

**LETTER OF AGREEMENT**  
BETWEEN METRO and LIUNA LOCAL 483

This Letter of Agreement is hereby entered into by and between Metro and LIUNA Local 483 for the purpose of establishing emergency closure pay for variable hour employees (“VHE”) at the Oregon Zoo and in the Parks and Nature Department during the Wildfires of September 2020.

WHEREAS, the parties recognize the significant financial and safety challenges presented by the ongoing public health emergency caused by the COVID-19 pandemic and the Wildfires in September of 2020; and

WHEREAS, the parties acknowledge the presence of state and local recommendations and guidelines beyond the control of the Zoo and Parks and Nature;

THEREFORE, Metro and LIUNA Local 483 hereby agree to the following:

1. The parties acknowledge that VHE employees who were scheduled for shifts between September 10<sup>th</sup> and until the Zoo and Metro parks re-open, will receive Emergency Closure Pay at their regularly hourly rate for the shifts that were previously scheduled, but cancelled due to hazardous air conditions.
2. The parties acknowledge that employees who were not scheduled for actual shifts that were canceled will not receive Emergency Closure Pay.
3. All other provisions of the parties’ Collective Bargaining Agreement not expressly modified by this LOA will remain in full force and effect.
4. This LOA will expire on September 30, 2020 unless another date is mutually agreed upon, and will not set precedent for any future action.
5. This Letter of Agreement is not precedent setting for any interpretation of the Collective Bargaining Agreement, Metro's personnel policies, any other letter of agreement, or any past practice. The Agreement will not be cited or used in any subsequent grievance, negotiation, or in any other forum except to enforce the terms of this Agreement.

**For Metro:**



Elizabeth Arnott  
Labor and Employee Relations Manager

September 17, 2020  
Date

**For LIUNA Local 483:**



Farrell Richartz  
Business Manager

SEPTEMBER 17, 2020  
Date