



MEMORANDUM OF AGREEMENT

CELL PHONES

WHEREAS, Woodland Park Zoo and the Joint Crafts Council (the “Parties”) are parties to the collective bargaining agreement dated January 1, 2024, through December 31, 2026 (the “CBA”);

WHEREAS, during the course of contract negotiations, the parties agreed to explore the implementation of Zoo-issued cell phones for employee use at work;

WHEREAS, the Zoo successfully identified an appropriate vendor to provide the cell phones and notified the Union of this development;

WHEREAS, during the December 2024 Joint Labor Management Committee meeting, the parties agreed that the Zoo would discontinue its limited practice of requiring employees' use of personal cell phones for Zoo business;

WHEREAS, the Zoo identified which positions would receive zoo-issued cell phones in 2025, and if the employee's position was not identified, the parties agreed that their cell phone allowance would end December 31, 2024;


WHEREAS, if the employee's position was identified to receive a zoo-issued cell phone in 2025 and continued to receive a cell phone allowance before receiving the zoo-issued cell phone, the parties agreed the cell phone allowance would be stopped the month after they received a zoo-issued cell phone;

NOW THEREFORE, the parties agree:

- (1) The cell phone allowance policy set forth in Article 16.8.4 of the CBA shall be discontinued as set forth above.
- (2) This Memorandum of Agreement (MOA) is an integrated document and replaces and/or supersedes any and all prior agreements or understandings between the Parties on the topic addressed herein.
- (3) To the extent that this MOA is inconsistent with the zoo's Employee Handbook or the current CBA, this MOA controls.
- (4) This MOA does not otherwise modify or amend the CBA.
- (5) Any modifications to this MOA must be made in writing and signed by the Parties to be valid and binding.

- (6) The undersigned agree that they have read and understand and do hereby approve and agree to the terms of this MOA.


This Agreement is signed and adopted this 6th day of May, 2025.


Kristy Hulverson (May 12, 2025 11:19 PDT)

Kristy Hulverson
Interim Chief People Officer
Woodland Park Zoo

05/12/2025

Date


Takele Gobena (May 12, 2025 05:09 PDT)

Takele Gobena
JCC Chairperson
Teamsters, Local 117

05/12/2025

Date