

LETTER OF AGREEMENT

Metro and AFSCME Local 3580 Recall for Variable Hour work at Oregon Convention Center

This is a Letter of Agreement (LOA) between Metro (“Employer”) and AFSCME Local 3580 (“Union”) in regard to recalling of AFSCME members at the Oregon Convention Center (OCC) to address intermittent, variable hour event work.

RECITALS

- A. The Employer and the Union are parties to a collective bargaining agreement (CBA) effective July 1, 2021 through June 30, 2025;

The novel coronavirus (COVID-19) pandemic has resulted in unforeseen impacts on Metro’s finances and workforce. As Oregon, regional and nationwide businesses and communities recover from the economic impacts of the COVID-19 pandemic, facilities such as the Oregon Convention Center will begin to resume pre-pandemic events and activities, however, such events and activities are predicted to be intermittent in the near term.

- B. The parties share a mutual interest to support the Employer’s fiscal health as well as employee well-being during these uncertain times;
- C. The parties hereby agree to the following arrangement regarding recalling employees and employees’ ability to decline shifts; and
- D. For purposes of this agreement, “variable hour work” refers to those shifts offered to non-regular status employees and occurring or otherwise available beginning August 1, 2021, in support of any event or activities at OCC. Shifts are considered short-term in duration and hours each work week may vary. Positions under this agreement are considered variable hour under the existing CBA and not regular status or full-time.

AGREEMENT

1. For the duration of this Agreement, the Employer recognize AFSCME Local 3580 as the exclusive representative for the purpose of establishing wages, salaries, hours, and other conditions of employment for the variable hour status of Utility Worker positions at OCC.
2. At any time during this agreement, the Employer has requirements for variable hour status positions for Event Custodians or Utility Maintenance classifications at OCC, the Employer must notify the Union of such need and negotiations for a separate agreement will occur.
3. Employer shall recall persons into these variable hour positions using seniority outlined in Article 16 of the CBA as the order in which to contact recall list employees and offer work. Employer may use this process for a period of 90 days for each new work

