

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

This is a Letter of Agreement (LOA) between Metro and LIUNA Local 483 regarding Oregon Zoo Temporary Employee participation in Metro's TriMet Universal Pass Program during the months of July and August 2017.

**RECITALS**

- A. The parties recognize that non-benefitted temporary employees are not eligible to participate in Metro's Universal Pass Program.
- B. Under Article 9.2, management will offer an incentive for temporary employees during the period of July thru August 31, 2017.

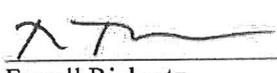
**AGREEMENT**

- 1. For the period beginning no sooner than July 1, 2017 and continuing thru August 31, 2017 only, Temporary Oregon Zoo employees will be eligible to participate in the Tri-Met's Universal Pass Program.
- 2. New Hire Temporary Oregon Zoo employees will be eligible after working two (2) shifts.
- 3. The number of passes will be limited and will be available on a first come, first served basis.
- 4. This LOA is not precedent setting and will expire on August 31, 2017, after which, Temporary Oregon Zoo employees will no longer be eligible to participate in the Tri-Met Universal Pass Program.
- 5. This LOA becomes effective upon the last date of signature.

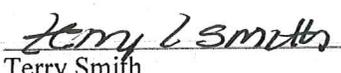
For Metro:

  
Mikki Nutt                      6/28/17  
Employee Engagement & Labor Relations                      Date

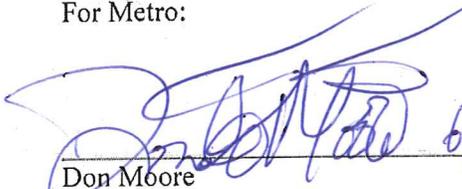
For LIUNA 483:

  
Farrell Richartz                      6/28/17  
Business Manager                      Date

For Metro:

  
Terry Smith                      6/28/17  
Employee Engagement Manager                      Date

For Metro:

  
Don Moore                      6/28/17  
Director, Oregon Zoo                      Date