

Letter of Agreement
Metro/MERC and IATSE Local B-20
Front of House Uniforms - Portland's Centers for the Arts,
the Oregon Convention Center, and the Portland Expo Center

This is a Letter of Agreement (LOA) between Metro/Metropolitan Exposition Recreation Commission (the EMPLOYER) and IATSE Local B-20 (the UNION) regarding Uniforms for Front of House Admission staff at Portland's Centers for the Arts, the Oregon Convention Center, and the Portland Expo Center.

RECITALS

- A. EMPLOYER and UNION are parties to a collective bargaining agreement effective October 3, 2022 through June 30, 2025.
- B. Whereas the collective bargaining agreement between the parties does not identify uniforms for front of house Admissions staff working at Portland's Centers for the Arts, the Oregon Convention Center, and the Portland Expo Center.
- C. Whereas EMPLOYER seeks to update exiting uniforms for these Admission staff.

AGREEMENT

The parties agree as follows:

- 1. Employees positions covered under this LOA:
 - a. Admissions positions at Portland's Centers for the Arts: Gate Attendants; Ushers; Lead Ushers; Coat Room Attendants; and Elevator Operators.
 - b. Gate Attendants at the Oregon Convention Center.
 - c. Gate Attendants at the Portland Expo Center.
- 2. Employer provided clothing:
 - a. Current employees in Admissions positions at Portland's Centers for the Arts:
 - i. Upon completion of probation, the Employer will provide the following required Uniforms free of charge to employees: three long sleeve shirts with choice of collar, color as determined by job classification; two black vests.
 - b. Current employees in Admissions positions at the Oregon Convention Center:
 - i. Upon completion of probation, the Employer will provide the following required Uniforms free of charge to employees: two collared shirts with buttons; one black vest.
 - c. Employees at the Portland Expo Center will continue to follow the dress code of Portland's Centers for the Arts.
- 3. Employee purchased clothing:
 - a. Effective upon agreement, but no earlier than August 1, 2023, non-probationary employees on Employer's payroll will receive a clothing reimbursement of up to \$100 for the purchase of black pants and/or black skirt in the style required by Employer, and alterations for such; a black bag, or black tie, may also be

purchased for reimbursement for employees working at Portland'5 or Expo. Employees have until the end of the fiscal year to request funds for reimbursement.

- b. Employees on Employer's payroll as of July 1 of the first day of each even numbered year thereafter will receive up to a \$50 reimbursement for the purchase of black pants and/or black skirt in the style required by Employer, and alterations for such; a bag, or black tie may also be purchased for reimbursement for employees working at Portland'5 or Expo. Employees have until the end of the odd-numbered fiscal year to request funds for reimbursement.
 - c. Employees with work hours of greater than eight hundred hours in the prior fiscal year in an IATSE B20 Admissions position at Portland'5 or Expo may request up to two additional shirts every fiscal year. Employees with work hours of greater than four hundred hours in the prior fiscal year in an IATSE B20 Admissions position at Portland'5 or Expo may request up to one additional shirt every fiscal year.
4. New and Probationary Employees:
 - a. New employees, upon completion of probation, will be eligible to receive a clothing reimbursement of up to \$100 for the purchase of black pants and/or black skirt in the style required by the Employer, and alterations for such; a black bag, or black tie may also be purchased for reimbursement for employees working at Portland'5 or Expo. Employees have until the end of the fiscal year to request funds for reimbursement.
 5. Employees working at OCC, in addition to either Portland'5 or Expo, will receive Employer provided shirts and vests as required for wear at each venue.
 6. Employees working more than one Admissions job classification or working at more than one of Employer's venues are not eligible for multiple reimbursements.
 7. Items provided by the Employer may be replaced at any time if deemed necessary by the Employer upon inspection.
 8. This LOA shall not be construed to establish a precedent, practice, or custom between the parties, nor is it an agreement regarding sections of the CBA or schedules not addressed in this LOA. As such, all other existing language of the CBA remains in effect.

This LOA will become effective upon the last signature below and shall expire on June 30, 2025.

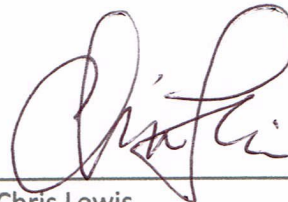
For Metro:



8/7/2023

Christina Longo
Labor & Employee Relations Supervisor
Metro

For IATSE Local B-20:



8-7-2023

Chris Lewis
Business Agent (interim)
IATSE Local B-20

Date