

Letter of Agreement
Metro and Laborer's International Union of North America, "LiUNA" Local 483

This is a Letter of Agreement (LOA) between Metro and Laborer's International Union of North America, Local 483 (hereinafter referred to as the Union) regarding the Cash Office Clerk Lead and Cash Office Clerk classifications in the collective bargaining agreement (CBA).

RECITALS

1. Metro and the Union are parties to a CBA, in effect as of July 1, 2023, and expires on June 30, 2027.
2. Article 1.1 of the CBA states: "The Employer recognizes the Union as the sole collective bargaining agent for all members of the Bargaining Unit, as identified in the wage schedules for LiUNA represented employees and employed by the Employer at the Oregon Zoo and Parks and Nature, excluding confidential employees, supervisory employees including first line supervisors, administrative employees, employees whose primary duties consist of security or guard functions."
3. The Metro Laborers' Local Union 483 Pay Schedule FY 2023-2024 for Regular Employees in the CBA identifies the Cash Office Clerk Lead and Cash Office Clerk classifications as represented by the Union.
4. On March 15, 2025, the Employer formally notified the Union that the Oregon Zoo will be transitioning to a cash-less operation, effective May 1, 2025. This operational change is permitted under Article 2 – Management Rights of the CBA and is not subject to ORS 243.698(2).
5. As of the date of this LOA, there are no Union represented employees in either the Cash Office Clerk Lead or Cash Office Clerk classifications. Further, there is no intention by the Employer to hire and staff any Union represented positions in the classifications previously stated.

AGREEMENT

The parties agree as follows:

1. Effective upon execution of this LOA, the Cash Office Clerk Lead and Cash Office Clerk classifications will be archived and no longer utilized by the Employer.
2. Any incidental cash handling duties during the transition period to cash-less operations at the Oregon Zoo will be performed by current Union employees, without change to compensation.
3. Should the Employer require that Cash Office Clerk Lead and Cash Office Clerk classifications be reactivated, the Union will be notified in advance.
4. The Cash Office Clerk Lead and Cash Office Clerk classifications will be stricken and removed from the CBA during successor negotiations.
5. This agreement shall not set precedent, alter, or have effect on the terms and conditions existing between the Union and Metro except as specifically stated in this agreement.

For Metro:

For LiUNA Local 483:

Dale Yee Date
Labor Relations Program Manager, Metro

Dashiehl Harrison Date
Field Representative