

Letter of Agreement
Metro and Laborers' International Union of North America, Local 483

This is a Letter of Agreement (LOA) between Metro and the Laborers' International Union of North America, Local 483 (hereinafter referred to as the Union) in regard to the creation of a regular Park Worker classification.

RECITALS

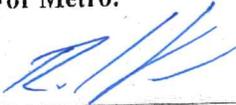
1. At the time of this agreement, the parties are engaged in successor bargaining.
2. Metro has created a Park Worker classification and the negotiated rate will be part of the successor negotiations.
3. The parties have negotiated, as part of this letter of agreement, the salary placement of Seasonal Park Workers who are selected for the regular Park Worker classification.

AGREEMENT

The parties agree as follows:

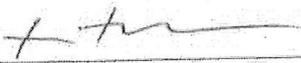
1. Metro management retains the discretion to place employees on the salary schedule at the time of hire.
2. Metro agrees that individuals selected for the regular Park Worker classification that worked as a Seasonal Park Worker within the last twelve (12) months from the date of this agreement, will be placed at Step 2 of the salary schedule.
3. This agreement shall expire nine (9) months from the date of this agreement.
4. This agreement shall not set precedent, alter, or have any effect on the terms and conditions of the collective bargaining agreement between the parties, except as stated in this agreement.

For Metro:

 12/17/18

Ross Hume Date
Labor Relations Program Manager
Metro

For LiUNA Local 483:

 12/13/18

Farrell Richartz Date
LiUNA 483

 12.17.18

Terry Smith Date
Employee Engagement Manager
Metro