

AGREEMENT
BETWEEN
TEAMSTERS UNION
LOCAL 481



And
ZOOLOGICAL SOCIETY
OF
SAN DIEGO

February 1, 2025 — January 31, 2029

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FEBRUARY 1, 2025 - JANUARY 31, 2029

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AGREEMENT

This Agreement, made and entered into, by and between the ZOOLOGICAL SOCIETY OF SAN DIEGO, California, party of the first part, hereinafter referred to as the Employer, and TEAMSTERS LOCAL NO. 481, affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, party of the second part, hereinafter referred to as the Union, shall apply to all employees covered by the classifications set forth in the attached wage schedule, Appendix A.

ARTICLE 1 - UNION RECOGNITION

Section 1 - Recognition:

(a) The signing of this Agreement shall constitute a recognition of the Union and it is agreed that no members shall be disciplined for lawful and proper activity in representing the Union, engaging in Union activities, or upholding the principles of the Union.

(b) The Union is the sole Collective Bargaining Agent for those classifications enumerated in Appendix A. Any new classifications instituted that have a reasonable community of interest with those now performing bargaining unit work shall be part of said unit. If the parties are unable to agree as to whether or not a classification should be included in the Agreement, they shall jointly file a unit clarification petition with the National Labor Relations Board. If the U.C. proceedings do not resolve the issue, the matter may be referred to arbitration by either party.

(c) Non-Compliance

The Union agrees that notice shall be given in writing to the Employer and employee at least seventy-two (72) hours before any employee is to be removed from their employment by reason of their failure to maintain membership in good standing with the Union.

Employees who do not comply with the provisions of the ARTICLE shall be discharged by the Employer after the Union shows proof to the Employer that they have sent a letter, return receipt requested, to the employee informing the employee as follows:

1. The exact amount due;
2. How the amount was calculated;
3. An exact date that the money must be paid.

(d) Membership in good standing means only the timely tender by the employees of uniform initiation fees and periodic dues as may be lawfully required and that compliance with these financial obligations shall constitute compliance with the Union security requirements of the Collective Bargaining Agreement.

(e) Accredited representatives of the Union shall have access during the business hours to the premises of the Employer where members of the bargaining unit work, providing that no conferences and meetings between employees and Union representatives shall in any way hamper or obstruct the normal flow of work.

(f) The Employer agrees to recognize all duly assigned Shop Stewards. All Shop Stewards shall be allowed to service their grievances on the Employer's time after securing permission from supervision.

Section 2 - Membership:

(a) All employees covered by this Agreement shall become members of the Union within thirty-one (31) days from the effective date of this Agreement or within thirty-one (31) days from date of employment, whichever is later, and shall remain members of the Union in good standing as a condition of continued employment.

(b) The Union agrees it will make membership in the Union available to all employees covered by this Agreement on the same terms and conditions as are generally applicable to other members of the Union, and that membership in the Union will not be denied or terminated for any reasons other than failure of an employee covered by this Agreement to tender the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership in the Union.

(c) The Employer, at the request of the Union, shall deduct from the wages of employees membership dues (and initiation fees) of the Union, and promptly transmit such funds to the Union, provided that the Employer has received from each employee on whose account such deductions are made a written assignment which shall not be irrevocable for a period of more than one (1) year or beyond the termination date of the applicable collective bargaining agreement, whichever occurs sooner.

(d) The Union shall indemnify and hold the Employer harmless against all suits, claims, demands, and liabilities that shall arise out of or by reason of any action that shall be taken by the Employer for the purpose of complying with the requirements of this Article.

Section 3 - Exceptions:

(a) All regularly scheduled work performed at the Zoo and Safari Park under the classifications set forth in Appendix A of this Agreement shall be performed by employees covered by said Agreement. It is understood that employees not covered under this Agreement shall not perform work within the jurisdiction of the Union except:

1. In the case of a legitimate emergency;
2. For purposes of instruction or training such as career development programs, interns and job shadowing. At no time do these programs displace or reduce the hours of regularly scheduled qualified Union employees;
3. Where the workload is temporarily increased due to circumstances beyond the Employer's control;
4. Or where the complement of regular employees is temporarily reduced by reason of absence, not to exceed two (2) days, of any employee due to illness or other legitimate reasons.

(b) Inherent within the prudent management of a not-for-profit institution is the effective use of concerned volunteers. The Employer reserves the right to use volunteers to facilitate or enhance achievement of stated institutional goals. The Employer agrees that volunteers shall not be used to displace or reduce the hours of regularly scheduled qualified employees but may do work supplemental thereto after written notification to the Union.

