

**Letter of Agreement
Metro and AFSCME Local 3580
Recognizing the Education Technician and Education Coordinator
classifications series within certain departments**

This is a Letter of Agreement (LOA) between Metro 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. On October 21, 2021, Employer sought to update the existing series of Education classifications to reflect work specific to the Waste Prevention and Environmental Services, Parks and Nature and Oregon Zoo departments.
3. On June 2, 2022, a group of non-represented variable hour employees (VHE) in the AFSCME Local 3580 represented Education Specialist I classification and assigned to Parks and Nature department, submitted to the Employer a request for voluntary recognition into the AFSCME Local 3580 bargaining unit.
4. On July 1, 2022, the Employer agreed to 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 Education Technician classification.
5. On August 16, 2022, the Employer presented the Union an updated classifications changing the Education Specialist I classification to Education Technician, Education Specialist II to Ed Coordinator I and Education III to Education Coordinator II.
6. On Sept. 26, 2022, the Union approved Employer's changes of Education Specialist I classification and Program Assistant I (VHE) assigned to the Recycling Information Center to the Education Technician classification.
7. On Feb. 23, 2023 Employer and AFSCME agreed that variable hour Program Assistant I positions assigned to support Ambassador Program Animals at the Oregon Zoo would be classified as Education Technicians.

AGREEMENT

- A. Employer and Union agree to the following updated Education classification series within Waste Prevention and Environmental Services, Parks and Nature, and the Oregon Zoo:

<u>Previous Classification</u>	<u>New Classification</u>	<u>Job Type</u>
Program Assistant I (Recycling Information Center)	Education Technician	VHE
Program Assistant I (Zoo Ambassador Animal Program)	Education Technician	Regular, VHE
Education Specialist I	Education Technician	Regular, VHE
Education Specialist II	Education Coordinator I	Regular
Education Specialist III	Education Coordinator II	Regular

- B. Parks and Nature VHE Education Technician:

- a. Provisions outlined in Article 35 Variable hour employees will apply. Employee's original hire date and continuous service with Employer will be used as the date to calculate eligible hours for 35.1 At-will status, 35.3 Holidays (b), 35.4 Health and Welfare and 35.6 Clothing allowance.
- b. Employer will provide the following clothing allowance: Six shirts with Metro logo, employee's choice of long or short sleeve; one winter-weight and one summer hat with Metro logo; one warm winter jacket; one rain jacket; one zip-up sweatshirt with Metro logo; one pair rain pants; nametag. After completion of five hundred- and twenty-hours, employees will receive an allowance of no more than \$150 for the purchase of enclosed shoes.

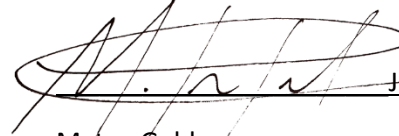
- C. This agreement will not set precedent, alter, or have any effect on the terms and conditions of the collective bargaining agreement between the parties and/or in any future negotiations between the parties, except as stated in this agreement.

Metro


 6/27/2023

Christina Longo
Labor and Employee Relations Supervisor


AFSCME Local 3580

 June 29, 2023

Matan Gold
President

 July 14, 2023

Marissa Madrigal, COO
Chief Operating Officer

 June 29, 2023

Jason Wedemeyer
Oregon AFSCME