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 Reorganization of Parks and Nature Work Units
within Article 11-Overtime and Article 17-Vacations.

RECITALS

A. Employer and Union are parties to a collective bargaining agreement (CBA), ratified on February 8, 2024;

B. Article 11.2-Overtime and Article 17.5-Vacations defines Parks and Nature work units as: "Natural Areas Land Management, Blue Lake, Oxbow, Historic Cemeteries and Nature Parks North, Historic Cemeteries and Nature Parks South, and Parks Maintenance."

C. Due to operational needs, the Parks Operations Division will reorganize two districts into three geographical districts based on available resources.

D. Employer and the Union engaged in midterm bargaining regarding the impact of the Park Operations reorganizational structure of work units to Article 11-Overtime and Article 17-Vacations

E. The parties hereby agree to the following regarding the Parks Operations Division reorganization which will change how work units are defined within Article 11-Overtime, and Article 17-Vacations.
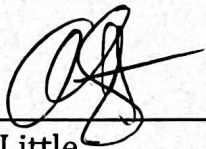
AGREEMENT

The parties agree and stipulate as follows:

1. Employer and Union agree to the following changes to Work Units described in Article 11.2-Overtime and Article 17.5-Vacations, as follows: "Natural Areas Land Management, Central Parks District, East Parks District, Historic Cemeteries District, and Park Operations Maintenance."
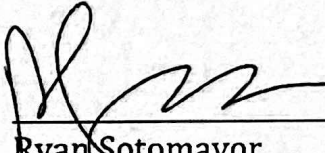
2. This Letter of Agreement is not precedent setting for any interpretation other Metro's personnel policies, any other letter of agreement, or any past practice.

3. The Agreement shall be incorporated into the next successor bargaining agreement, subject to proposals made at the time successor bargaining is open.

4. Term of Agreement: This agreement is effective upon execution of the agreement.

For Employer

_____ 9/5/24
Ali Little   Date
Labor Relations Manager

For LiUNA 483

_____ 9/5/24
Ryan Sotomayor   Date
Business Manager