

Metropolitan Exposition-Recreation Commission

Resolution No. 93-18

Authorizing the Chairman and Secretary/Treasurer to execute, on behalf of the Commission, a collective bargaining agreement with the International Alliance of Theatrical and Stage Employees and Movie Operators Local B-20.

The Commission finds:

1. That the IATSE Local B-20 Agreement expired June 30, 1993 and that the Union requested to open the Agreement for negotiations to amend the Agreement.
2. That MetroERC staff met with union representatives and negotiated changes to wage rates and selected language issues.
3. That negotiations were successfully concluded with a tentative agreement on wages and selected language issues.
4. That the Union ratified the tentative agreement.
5. That the term of the Agreement is from August 16, 1993 to June 30, 1994 with the provision that if neither MetroERC nor the Union open the Agreement for negotiations in 1994, the Agreement will automatically continue for another year without change.


BE IT THEREFORE RESOLVED that the tentative agreement between MetroERC and IATSE Local B-20 in the form of which a copy is attached to this Resolution, be hereby approved and the Chairman and Secretary/Treasurer are authorized to execute the Agreement on behalf of the Commission.

Passed by the Commission on October 13, 1993.

  
\_\_\_\_\_  
Chairman

  
\_\_\_\_\_  
Secretary/Treasurer

Approved as to Form  
Daniel B. Cooper, General Counsel

  
\_\_\_\_\_  
Mark B. Williams  
Senior Assistant Counsel

## MERC STAFF REPORT

Agenda/Item Issue: CONSIDERATION OF RESOLUTION TO RATIFY IATSE LOCAL B-20 TENTATIVE AGREEMENT

Resolution No. 93-18

Date: September 8, 1993

Presented by: Paula Paris  
Craig Cowan

**BACKGROUND:** The International Alliance of Theatrical Stage Employees Local B-20 represents part-time employees who are Ticket Sellers, Ushers and Gate Attendants at public events in selected MERC facilities.

The previous Agreement expired June 30, 1993. It provided that either the Commission or the Union could open the Agreement for negotiations. The Union requested negotiations for a successor Agreement. Metro ERC and union representatives agreed to limit negotiations to wages and selected changes in language. Metro Personnel staff met with union representatives and successfully reached tentative agreement. The Union has ratified the tentative Agreement.

The tentative agreement is as follows:

\* Wages:

\* 3.5% increase to all wage rates beginning August 16, 1993. The retroactive portion of the agreement will apply only to individuals who are still employees on the date the agreement is signed and who worked events from August 16 forward.

\* Metro ERC will bargain in good faith on the two tiered wage structure currently in the Agreement if negotiations are opened in 1994 and if the Union demands to bargain on the subject.

\* Language Changes: Delete reference to the Coliseum and language that restricts Metro ERC's ability to limit where employees can be assigned to work.

\* Term of Agreement: August 16, 1993 to June 30, 1994, and if neither Metro ERC nor the Union give notice to open the Agreement for negotiations no later than April 30, 1994, the Agreement will continue for another year.

**FISCAL IMPACT:** The cost of the tentative agreement is included in the personal services budget approved by the Commission and adopted by the Metro Council for FY 1993-94..

**RECOMMENDATION:** In view of the fact that the tentative agreement reached is within the

budgeted resources available, and because the Coliseum has been removed from the Agreement and management can now assign employees to work any facility, it is recommended that the Commission ratify the tentative agreement and authorize the Chairman and Secretary/Treasurer to sign the Agreement.

**MERC STAFF REPORT**

RECEIVED OCT 14 1993

**Agenda Item:**

**CONSIDERATION OF RESOLUTION TO RATIFY IATSE  
LOCAL 28 TENTATIVE AGREEMENT**

Resolution No. 93-19

Date: October 13, 1993

Presented by: Paula Paris

---

**BACKGROUND:** The International Alliance of Theatrical Stage Employees Local 28 represents Stagehands in MERC facilities excluding OCC.

The previous Agreement expired June 30, 1993 and provided that either the Commission or the Union could open the Agreement for negotiations. The Union requested to open negotiations for a successor Agreement and negotiations began last May. Metro Personnel staff and MERC management staff has bargained with Union representatives and has successfully reached a tentative agreement. The Union's ratification vote on the tentative agreement will be taken on October 12th.

**The major elements of the tentative agreement are as follows:**

\* **Term of Agreement: July 1, 1993 to June 30, 1996.**

\* **Wages/Insurance:**

\* 3.6% increase to wage rates in each year of the Master Agreement. Recording Rates had been frozen for the last three years under the old Agreement. Those rates will increase 5% yr. 1 and 3.6% for yrs. 2 and 3.

\* The Agreement Addendum for the Intermediate Theater, increases Department Heads, Loaders, and Operators increase by 4% year 1, 6% year 2, and 6% year 3. All other wage rates increase by 4% year 1, 5% year 2, and 6% year 3. These increases attempt to recognize rates in the Master Agreement with the other venues, yet retain recognition for cost containment for the smaller user groups.

\* Freeze MERC's current insurance contribution at 7% of gross wages earned by each Stagehand for the life of the Agreement.

\* **Language Changes:**

\* Modify the union security clause to ensure it is lawful under Oregon law.

\* Affirm that MERC is responsible for hiring Stagehands and includes participation with the Union in the recruitment, selection and retention of Stagehands.

\* The Union will make a reasonable effort to provide an auxiliary crew, when requested by MERC when there's a production that requires round the clock work and such effort may affect employee safety and health.

\* No employee will work 2 separate events per day unless there is prior management approval, if working the separate event would result in overtime.

\* MERC, Risk Management, and the Union will meet together to establish a suitable and available light duty assignment for an employee released to work after sustaining a compensable on the job injury.

\* Stagehands assigned to record a production will be paid only for actual recording time.

\* Recording rates will not apply to local public access cable television in the tri-county area and Clark County, Washington.

\* Formally establish Crew Coordinator and responsibilities and a 5% pay premium for being assigned at the discretion of MERC management.

**FISCAL IMPACT:** The cost of the tentative agreement is included in the personal services budget approved by the Commission and adopted by the Metro Council for FY 1993-94.

**RECOMMENDATION:** In view of the fact that the tentative agreement reached is within the budget resources available, the "closed shop language" was eliminated, and MERC gained additional improvements to its ability to manage its employees, it is recommended that the Commission ratify the tentative agreement and authorize the Chairman and Secretary/Treasurer to sign the Agreement.