

LETTER OF AGREEMENT

This is a Letter of Agreement (LOA) between Metro ("Employer") and IUOE 701 ("Union") regarding event cancellation for PT and VHE IUOE 701 members.

RECITALS

- A. Employer and Union are parties to an existing collective bargaining agreement (CBA) effective July 1, 2024 to June 30, 2027;
- B. Employer and union desire an agreed upon process regarding event cancellation for part-time (PT) and variable hour employees (VHE).

AGREEMENT

The parties agree and stipulate as follows:

- 1. Part-time and variable hour employees in the bargaining unit are scheduled as needed for events.
- 2. Event cancellation is defined as an event that was scheduled at Portland's 5 Centers for the Arts and has been cancelled.
- 3. This agreement covers only part-time and variable hour employees of the bargaining unit.
- 4. When an event is cancelled for any reason, part-time and variable hour employees are not needed to perform work and their shift may be cancelled consistent with Article 3- Management Rights.
- 5. When an employee's shift is cancelled, Employer must notify employees by e-mail, telephone, text message, or other form of electronic communication no later than three (3) hours prior to the start of their shift. If the event is cancelled with less than three (3) hours prior to the start of their scheduled shift, Employer will notify employee as soon as possible. It is the employee's responsibility to provide Employer with accurate contact information.
- 6. The Employer will compensate an employee for any shift cancelled less than three (3) hours before their scheduled shift with two (2) hours of regular rate of pay. There will be no compensation for cancelled shifts if the cancellation is due to acts of God, such as severe fires, floods, storms, or earthquakes, or cancellations due to power outage, civil disorder or terrorist activities.
- 7. Employees who report for work when their shift has been cancelled and were not notified of their shift cancellation will be compensated for two (2) hours of their regular rate of pay.

James Anderson
Business Manager