MERC STAFF REPORT

Agenda Item/Issue: For the purpose of ratifying a collective bargaining agreement with the International Longshore and Warehouse Union (ILWU) Local 28.

Resolution No.: 26-05 **Presented by:** Christina Longo, Director of Labor Relations

Date: July 1, 2026

Background and Analysis:

The MERC – ILWU 28 collective bargaining agreement represents a contract of the terms and conditions of employment for public safety agents and medical technicians. These employees support the MERC venues by providing 24/7 security and first response medical assistance for OCC and Portland'5. The current collective bargaining agreement between MERC and ILWU 28 expired on June 30, 2026.

On September 9, 2022, both parties agreed on a one-year contract extension which included agreement on current and future wages, vacation rates of accrual, PERS pick up. Management committed to an independent assessment of public safety needs at OCC.

Management entered into a discussion with the Union on March 26, 2026 to renew the contract. Negotiations continued in an efficient and productive manner and bargaining concluded on June 10, 2026. ILWU 28 membership overwhelmingly ratified this agreement on June 23, 2026.

This staff report and resolution are respectfully submitted to ratify the contract between ILWU 28 and MERC/Metro for the period July 1, 2026 through June 30, 2029 for employees of the Oregon Convention Center which includes a one-year agreement, from July 1, 2026 to June 30, 2027 for employees of Porltnad'5 Centers for the Arts. This agreement contains the following key economic elements:

Wages

Annual Adjustments for all job classifications:

a. Effective July 1, 2026, wages will be increased by 2.96% for all employees.
b. Effective July 1, 2027 and July 1, 2028, wages for employees of OCC, , we will adjust the straight time rate of pay by a percentage equal to the percentage change in the CPI-U, West – Size Class A, Second Half (July-Dec) of the previous 2 years, minimum 2.0%, maximum 5.0%.

Other provisions

a. Implemented Metro's Equal Pay Act including language changes to maintain compliance with the Act.
b. Seniority is now calculated by hours worked, no longer calendar days. This benefits employees who work more hours.
c. All employees now get shift differential, not just full-time employees.
d. Overtime is calculated on the forty-hour workweek. It is no longer daily overtime.

Renewal

Terms of Agreement will automatically renew for employees of OCC if neither party gives notice to renegotiate.

Short range fiscal impact: There is sufficient budget allocation in the FY 2026-2027 Budget to accommodate the proposed contract changes.

Long range fiscal impact: The costs of the collective bargaining agreement will be reflected in future budget years and are viewed as reasonable and consistent with other employee compensation.

Recommendation: Recommend approval of Resolution No. 26-05 which states the MERC Commission approves ratification of the contract.