Brown declared a statewide emergency, has resulted in unforeseen impacts on Metro's finances and workforce;
- C. The parties share a mutual interest to support The Employer's fiscal health as well as employee well-being during these uncertain times; and
- D. The parties hereby agree to the following arrangement regarding recalling employees, and employees' ability to decline shifts.

AGREEMENT

1. Employees who choose to decline shifts will provide written notice of their intention to the Employer and Union. Employees who decline work at the Expo drive-in movie event will not lose the ability to be offered potential future work.
2. Employees who are expected to work during the COVID-19 crisis will receive proper personal protective equipment. Safety coordinators will check in frequently with workers to ensure their safety concerns are being addressed in a timely manner. Employer is striving to give added emphasis to worker safety during the COVID-19 pandemic.
3. For hours and shifts worked onsite, employees will be eligible for the additional COVID-19 hazard compensation. The cash value of this vacation leave will be paid to the employees on their paycheck reflecting the last shift worked for the Summer 2020 Drive-In movie series. The accrual rate will be as follows:

Shifts Less Than 4 Hours	0.5 Hours vacation leave
Shifts 4-8 Hours	1 Hour vacation leave
Shifts Over 8 Hours	1.25 Hours vacation leave

4. This Letter of Agreement is not precedent setting for any interpretation of the collective bargaining agreement, Metro's personnel policies, any other letter of agreement, or any past practice. The Agreement shall not be cited or used in any subsequent grievance, negotiation, or in any other forum except to enforce the terms of this Agreement.
5. This Agreement will be effective upon the final signature of both parties, and expire at the conclusion of the Summer 2020 Drive-In movie series.

Melissa Edwards
Labor and Employee Relations Program
Manager Business Representative, IATSE B-20

Chris Bachman

Melissa Edwards

Chris Bachman

8/14/2020

Date

Date 8/11/20

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