ARTICLE 2 - HIRING AND TRANSFER

Section 1 - Notification:

(a) Upon hiring, rehiring, or transferring an employee to a position covered by this Agreement, the Employer shall provide the employee with a Union application and check-off authorization forms. The Employer shall promptly mail the completed forms to the Union office so the Union may notify the employee of their membership obligation pursuant to Article 1, Section 2(a), above.

Section 2 - Job Bidding:

(a) The Employer agrees to post for bidding all Union job vacancies.

1. All vacancies shall be posted within five (5) days from the Employer's decision to post the position, unless notice to the contrary is given to the Union.
2. A copy of each posted bid sheet shall be open for bid for a minimum of seven (7) days and shall be sent to the Union.
3. The Employer shall make every effort to fill all job openings within thirty (30) days after the bidding is closed.
4. The Employer shall notify all applicants and the Union of its hiring decision within 5 days after the decision is made and the successful applicant shall start in their new job no later than 14 days after the notification has been made, unless the employer and the applicant mutually agree on a different date.
5. In compliance with Article 10, the Employer may hire non-employees to fill vacancies posted for bidding, who, in the judgment of management are measurably better qualified than employees who bid on such vacancies.
6. When scheduling permits, as solely determined by the Employer, The Employer shall attempt to fill regular benefited vacancies with employees who may be eligible for Health & Welfare benefits in accordance with the provisions of the Trust.

(b) Selected employees may not rebid for six months unless by mutual consent of the Union and the Employer.

(c) The Employer need only bid jobs where there will be an increase in the workforce.

(d) All bargaining unit employees shall have the opportunity to apply for job loans consistent with the Employer's job loan policy provided employees satisfy loan requirements applicable to all employees.

Section 3 - Physicals:

(a) The parties agree that the Employer may conduct a thorough pre-employment post offer physical examination, which may include testing for any condition and/or disease, which impairs the prospective employee's ability to perform in a satisfactory manner.

(b) The above may apply in instances of transfer or promotion.

Section 4 - Probation Period:

(a) Newly hired or rehired regular employees shall be considered probationary employees until they have worked for the Employer a total of six months. The Employer may, on an individual basis, extend said probationary period up to six (6) months, with written notification to and concurrence of the Union. During this probation period such employees may be transferred, laid off, or terminated at the exclusive discretion of the Employer. Any promoted, demoted, or transferred employee shall be required to successfully complete a three (3) month probation period. The Employer may, on an individual basis, extend said probationary period up to three (3) months, with written notification to and concurrence of the Union. If said employee is unable to perform in his/her new classification, he/she shall have the right to return to his/her former position and rate of pay. The right to return to the former position will only last the initial 90 days worked. Any time spent by an employee in a bonafide job loan position shall not be counted as time spent for successful completion of the probationary period.

ARTICLE 3 - DEFINITIONS

For the purpose of this Agreement, the following definitions shall apply:

Section 1 - Regular:

Any employee shall be considered a regular employee.

Section 2 - Anniversary Year:

(a) Any twelve (12) month period beginning on the date of hire and ending the day prior to the anniversary date of the year following.

Section 3 - Employment Changes

(a) Promotion - vertical movement with a new classification at a higher rate of pay.

(b) Demotion - vertical movement with a new classification at a lower pay rate. (May be voluntary by the employee or involuntary.)

(c) Transfer - a change to another department or work area. The job title and rate of pay may remain the same or involve a promotion or demotion.

(d) Reclassification - a change in the position occupied by the employee due to a promotion or demotion.

(e) Termination Date - the last day worked by the employee.

(f) Resignation - the employee voluntarily ends employment.

(g) Dismissal - release of an employee's services at the discretion of the Employer.

(h) Layoff - release of an employee's services due to lack of work.

(i) Retirement - termination for purpose of receiving retirement benefits.

ARTICLE 4 - EQUAL OPPORTUNITY/NON-DISCRIMINATION

The Employer and the Union mutually agree that there will be no discrimination against any employee or applicant in the application of the terms of this Agreement or in any aspect of their employment with the Employer by reason of race, sex, color, religion, national origin, ancestry, age, physical or mental handicap, medical condition, marital status, pregnancy, sexual orientation or any other category protected by applicable federal, state or local law. The Employer and Union agree that the Employer is permitted to take all actions necessary to comply with all applicable federal, state and local laws and regulation, including, but not limited to the American with Disabilities Act, anti-harassment regulations including sexual

harassment, Family Medical leave and including any new laws and regulations enacted during the term of this Agreement.

