

**Letter of Agreement  
METRO and ILWU Local 28**

This is a Letter of Agreement (LOA) between the Metropolitan Exposition Recreation Commission/Metro (collectively referred to as "Metro") and the International Longshore and Warehouse Union Local 28, (hereinafter referred to as Union) regarding the extension of the parties' collective bargaining agreement covering Public Safety Agents and Medical Technicians at the Oregon Convention Center, Portland's 5 Centers for the Arts and Expo Center (CBA).

**RECITALS**

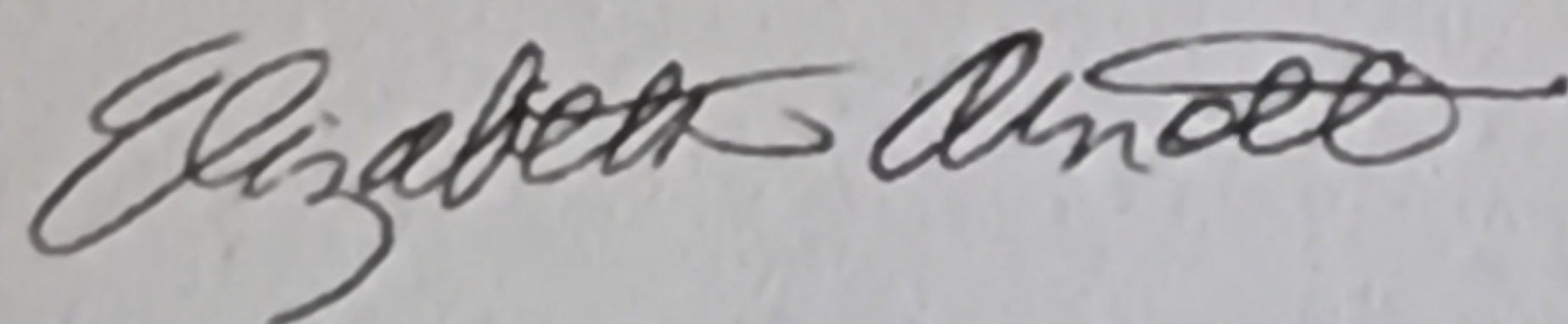
- A. Metro and the Union are parties to a CBA effective July 1, 2019 through June 30, 2022 that covers Public Safety Agents and Medical Technicians in the Oregon Convention Center, Portland's 5 Centers for the Arts, and Expo Center.
- B. The parties desire to rollover the current terms and conditions of the CBA for an additional year and certain other terms as described below.

WHEREFORE, the parties hereby agree to the following terms and conditions:

**AGREEMENT**

- 1. The 2019-2022 CBA and any related LOAs regarding the ILWU bargaining unit are hereby extended through June 30, 2023. All terms and conditions of these agreements shall remain in full force and effect except as provided herein.
- 2. Effective the pay period including July 1, 2022, Metro shall increase the wages as reflected in the Exhibit A of this LOA. Metro will pay employees retroactive pay back to July 1, 2022 and will begin that process to implement upon the signing of this agreement.
- 3. Effective the pay period including July 1, 2023, Metro shall increase the wages reflected in Exhibit A of the CBA by 2.5%.
- 4. Effective the pay period including July 1, 2024, Metro shall increase the wages reflected in Exhibit A of the CBA by 2.5%.
- 5. Effective the pay period including July 1, 2022, Metro shall provide the 6% PERS contribution for employees.
- 6. Effective the pay period including July 1, 2022, Metro shall adjust the vacation accruals to the accrual schedule in Exhibit B of this letter of agreement.
- 7. Both parties agree to bring in a safety and security expert to assess the safety and security needs of the Oregon Convention Center.
- 8. Both parties agree that the Wages, Retirement and Vacation articles will not be opened in successor bargaining in 2023.
- 9. Both parties agree to open successor bargaining no later than April 30, 2023.
- 10. Both parties agree that this is non-precedent setting in any future successor bargaining.

