



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 the use of Cameras at Oxbow Regional Park.

RECITALS

- A. Employer and Union are parties to an existing collective bargaining agreement;
- B. Employer wishes to ensure the safety of employees, the public and Metro property;
- C. Employer intends to install cameras at designated sites at Oxbow Regional Park to ensure this safety;
- D. The parties hereby agree to the following regarding the use of cameras at Oxbow Regional Park as it relates to union employees:

AGREEMENT

The parties agree and stipulate as follows:

1. Employer agrees that the primary purpose for the installation of camera is to protect people and property and not for disciplinary purposes.
2. Employer will not use camera recordings to discipline an employee for otherwise allowable activity during breaks and lunches. Cases of egregious misconduct which have been otherwise documented may be reviewed on a case-by-case basis.
3. Employer will notify its employees and the union when a department or venue installs cameras used by the Employer. Recordings from such a device may be used as outlined in #2 above.
4. Employer and the Union have bargained to completion regarding the impact of installing cameras at Oxbow Regional Park and this Agreement represents the entire agreement of the parties on that subject.
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 shall not be cited or used in any subsequent grievance, negotiation, or in any other forum except to enforce the terms of this Agreement.
6. Term of Agreement: This agreement is effective upon execution of the agreement and signature of Employer and the Union and may only be terminated upon mutual agreement of Employer and Union.

For Employer

For LiUNA 483

For Employer

Christina Longo

March 21, 2022

Christina Longo Date
Labor and Employee Relations Manager
Metro

For LiUNA 483

Farrell Richartz MARCH 15, 2022

Farrell Richartz Date
Business Manager, LiUNA Local 483