



## 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 GPS technology on Metro vehicles.

### RECITALS

- A. Employer and Union are parties to an existing collective bargaining agreement;
- B. Employer wishes to ascertain the location of Employer vehicles and equipment;
- C. Employer intends to install Global Positioning Systems (GPS) to track locations of their vehicles and equipment;
- D. The parties hereby agree to the following regarding the use of GPS tracking 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 GPS units is to protect property from theft rather than for disciplinary purposes.
2. Employer will not use GPS data 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 GPS devices on vehicles or equipment used by the Employer, capable of determining the location of the device. Data 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 GPS devices on Employer vehicles 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



3/11/2022

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Christina Longo      Date  
Labor and Employee Relations Manager  
Metro

For LiUNA 483

  MARCH 21, 2022

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Farrell Richartz      Date  
Business Manager, LiUNA Local 483