

LETTER OF AGREEMENT

**Metro and IATSE B20
Recalling for Short Term Event Shifts at the Portland 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 Portland Expo Center in 2021 event work.

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 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. Supervisors will check in 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. Employees who perform work under this Agreement are eligible for the COVID-19 hazard compensation pursuant to the terms of the COVID-19 Hazard Pay Letter of Agreement executed by the parties on Nov. 17, 2020. Employees will be considered Tier A. Accrual of hazard pay will end on March 31, 2021.
- 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 expires July 31, 2021.

Nicole Bohan
Labor and Employee Relations Program
Manager Business Representative, IATSE B-20
Chris Bachman

Nicole Bohan

Date

CBach

Date *March 18, 2021*

Date 3/30/2021

Date

