

METROPOLITAN EXPOSITION-RECREATION COMMISSION

Resolution No. 04-18

For the purpose of reconfirming the General Manager's Authority in Labor Relations Matters.

WHEREAS, the MERC Commission is committed to maintaining fair wages and benefits for its employees, and

WHEREAS, the MERC Commission has negotiated in good faith with its AFSCME-represented employees for over one hundred and fifty days in accordance with state Employment Relations Board rules, and

WHEREAS, the MERC Commission has engaged in state mediation in good faith, and

WHEREAS, the MERC Commission has offered a wage and compensation package to its AFSCME-represented employees which includes the following:

	<u>Current</u>	<u>Management Offer</u>	<u>Percentage increase</u>
Utility Worker II	\$14.56	\$15.03	3.2%
Utility Worker I	13.46	13.91	3.2%
Grounds	15.98	16.48	3.04%
Utility Maintenance	17.67	18.20	3.00%
Maintenance Lead	18.93	19.49	2.9%
Main. Specialist	18.25	18.80	3.00%
Event Custodian	11.52	11.92	3.40%

Cost of Living Increases

July 1, 2005	(minimum) 2%	(maximum) 4%
July 1, 2006	(minimum) 2%	(maximum) 4%

<u>Shift Differential</u>	<u>Current</u>	<u>Management-Proposed</u>	<u>Percentage increase</u>
	\$.90		11.1%
July 1, 2005	1.00		5%
July 1, 2006	1.05		4.8%

MERC's Monthly Contribution

<u>To Employee & Family Health Insurance</u>	<u>Percentage increase</u>
July 1, 2003	\$563.00
July 1, 2004	\$629.50
July 1, 2005	\$692.50
July 1, 2006	\$727.00
	12%
	10%
	5%

Signing Bonus

<u>Event Custodians (event driven part-time)</u>	<u>\$250.00</u>
<u>All full-time bargaining unit members</u>	<u>\$500.00</u>

Current Benefits for Full-time employees – unchanged

1. PERS retirement
2. Vacation: 80-200 hours per year depending on years of service
3. 9 holidays plus 3 personal holidays
4. 4.33 hours accrued sick leave per pay period
5. Tri-Met bus pass
6. Fully paid Employee Assistance Program

WHEREAS, the MERC Commission has offered benefits to its AFSCME-represented staff which would be equivalent to 52.45% of salary for journeymen employees; and

WHEREAS, the MERC Commission's offer would result in journeymen employees in the AFSCME unit receiving a total compensation (salary and benefits) package equal to \$47,565 annually, not including the additional value of personal leave, vacation leave, and sick leave; and

WHEREAS, survey of similar employers done by MERC and by the AFSCME unit shows that this offer would make MERC's AFSCME-represented employees among the very best compensated employees in similar jobs at comparable convention centers across the nation; and

WHEREAS, MERC's primary responsibility is to keep its buildings, facilities, and programs open and running for the benefit of the public;

BE IT THEREFORE RESOLVED that the Metropolitan Exposition-Recreation Commission General Manager is directed to ensure that all MERC buildings, facilities, and programs remain open and running in the event of a labor disruption.

BE IT FURTHER RESOLVED that the Commission hereby delegates and reconfirms its prior delegations of authority to the General Manager to exercise any and all options available to MERC under its contract with AFSCME or otherwise available to an employer in labor relations matters. This delegation includes but is not limited to all the legal rights granted to a public employer by the Public Employee Collective Bargaining Act, including the authority to make a last best final offer, declare impasse, submit the issues to fact-finding, contract out work to the extent permitted by law, hire replacement workers in the event of a strike, or exercise the employer's right to lock out to the extent permitted by law.

Passed by the Commission on August 25, 2004.

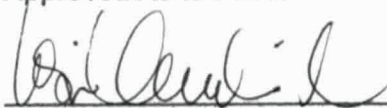


Chair



Secretary-Treasurer

Approved As to Form:



Lisa Umscheid
Metro Senior Attorney