



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 Article 14 Seniority in the Vacancy Bid Process of the current CBA within Parks & Nature Department

RECITALS

- A. Employer and Union are parties to an recently bargained successor collective bargaining agreement (CBA), ratified on February 8, 2024;
- B. Article 13.1(Seniority) states: “Seniority shall be computed for date of hire or entry into a LiUNA classification with the Employer. Seniority shall be calculated based on continuous service in any LiUNA classification unless otherwise specified in this agreement.”
- C. Article 14.1.1.1a (Vacancy Bidding) states: “First consideration shall be given to regular full-time or part-time employees and limited duration employees in the current classification and job family at the work unit and will be based on seniority within the classification.”
- D. The language in the CBA regarding the vacancy bid process was written and agreed to for continuity of process between both the Oregon Zoo (Zoo) and Parks & Nature departments.
- E. Article 14.2 describes work units within the two departments with Parks & Nature as “all one Work Unit”, while the Zoo has 11 units and 9 sub-units within the Animal Area Unit.
- F. The language has and continues to work well for vacancies at the Zoo, it is undesirable within the Parks & Nature department due to the way employees usually begin their career and work their way up in classifications building upon skills and knowledge gained in each role within the department.
- G. The parties hereby agree to the following regarding upon execution of this letter of agreement as outlined in this agreement.

AGREEMENT

The parties agree and stipulate as follows:

