

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 Sick Leave use for temporary employees.

RECITALS

- A. Whereas the parties wish to establish a clear procedure for paid sick leave usage for temporary employees with undetermined shift lengths at the Oregon Zoo.

AGREEMENT

The parties agree as follows:


1. Temporary employees eligible for sick leave, who do not have a specified end time for their shift, who notify their supervisor of the need for sick leave in accordance with Article 5, Section 5.6 of the LiUNA 483/Metro collective bargaining agreement, shall receive paid sick time based on the number of hours worked by a replacement employee in the same shift. If there is not a replacement employee working in the same shift, temporary employees shall be paid based on a similarly situated employee who works the same shift or who has worked a similar shift in the past.
2. Temporary employees may only use the amount of accrued paid sick leave available in their respective sick leave balance.
3. This LOA will become effective upon the date of the last signature below and shall expire upon the ratification of the successor collective bargaining agreement.

For Metro:

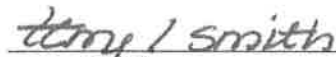


Don Moore Date
Director
Oregon Zoo

For LIUNA 483:



Farrell Richartz Date
Business Manager, Secretary-Treasurer
LiUNA Local 483



Terry Smith Date
Employee Engagement Manager
Metro

METRO HR APR 21 2017

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