For Metro:

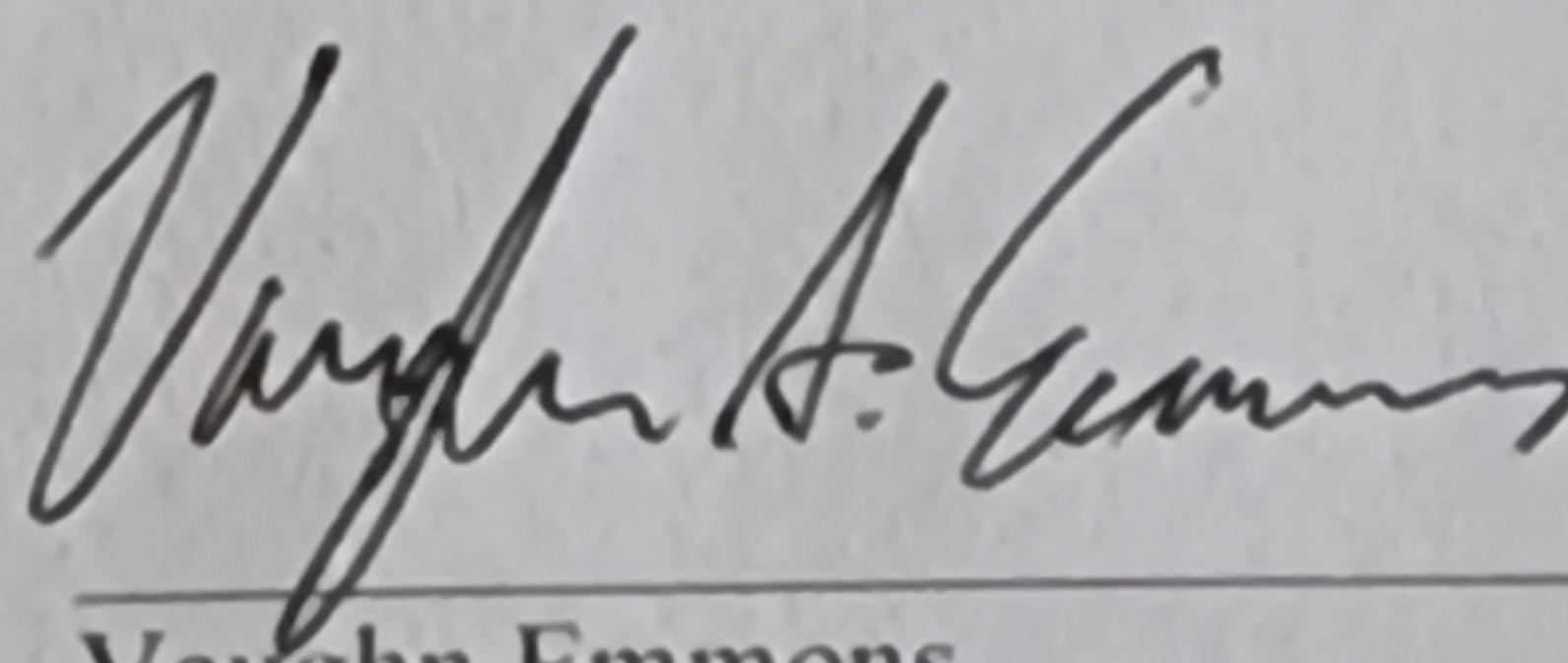


9/2/2022

Elizabeth Arnott  
Labor & Employee Relations Program Mgr.  
Metro

Date

For ILWU Local 28:



9/2/2022

Vaughn Emmons  
Union Representative  
ILWU Local 28

Date



**Exhibit A**  
**Wages**

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
<b>Lead Security Agent</b>	\$ 27.88	\$ 29.28	\$ 30.74	\$ 32.28	\$ 33.89	\$ 35.59	\$ 37.37
<b>Facility Security Agent</b>	\$ 25.94	\$ 27.24	\$ 28.60	\$ 30.03	\$ 31.53	\$ 33.11	\$ 34.76
<b>Medical Technician - Regular</b>	\$ 23.58	\$ 24.76	\$ 26.00	\$ 27.30	\$ 28.66	\$ 30.10	\$ 31.60

**Exhibit B**  
**Vacation Accrual Schedule**

<b>Total Years of Service</b>	<b>Accrual Rate Per Hours</b>	<b>Equivalent Annual Hour Full-Time Employees</b>
0-3 years	.0577 Hours	120 Hours
4-7 years	.0692 Hours	144 Hours
8-11 years	.0808 hours	168 hours
12 years or more	.0923 hours	192 hours