

LETTER OF AGREEMENT

BETWEEN METRO AND LIUNA LOCAL 483

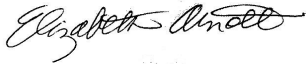
This Letter of Agreement is hereby entered into by and between Metro and LIUNA Local 483 for the purpose of implementing Metro-paid PERS contributions.

WHEREAS, the parties recognize that LIUNA members currently pay their own contributions to PERS and Metro is in the process of implementing employer-paid contributions for all eligible employees.

THEREFORE, Metro and LIUNA Local 483 hereby agree to the following:

1. Metro will switch LIUNA members' employee contributions to employer-paid contributions effective on the payroll dated April 22nd. Once the change is made, employees will see a net increase in their pay, as the employer takes over the contributions and deductions are stopped.
2. The contributions will remain employer-paid unless the parties mutually agree to a change.
3. All other provisions of the parties' Collective Bargaining Agreement 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:



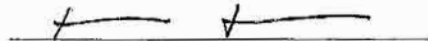
Elizabeth Arnott

Labor and Employee Relations Manager

March 28, 2022

Date

For LIUNA Local 483:



Farrell Richartz

Business Manager

MARCH 26, 2022

Date