ARTICLE 5 - MANAGEMENT RIGHTS

It is expressly agreed that all rights which are ordinarily vested in and exercised by employers, except those which are clearly and specifically relinquished herein by the Employer, shall continue to vest exclusively in and be exercised exclusively by the Employer.

ARTICLE 6 - LABOR-MANAGEMENT COOPERATION

(a) The Union recognizes fully the responsibilities imposed upon it as the exclusive bargaining agent for the employees and realizes that in order to provide maximum opportunities for continuing employment, good working conditions, and good wages, the Employer must be in a strong economic position, which means it must provide quality service at the lowest possible cost. The Union shall cooperate with the Employer and support its efforts to assure a full day's work on the part of employees.

(b) The Union agrees that each employee will do all work assigned to him/her to the best of his/her ability and will cooperate with the Employer to the fullest extent possible to improve the manner in which the work is performed.

(c) The Employer retains the full and exclusive right to implement employee participation programs and to invite employees to participate. Any matter discussed in said employee participation programs involving wages, hours or working conditions shall require invitation for Union involvement and prior to implementation Union concurrence.

(d) The Employer agrees to provide suitable space for Union bulletin boards. Postings by the Union on such boards are to be confined to official business of the Union. The Union shall in no way malign the Employer or its officials.

ARTICLE 7 - NO STRIKE - NO LOCKOUT

(a) The Union agrees that it or its members will not (during the term of this Agreement) cause, permit, threaten or participate in any strike, including the refusal to cross any other labor organizations' picket lines that are not sanctioned by Joint Council #42, walkout, slowdown, boycott, picketing, work stoppage,

refusal to work, or any other interference with the operation, management or functions of the Employer.

- (b) The Employer agrees not to lockout.

ARTICLE 8 - SETTLEMENT OF DISPUTES

Section 1 - Grievance Procedure:

The parties to this Agreement can extend time limits in each step of the grievance procedure as may be mutually agreed upon. Should a dispute arise between the parties to this Agreement concerning an interpretation or application of any specific provisions of this Agreement, an earnest effort shall be made to settle such grievance according to the following step procedure:

- Step 1 An aggrieved employee shall first take up the matter with his/her immediate supervisor, or Human Resources, no later than five (5) working days after the date of the event that caused the grievance.

- Step 2 If not resolved at Step 1, the employee shall forward a written grievance to the Union no later than seven (7) calendar days, if not presented to the Union within seven (7) calendar days the grievance will not be eligible for further steps in the grievance procedure.

- Step 3 Failing settlement in Steps 1 and 2, the Union shall present the written grievance to the Chief Human Resources Officer who in turn shall forward same to the Department Manager for his/her reply to the Union within seven (7) calendar days. The Employer shall reply to the Union within fourteen (14) calendar days. Once the reply is received by the Union, the Union shall have thirty (30) calendar days to alert the Employer to any further actions. Reasonable exceptions to this will be granted by the Employer as long as the Union requests an extension prior to the thirty (30) day limit. Exceptions will not be unreasonably requested or withheld. If the Union needs more than thirty (30) days to complete its investigation and/or analysis of the grievance, it shall notify the Employer of the amount of additional time the Union needs to determine its position with respect to the grievance. Every effort will be made by the parties to this

Agreement to resolve the matter before going to Mediation/Arbitration.

Section 2 - Mediation:

If the dispute is not resolved at any of the previous steps, the parties may appoint a Mediator from the California Mediation and Conciliation Service to hear the dispute and recommend a settlement to the parties. Such recommendation shall be final and binding upon all parties. Such recommendation shall be made in writing immediately upon the conclusion of the hearing or within five (5) working days thereafter.

The Union and the Employer agree that written warnings shall not be referred to Mediation/Arbitration unless said warning(s) is relied upon to support a subsequent suspension or discharge or used to deny application of a transfer or promotion. The employee must file a timely grievance(s) on a disputed warning notice(s) in order for a Mediator/Arbitrator to adjudicate them.

If either party objects to the Mediation step they may refer the matter to Arbitration.

Section 3 - Arbitration:

(a) If the parties cannot agree on an Arbitrator said Arbitrator shall be selected from a list of seven (7) names furnished by the Federal Mediation and Conciliation Service, with each side alternately striking one (1) name in order to reduce the list to one (1) person.

