

LETTER OF AGREEMENT
BETWEEN METRO AND IATSE 28
PERS CONTRIBUTION

This Letter of Agreement is hereby entered into by and between Metro and IATSE 28 for the purpose of achieving a consistent approach regarding PERS contributions at Metro.

WHEREAS, Metro and IATSE 28 have two collective bargaining agreements: 1) covering employees who work in the Portland's venues ("P's contract"); 2) covering employees who work at the Oregon Convention Center ("OCC contract");

WHEREAS, the Portland's contract provides for Employer payment of the 6% employee contributions to PERS and the OCC contract provides for Employer payment of 6% employee contributions to PERS only for employees hired before July 1, 2011;

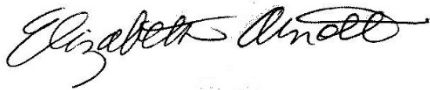
WHEREAS, certain IATSE 28-represented employees at OCC hired after July 1, 2011 currently pay their own 6% PERS contribution;

WHEREAS, Metro is in the process of implementing employer-paid PERS contributions for all eligible employees;

NOW THEREFORE, Metro and IATSE 28 hereby agree to the following:

1. Metro will pay the 6% employee contribution to PERS for all IATSE 28 represented OCC unit employees, effective on the payroll dated March 11th, 2022.
2. The contributions will remain employer-paid unless the parties mutually agree to a change.
3. All other provisions of the parties' Collective Bargaining Agreements not expressly modified by this LOA shall remain in full force and effect.
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.

For Metro:



Elizabeth Arnott
Labor and Employee Relations Manager

3/25/2022
Date

For IATSE 28:



Rose Etta Venetucci
Business Manager

3/25/2022
Date