

Letter of Agreement
Metro and LiUNA Local 483

This is a Letter of Agreement (LOA) between Metro and LiUNA Local 483 in regards to allowing the American Association of Zoo Keepers (AAZK), Portland Chapter to meet during the work day.

RECITALS

- A. Whereas the parties wish to allow employees to participate in a professional organization during the work day.

AGREEMENT

The parties agree as follows:

1. Employees who are members of the AAZK, Portland Chapter may attend monthly AAZK meetings held onsite at the Oregon Zoo during their regularly scheduled shift without loss of pay.
2. An employee must request and obtain permission in writing from his/her supervisor to attend the AAZK meetings. Attendance is at management's discretion.
3. The AAZK meetings will be one hour in duration.
 - a. The employee will attend the AAZK meetings in lieu of the employee's 30 minute duty free lunch period.
 - b. The additional 30 minutes of the AAZK meeting time shall be paid time.
4. No shift differential pay, split shift pay, minimum pay, call in pay or overtime pay shall result from attendance to an AAZK meetings.
5. Employees who choose to attend the AAZK meetings on their day off shall not be compensated.
6. This LOA will become effective upon the date of the last signature below and shall expire October 1, 2020. It is anticipated the first meeting will be held in April 2018.
7. This agreement is not precedent setting for any other activities besides monthly AAZK meetings and only applies to active members of the AAZK, Portland Chapter.
8. A violation of this agreement may be grieved under the parties' current collective bargaining agreement.

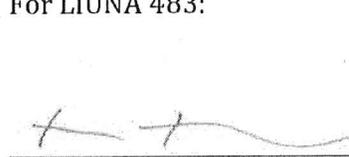
For Metro:



Don Moore
Director
Oregon Zoo

Date

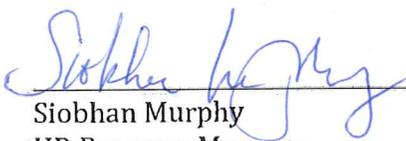
For LIUNA 483:



4-4-18

Farrell Richartz
Business Agent
LiUNA Local 483

Date



4/5/2018

Siobhan Murphy
HR Program Manager
Metro

Date