(b) The fees and expenses of an Arbitrator will be shared equally by the Employer and the Union. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other.

(c) Limitation of Power of Arbitrator: The powers of the Arbitrator are limited as follows: He/she shall have no power to add, subtract from or modify any of the terms of any Agreement. He/she shall have no power to establish wage scales or, except as he/she is herein specifically empowered, to change any wage.

(d) The decision of the Arbitrator shall be final and binding on all parties.

ARTICLE 9 - DISCIPLINARY ACTIONS

(a) The Employer shall not discharge an employee without just cause. When an employee is discharged, the full reason must be provided to the employee in writing and a copy sent to the Union and Chief Shop Steward. For conduct that does not warrant immediate discharge the Employer may issue a written warning to the employee. All documentation of disciplinary action with the exception of suspension without pay shall be removed after twelve (12) months. Suspensions for Attendance/Punctuality/Cash Handling and other policies with a specific lifespan shall be removed according to the provisions of those policies. Suspensions for other job performance matters shall be removed after sixty (60) months. In order to be considered valid, disciplinary action must be received by the involved employee within ten (10) calendar days of the date of discovery of the alleged violation. Reasonable exceptions to this may be granted by the Union as long as the Employer requests for an extension prior to the ten (10) day limit. Exceptions will not be unreasonably requested or withheld.

(b) The Employer will make available to the Union, and its Shop Stewards a copy of all written warnings and reprimands issued to employees. The Union agrees to keep the Employer informed, in writing, of all current stewards.

(c) Any employee may request Union representation at any investigatory interview which may result in disciplinary action.

(d) Termination notice: When an employee has been in the employ of the Employer continuously for six (6) months or more, such employee shall receive either one (1) week's notice of discontinuance of employment or one (1) week's pay in lieu thereof, except in case of discharge for cause.

ARTICLE 10 - SENIORITY

Section 1 - Seniority Principles:

(a) The Employer agrees that the principle of seniority shall prevail in the lay-off, recall, rehire, promotion and transfer of employees in the bargaining unit provided that the factors of skill, knowledge, and ability to perform the required task are relatively equal.

(b) Seniority shall not be a factor in the normal short term scheduling of employees. However, as measured on a semi-annual basis (January – June, July

– December), hours worked are required to correspond as closely as possible according to departmental seniority. Factors to consider in this determination may include, but are not limited to, availability of the employee and schedule preference, benefitted status, as well as secondary hours worked in other classifications.

Where practicable, the Employer shall attempt to schedule on a short-term basis according to departmental seniority, including the distribution of daily overtime assignments.

Section 2 - Definition of Seniority:

a) Society Seniority. Society seniority is defined as the length of total regular and continuous employment with the Society. This type of seniority shall be used to determine the order of any reduction in force of more than four (4) weeks duration and for computing the amount of annual leave for employees. Upon completion of the probationary period, an employee shall acquire Society seniority from the most recent date of hire.

b) 1. Departmental and Society Teams Seniority. Departmental and Society Teams Seniority shall be used for temporary layoffs and for selecting annual leave schedules and days off.

Employees' positions on the Departmental or Society Teams seniority list shall be determined based upon their most recent bargaining unit date of entry (or re-entry) into the Department or Society Team.

Provided that, departmental seniority within the Wildlife Care group of employees shall be defined to include the employee's length of service in their current position, except that any employee in the Wildlife Care Department who is accepted as a result of a bid for an intradepartment position (including a transfer from the San Diego Zoo to the Safari Park or vice versa within the Wildlife Care Department), may ultimately bridge their seniority.

2. Such a successful bidder may ultimately bridge their departmental seniority as follows:

1. At the time of transfer, the employee shall be placed on the departmental seniority list with the date of the transfer as the employee's temporary departmental seniority date.

2. Employees who will complete their 36 months in the bid position by December 31 of the calendar year may request that their departmental seniority be adjusted to include (recognize) the employee's total continuous employment within the Wildlife Care Departments for the purposes of selecting annual leave schedules and days off effective with the first pay period in the next calendar year. It is the responsibility of the employee to track and request the seniority change in writing with their manager and Human Resources. Once an employee is eligible to request an adjustment under this provision, they can do so at any appropriate time (before annual leave calendar bid begins, etc.) in the future. Requests made after the annual leave calendar bid begins will not be considered for that cycle.

c) Classification Seniority. Classification seniority shall be defined as the appropriate measure of seniority for the employee in the particular classification, which he/she currently occupies. Classification seniority shall apply for in-step pay rates.

