



February 5, 2016

Ms. Shirley Block
President-Business Representative
Amalgamated Transit Union Division 757
1801 NE Couch Street
Portland OR 97232

Re: New Employee Union Meetings

Dear Shirley:

We have been advised by legal counsel that the practice of allowing newly hired union employees to go to the ATU offices on District paid time for purposes of orienting them to their membership in ATU violates ORS 243.670. As you may know, changes to Oregon law in 2013 make this practice unlawful. See Oregon Laws, Chapter 663 (2013). This activity is an expenditure of public money for a non-public purpose, and so it also may violate the Oregon Constitution. See *City of Portland*, 8 PECBR 8115 (1985); *Carruthers v. Port of Astoria*, 249 Or 329, 438 P.2d 725 (1968).

Please consider this as notice that effective March 4, 2016, [30 days] the District no longer will provide paid or unpaid release time for new hires to go to the ATU offices for purposes of orientation. This does not affect lawful purposes for which TriMet's employees may go to ATU's offices on paid time. And, of course, any TriMet employee may go to ATU's offices on their own time outside of their normal working hours.

Very truly yours,

A handwritten signature in black ink, appearing to read "Christine Stevens". The signature is fluid and cursive.

Christine Stevens
Senior Manager, Labor Relations

Copy: Shelly Lomax, Executive Director, Transportation
Sam Marra, Executive Director, Maintenance
Randy M. Stedman, Executive Director, Labor Relations & Human Resources
Dee Brookshire, Executive Director Finance and Administration
Bernie Bottomly, Executive Director Public Affairs