



600 NE Grand Ave.  
Portland, OR 97232-2736  
oregonmetro.gov

## LETTER OF AGREEMENT

This is a Letter of Agreement between Metro ("Employer") and Laborers International Union of North America (LiUNA) Local 483 ("Union") regarding extending time requirement to obtain CDL license during pandemic for Park Rangers.

### RECITALS

- A. Employer and Union are parties to an existing collective bargaining agreement;
- B. Employer Park Rangers are represented by Union;
- C. A special requirement of the Park Ranger job classification requires employees hired into the classification to obtain within six (6) months of hire and maintain a Commercial Driver's License (Class A);
- D. On March 8, 2020, Oregon Governor Kate Brown declared a State of Emergency in response to the COVID-19 (Coronavirus) pandemic, which has resulted in unforeseen impacts on Employer's operations, finances and workforce, as well as state agencies including those which administer CDL testing;
- E. As of August 11, 2021, the Delta Variant of COVID-19 is surging, creating increased risk for all people and employees;
- F. Employer and Unions share a mutual interest to keep employees safe and protected during this pandemic, as well as a mutual interest in keeping our Parks and Nature venues and departments viable and operating;
- G. To protect employees, Employer's current policy is to limit ridership of its vehicles to one person at a time;
- H. Employees training for a CDL license must have a CDL licensed person in the vehicle for training and testing;
- I. The parties hereby agree to the following regarding CDL licensure:

### AGREEMENT

The parties agree and stipulate as follows:

1. Employer will allow additional time for employees hired into the Park Ranger job classification to meet the requirement for obtaining a Commercial Driver's License;
2. When Employer receives sufficient information that employees can complete the CDL requirement in a safe manner, Employer and the Union will mutually agree on a date for completion of the requirement, not to exceed six (6) months.

3. Employer pays the costs of obtaining a CDL license for employees in the Park Ranger job classification
4. Until this LOA expires, Employer will not use a lack of Commercial Driver's License as the sole reason for an employee in the Park Ranger job classification not passing probation.
5. Until this LOA expires, Employees who do not possess a CDL will not be subject to discipline for failing to possess the license.
6. Employees who currently possess a Commercial Driver's License are still required to maintain the license. Employer pays the costs of CDL license renewal for employees in the Park Ranger and Lead Park Ranger job classification.
7. 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 shall not be cited or used in any subsequent grievance, negotiation, or in any other forum except to enforce the terms of this Agreement.
8. Term of Agreement: This agreement is effective upon execution of the agreement and signature of Employer and the Union and will be effective for twelve (12) months.

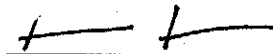
For Employer



12/17/2021

Christina Longo      Date  
Labor and Employee Relations Manager  
Metro

For LiUNA 483



DECEMBER 14, 2021

Farrell Richartz      Date  
Business Manager, LiUNA Local 483