

## LETTER OF AGREEMENT

This is a Letter of Agreement between Metro (“Employer”) and AFSCME Local 3580 (“Union”) regarding the use of Telematics on Parks and Nature Vehicles.

### RECITALS

- A. Employer and Union are parties to an existing collective bargaining agreement;
- B. Employer wishes to ensure the safety of employees and be good stewards of Metro property;
- C. Employer intends to utilize telematics in all Parks and Nature vehicles and equipment to track maintenance, eliminate the need for employees to manually enter mileage information, provide safety beyond GPS tracking, to analyze sustainability by tracking fuel consumption, manage vehicle location to support projects, identify underutilized fleet, and for other purposes related to its mission.
- D. The parties hereby agree to the following regarding the use of telematics as it relates to union employees:


### AGREEMENT

The parties agree and stipulate as follows:

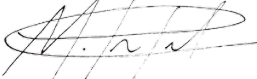
1. Employer agrees that the primary purpose for the installation of telematics is to protect people and property and not for disciplinary purposes.
2. Employer will not rely solely on telematic metrics to discipline an employee. However, telematic metrics may be used together with other evidence to document and support discipline for inappropriate behavior or violations of Metro policy.
3. Employer will notify its employees and the union when a department or venue installs telematics in vehicles used by the Employer. 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 telematics on Park and Nature 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 Metro**

  
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01/30/24  
Ali Little                      Date  
Labor and Employee Relations Manager  
Metro

**For AFSCME 3580**

  
\_\_\_\_\_  
1/30/24  
Matan Gold                      Date  
President

  
\_\_\_\_\_  
1/30/24  
Jason Wedemeyer                      Date  
Oregon AFSCME