

LETTER OF AGREEMENT

This is a Letter of Agreement (LOA) between Metro ("Employer") and IUOE 701-1 ("Union") regarding wages for IUOE 701-1 members.

RECITALS

- A. Employer and Union are parties to an existing collective bargaining agreement ("CBA");
- B. On November 19, 2021, the parties entered into a Letter of Agreement regarding Cost of Living Increases for members of the bargaining unit;
- C. As referenced in Article 17 of the parties' CBA, it is "the goal and intention of the Employer to abide by the Oregon Pay Equity Act and pay employees performing work of comparable character equitably";
- D. Union raised the concern that its members are performing work of comparable character with staff in a different labor organization but are not being equitably paid;
- E. Employer reviewed Union's concerns and conducted an analysis of member work and pay; and
- F. The parties now desire to make the following changes to wages for Union members:

AGREEMENT

1. All provisions of the existing collective bargaining agreement will remain in effect. All existing letters of agreement in effect at date of signing of this Letter of Agreement ("LOA") will continue to remain in effect.
2. Effective the pay period including July 1, 2023 wages for Union members will be increased by 2.5%.
3. Effective upon the execution of this LOA, wages will be increased as reflected in the attached Exhibit A.
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.
5. Term of Agreement: This agreement is effective upon execution of the agreement by both parties, and will serve as the bargaining between Employer and Union, through the duration of this contract which expires December 31, 2023. This LOA fulfills that bargaining obligation and does not create any further obligation to engage in any additional bargaining.

For Employer



7/14/2022

Christina Longo
Labor and Employee Relations Manager
Metro

Date

For IUOE 701-1



7-15-22

James Anderson
Business Manager

Date

EXHIBIT A

Pre-Agreement Wage Scale

2022-2023				
Pay Range	Job Code	Job Classification	Step 1	Step 2
110	8610	Event Custodian	17.06	19.28
130	8632	Utility Maintenance Technician	22.94	25.05
134	8636	Utility Lead	25.31	26.48

2023-2024				
Pay Range	Job Code	Job Classification	Step 1	Step 2
110	8610	Event Custodian	17.49	19.76
130	8632	Utility Maintenance Technician	23.51	25.68
134	8636	Utility Lead	25.94	27.14

Proposed Wage Adjustment upon ratification of Letter of Agreement

2022-2023

Pay Range	Job Code	Job Classification	Step 1	Step 2
110	8610	Event Custodian	21.06	23.80
130	8632	Utility Maintenance Technician	25.24	27.51
134	8636	Utility Lead	27.76	29.15

2023-2024

Pay Range	Job Code	Job Classification	Step 1	Step 2
110	8610	Event Custodian	21.69	24.51
130	8632	Utility Maintenance Technician	26.03	28.37
134	8636	Utility Lead	28.63	30.07

* An employee will be moved to Step 2 upon successful completion of probation