ARTICLE 11 - HOURS OF WORK

(a) For pay purposes, there shall be a standard work week for all employees beginning at 12:01 a.m. each Monday and ending at 12 midnight the following Sunday.

(b) Unless split days off are requested by the employee and agreed to by the Employer, each employee shall receive two consecutive days off during each work week, unless overtime duty is required.

(c) All work performed in excess of eight (8) hours per day or forty (40) hours per work week shall be considered overtime and shall be paid at one and one half (1 ½ x) times their regular hourly rate of pay, except employees working an alternative work week schedule in place pursuant to subsection (e) below. Overtime assignments as an extension of a current shift will be scheduled on a voluntary basis when possible and appropriate. If an insufficient number of volunteers come forward, mandatory overtime will be scheduled according to inverse seniority for those employees scheduled on the day in question and based on factors including business needs and employee skillset.

(d) Except for lack of availability of work resulting from causes beyond the control of the Employer, it is intended to provide as many employees as practicable with a normal work week consisting of five (5) consecutive days per week and each department shall schedule accordingly.

(e) Pursuant to a secret ballot vote of at least two-thirds of employees in an affected work unit, a regularly scheduled alternative workweek may be established consisting of workdays not to exceed ten hours in any workday. Overtime at one-and-one-half (1 ½) times the regular hourly rate of pay shall be paid for all hours worked in any work day in excess of the regularly scheduled hours, except that no overtime shall be paid for eight (8) hours of work or less. If an employee in an affected work unit is required to work less than the established regularly scheduled hours, the employee shall be paid overtime for all hours worked in excess of eight (8) hours. Prior to a secret ballot vote, the Employer agrees to disclose to affected employees any effect on wages, hours, and benefits.

All employees in a readily identifiable work unit, such as a department, job classification, shift, separate physical location or recognized subdivision of any such work unit may be considered affected employees. A work unit may consist of an individual employee as long as the above criteria for an identifiable work unit are met.

The Employer shall explore any available reasonable alternative means of accommodating the religious belief or observance of an affected employee that conflicts with an adopted alternative work schedule.

The Society shall make a reasonable effort to find a work schedule not exceeding eight (8) hours in any workday in order to accommodate any employee who is unable to work the established alternative work schedule.

Changes in an established alternative work schedule may be made no more than twice in any twelve-month period. Upon petition of one-third of the affected employees, a new secret ballot vote shall be held, and a two-thirds vote shall be required to eliminate the alternative schedule.

In order to work an alternative work schedule under the provisions above, an employee's wage must be at least thirty percent greater than minimum wage.

(f) If a shift change occurs during the work week, before starting the new shift, the employee shall be granted a minimum of ten (10) hours off, unless agreed upon mutually between the Employer and the Union.

(g) Employees' paid time shall begin and end at their respective time clocks.

(h) The Employer agrees that it will not reduce hours of employees for the purpose of preventing the payment of premiums according to Article 14.

(i) Any food stand employee shall be entitled to a five (5) minute clean up period just prior to the end of his/her shift, and all other employees shall be governed by past practice.

(j) A split shift is any shift with a break in paid hours excluding meal periods required by state law. Any employee who is required to work "split shifts" shall receive a premium of seventy-five cents (\$0.75) per hour for all hours worked. Employees required to split their shift two (2) or more times per day shall receive a premium of one dollar and fifty cents (\$1.50) per hour for all hours worked.

(k) When a schedule change requires an employee to work in a location different from his/her regular work location, he/she shall be paid the prevailing mileage rate for the difference in mileage between their regular work location and the new work location.

(l) An "on call" shift is any shift on the schedule without a guarantee of hours worked. Employees scheduled to be "on call" shall be paid their hourly rate of pay for all time spent "on call." Employees scheduled to be "on call" who are called in to work shall be paid their hourly rate of pay for 1.5 hours in addition to all hours worked. This payment will be included in overtime calculations.

No employee shall be required to be "on-call" more than his or her regularly scheduled workdays per week and such combination of scheduled workdays and scheduled "on call" days shall not be greater than five (5) days per week except by mutual agreement between the employee and the Employer.

(m) Except for special events, it is the intent of the parties to this Agreement that a normal scheduled day's work be at least four (4) hours.

(n) Employees who respond to an emergency call back shall receive pay for all hours worked or four hours whichever is greater.

(o) A continuous shift that goes past midnight shall be considered part of the same workday in the calculation of overtime.

