

LETTER OF AGREEMENT

Metro and AFSCME Local 3580, LiUNA Local 483, IUOE 701, IUOE 701-1, ILWU, IATSE 28 and IATSE B20

Vacation Cap Suspension Extension through October 31, 2022

This is a Letter of Agreement (LOA) between Metro (“Employer”) and AFSCME Local 3580, LiUNA Local 483, ILWU, IUOE 701, IUOE 701-1, IATSE 28 and IATSE B20 (“Unions”) in regard to providing an extension on suspension of vacation accrual limits.

RECITALS

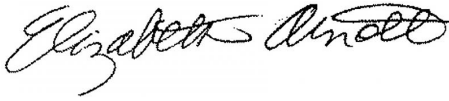
- A. The Employer and the Unions are parties to collective bargaining agreements (CBAs).
- B. The Employer and the Unions are also parties to a Letter of Agreement (LOA) signed in November 2020 that provided for a temporary suspension on limits for vacation and other paid time off accruals. That LOA expires June 30, 2022.
- C. The parties share a mutual interest to support the Employer’s fiscal health as well as employee well-being during the uncertain times caused by the novel coronavirus (COVID-19) pandemic;
- D. The parties hereby agree to the following arrangement regarding limits on vacation accruals.

AGREEMENT

- 1. The parties agree that the limits on vacation accruals provided in the respective CBAs for each Union will be suspended through October 31, 2022. After that date, the limit on vacation accruals will be reinstated and employees who have exceeded limits for vacation accruals will lose any balances that exceed provisions in the existing CBA.
- 2. Within 30 days of signature of this agreement, the Employer will send notifications to each employee with current balances that exceed, or may exceed the limits of the requirement. Employees have until October 31, 2022 to use the excess time off. As of November 1st, the limits will be reinstated and any excess over the respective limits will be lost.
- 3. This agreement will expire on October 31, 2022 and no other temporary extensions of cap suspensions or similar provisions will be provided.
- 4. This Letter of Agreement is not precedent setting for any interpretation of the collective bargaining agreements, Metro’s personnel policies, any other letter of agreement, or any past practice. The Agreement will not be cited or used in any

subsequent grievance, negotiation, or in any other forum except to enforce the terms of this Agreement.

For Employer

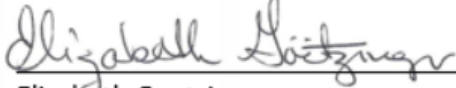


4/11/2022


Elizabeth Arnott
Labor and Employee Relations Manager

Date

For AFSCME Local 3580


Elizabeth Goetzinger
President

4-11-22
Date


Chris Johnson
Oregon AFSCME Field representative

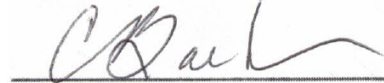
4-11-22
Date

For IATSE 28


Rose Etta Venetucci
Business Representative


4/11/2022
Date

For IATSE B20


Chris Bachman
Business Representative

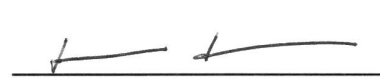
4/12/22
Date

For ILWU Local 28


Vaughn Emmons
Union Representative

Date

For LIUNA Local 483


Farrell Richartz
Business Manager

4/19/22
Date

For IUOE 701 and 701-1


James Anderson
Business Manager/Financial Secretary

4/14/22
Date