**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 use of cash machines.

## RECITALS

1. Cashiers at the Oregon Zoo will use cash handling machines to access and deposit cash from their assigned register.
2. The cash handling machines are equipped with the capability for employees to utilize palm vein readers to log in.
3. The Union has demanded to bargain the impacts of the decision to utilize cash handling machines and palm vein reader technology.

## AGREEMENT

The parties agree as follows:

1. Oregon Zoo employees authorized to use cash handling machines may opt out of using palm vein scanners and use an available and authorized alternate method (e.g. password) to log in to the cash machine. During the account set up process, employees will be asked to create a pass code and then employee will be informed they have the option of using a code instead of palm vein scanning. Employee may request, after initial setup, to have palm scan removed.

2. Metro will not provide palm vein scan information to outside parties unless required by law. Any employee's biometric information derived from and/or stored in Palm Vein Scanners shall not be disclosed to third-party entities including law or immigration enforcement agencies unless required by law. In event such information is disclosed the Union will be immediately notified.

3. Metro will not rely solely on information obtained through the utilization of palm vein readers in order to discipline employees. Failure to follow cash handling procedures including fraudulent use of the cash machines will be subject to discipline.

4. The union will be notified of any changes to the cash handling machine technology or usage.

5. 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.

6. This agreement satisfies any duty to bargain under the Public Employees Collective Bargaining Act (PECBA) in or related to the use of cash machine or palm vein reader technology.

For Metro:

6/28/17

Ross Hume — Date
Labor Relations Program Manager

For LIUNA 483:

6/28/17

Farrell Richartz — Date
Business Manager

For Metro:

Amy L Smith 06.28.17

Terry Smith — Date
Employee Engagement Manager

For Metro:

27 June 2017

Don Moore — Date
Director, Oregon Zoo