

Letter of Agreement
Metro and AFSCME Local 3580
Recognizing certain positions in the Diversity, Equity and Inclusion Department

This is a Letter of Agreement (LOA) between Metro (“Employer”) and AFSCME Local 3580 (hereinafter referred to as the Union) to address changes in recognition for the bargaining unit.

RECITALS

1. The Employer and the Union are parties to a collective bargaining agreement (CBA) effective July 1, 2021 through June 30, 2025.
2. In early fall 2022, Metro decided to create a Diversity, Equity and Inclusion Department. This work was previously handled within the Office of the Chief Operating Officer (COO).
3. On November 28, 2022, the Union filed a grievance regarding the representation of the classifications in this newly created Department.
4. The parties wish to settle the grievance and therefore agree to the terms set forth in this LOA.

AGREEMENT

- A. Effective January 9, 2023, the Employer and Union agree to recognize AFSCME Local 3580 as the exclusive representative for the purpose of establishing wages, salaries, hours, and other conditions of employment for classifications currently assigned to the Diversity Equity and Inclusion (DEI) Department, except for positions that are supervisory or confidential.
- B. Employees in the DEI Department will be assigned to the AFSCME Local 3580 classifications outlined below:

Prior classification	New classification
Program Analyst	Program Manager
Administrative Assistant III	Administrative Specialist III

- C. Employees in the classifications identified in paragraph B above will be placed at a pay step commensurate to practices the Employer has established under the Oregon Pay Equity Law and the CBA. These employees will advance one step on July 9, 2023. For purposes of future step advancement, the anniversary date for these employees will be July 9.
- D. Employees in the classifications identified in paragraph B who have worked in those roles for more than 6 months from the date of unit recognition will not be required to serve any probationary period. Any employee in those classifications who has worked for less than 6

