

**LETTER OF AGREEMENT  
METRO/MERC and  
IUOE LOCAL 701  
OCC WORK SCHEDULE BIDDING PROGRAM**

This is a Letter of Agreement (LOA) between the Metro/Metropolitan Exposition Recreation Commission (the EMPLOYER) and IUOE Local 701 (the UNION) in regard to Article 11, Shift Hours, at the Oregon Convention Center (OCC).

**BACKGROUND**

- A. The UNION has expressed interest in full-time employees, excluding leads, assigned to the OCC facility to bid for work schedules determined by management;
- B. The parties wish to enter into this LOA to set forth the parameters of the work schedule bidding process.

**AGREEMENT**

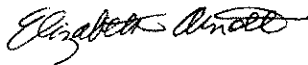
The parties agree as follows:

- 1. All full-time employees represented by the UNION at the OCC, excluding Leads, shall have the opportunity to bid for a work schedule established by the EMPLOYER under the following conditions:
  - 2. Work schedules will be bid every six (6) calendar months.
  - 3. When schedules are bid, the employee shall identify in writing to their immediate supervisor the designated schedule the employee wishes to work. Schedules will be assigned based on the seniority of the employee within the classification as defined in Article 10, Section A.
  - 4. Newly hired employees on initial probation shall be placed on a work schedule according to operational and training requirements. Following the completion of the probationary period, the employee will be allowed to bid at the next bid opportunity.
  - 5. Work schedules will be posted for bidding by November 1 or May 1 as appropriate. Bids will be completed by December 15 or June 15 as appropriate. An employee who does not sign up for a work schedule within 10 working days of being posted will be moved to the bottom of the seniority list for the purposes of that specific shift bidding cycle. Any employee who is moved to the bottom of the list during a bidding cycle will be restored to their appropriate seniority level for the next bidding cycle.
- 6. If any employee refuses to sign up for a work schedule by December 15 or June 15, they will be assigned an available schedule by their supervisor.

7. The employer may assign employees to work schedules other than those that have been bid for by the employee and to facilities other than those the employee may be regularly assigned to based on needs of the employer.
8. At any time either party may end the Agreement with at least thirty (30) days written notice to the other party, at which time the employer will make work schedule assignments based on operational needs subject to the provisions of Article 11.
9. This LOA shall not be construed to establish a precedent, practice or custom between the parties, nor is it an agreement regarding sections of the CBA or schedules not addressed in this LOA. As such, all other existing language of the CBA remains in effect.
10. If no other agreement has been reached in regard to work schedule bidding, this LOA shall expire with the contract expiration on June 30, 2024. At that time, the parties shall return to assignment of shifts in accordance with Article 11.

For Employer:

For IUOE 701:



9/13/2021

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Elizabeth Arnott  
Labor and Employee Relations Manager



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James Anderson  
Business Manager