

**LETTER OF AGREEMENT**  
**Metro and AFSCME Local 3580, Schedule Reductions and**  
**Furloughs, through December 31, 2020**

**Amendment A**

This Letter of Agreement (LOA) is between Metro and the American Federation of State, County and Municipal Employees (AFSCME) Local 3580 and amends the Letter of Agreement regarding furloughs and schedule reductions (in lieu of furloughs) through December 31, 2020 executed on August 27, 2020.

**AGREEMENT**

1. **Holiday Pay.** For any holiday actually worked by an employee, with the exception of the day after Thanksgiving, during a week that the employee also furloughs 20 to 40% of their time, the employee shall receive one and one-half (1-1/2) hours of compensatory time off for every hour worked.
2. All other provisions of the parties' Collective Bargaining Agreement and the LOA to which this LOA amends, not expressly modified by this LOA amendment will remain in full force and effect.
3. 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.

For Metro



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Julie Hoxie  
Labor and Employee Relations Program Manager

11/10/2020

\_\_\_\_\_  
Date

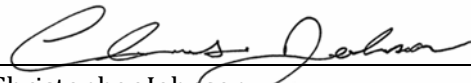
For AFSCME Local 3580



\_\_\_\_\_  
Elizabeth Goetzinger, President  
AFSCME Local 3580

Nov 9, 2020

\_\_\_\_\_  
Date



\_\_\_\_\_  
Christopher Johnson  
Oregon AFSCME Council 75

Nov 9, 2020

\_\_\_\_\_  
Date