

Letter of Agreement
Metro and LIUNA Local 483

This is a Letter of Agreement (LOA) between Metro and LIUNA Local 483 (hereinafter referred to as the Local) in regards to Work Unit as defined in Article 12 Overtime.

RECITALS

- A. The parties recognize that the Herps/Fish Program is a specialized and distinct work group within Living Collections;
- B. The parties wish to establish the Herps/Fish Program as a "work unit" as provided for in Article 12-Overtime of the Metro and LIUNA Local 483 collective bargaining agreement (CBA).
- C. The parties intend to include this "work unit" into their agreement during successor negotiations.

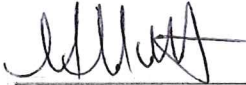
AGREEMENT

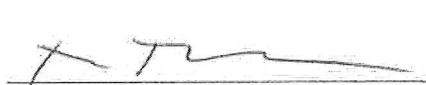
The parties agree as follows:

- 1. Herps/Fish shall be added as an additional Work Unit at the Oregon Zoo under Article 12.2.
- 2. This additional Work Unit shall only apply to Article 12, "Overtime".
- 3. All other references to the definition of "Work Unit" in the CBA shall remain unchanged and unaffected by this change.
- 4. This agreement shall not set precedent, alter, or have effect on the terms and conditions existing between the Union and Metro except as it specifically applies as stated above.
- 5. This work unit will be added into Article 12 during successor bargaining. This LOA will expire on June 30, 2018 or when a new successor collective bargaining agreement is entered into.
- 6. This LOA becomes effective upon the last date of signature.

For Metro:

For LIUNA 483:

 6/15/17
Mikki Nutt Date
Program Manager: Employee Engagement &
Labor Relations
Metro

 6/13/17
Farrell Richartz Date
Business Manager
LIUNA Local 483

 06.15.17
Terry Smith Date
Employee Engagement Manager
Metro