(p) Employees shall not be required to monitor any communications or paging devices during rest breaks and/or meal periods.

(q) Employees who are required to leave their uniforms at work, due to routinely working with animals or inside animal exhibits, are allowed fifteen (15) minutes at the start and end of each shift to change in/out of their uniforms. This includes animal care/training positions, as well as Horticulture, C&M employees, any Education employees who routinely handle animals and Food Service Maintenance employees.

(r) The Employer agrees to provide all bargaining unit employees with a pay period payday calendar every January each year of the Agreement.

(s) The rules for employees performing bargaining unit work during the peak business months shall be the same for all such employees.

(t) It is not the intent of the Zoological Society to send employees home due to lack of work (i.e. inclement weather) and then subsequently replace said employees with non-scheduled lower paid workers.

(u) The Employer may, in its discretion, require an employee to obtain a physical examination (excluding pre-employment/transfer physicals) either during or outside such employee's regularly scheduled work hours. In the event that the Employer requires the employee to obtain an annual physical exam outside the employee's regularly scheduled work hours (i.e. on the employee's scheduled day off, before/after the employee's shift, etc.), then the Employer shall pay the employee for such time traveling to/from the examination and attendance at the examination in an amount not to exceed 2 aggregate hours.

In addition, the Employer will reimburse employees asked to obtain a Class B Driver's license for the fee associated with said license.

Likewise, Integrated Pest Management employees shall continue to have the cost to obtain/maintain licenses/certifications connected with the performance of their job, as required by the State of California, California Department of Pesticide Regulation or any other relevant law, paid for by the Employer.

(v) No employee shall lose hours from their regularly scheduled shift as a result of working a not originally scheduled split shift, unless agreed upon by mutual consent.

(w) Employees shall be notified of their weekly work schedule at least ten days in advance of the effective date. Reasonable changes in the schedule may be made after the schedule is posted, i.e. for catering events, weather, etc. Such schedule shall indicate a projected out-time.

(y) Employees who work during periods of time where the temperature exceeds eighty (80) degrees Fahrenheit shall work under the following conditions: They shall be permitted to comply with all OSHA regulations for working in excessive heat, shall be allowed to observe cooling down periods as specified by OSHA and/or California law, and notwithstanding any provisions in this contract, shall be allowed to wear temperature appropriate items such as sunhats, t-shirts, UV protection clothing and sunscreen as provided for by the Employer. The Zoo and the Union agree that the reference to t-shirts above will be comprised of the following:

- 1) The provision of at least one (1) t-shirt per employee per year, provided no later than May 1st of the year.
- 2) If the t-shirt is damaged or destroyed, it shall not be replaced by the Employer, but the employee may purchase a replacement at cost.
- 3) All employees shall launder their own t-shirts at their own cost and their own risk.
- 4) Departments with biosecurity uniform provisions must continue to leave all required garments with the Employer for laundering. The Employer and the Union will work together prior to the beginning of the 2025 hot weather summer season to find a suitable solution that is operationally feasible.

ARTICLE 12 - REPORTING PAY

(a) Each workday an employee is required to report for work and does report but is not put to work or is furnished less than half the usual or scheduled day's work, the employee shall be paid for a minimum of four (4) hours or half the usual or scheduled day's work at the employee's regular rate of pay, whichever is greater.

(b) The provisions of (a) above shall not apply when:

1. Operations cannot commence or continue due to threats to employees or property; or when recommended by civil authorities, or
2. Public utilities fail to supply electricity, water, or gas, or there is a failure in the public utilities, or sewer system; or
3. The interruption of work is caused by an act of God or other cause not within the Employer's control, or
4. Voluntary meetings that are offered by the Employer and occur on the employee's day off, in which case (with management approval) the employee will be compensated for the duration of the meeting, or
5. Mandatory meetings of less than four (4) hours duration, that the Employer requires an employee to attend, if such meeting occurs on the employee's day off. In such instance the employee shall be paid for the duration of the meeting or two (2) hours pay, whichever is greater, or
6. Wildlife Care Professionals come to work after hours to check on the welfare of an animal, as agreed between the employee and management. In those cases the employee will be paid the actual time or 2 hours whichever is greater, or
7. Special events of less than four (4) hours duration. In such instance the employee shall be paid for the duration of the special event or three (3) hours pay, whichever is greater.

ARTICLE 13 - UNIFORMS

(a) The Employer agrees to supply an adequate number of uniforms (including headwear and a jacket) per uniformed employee, and to ensure that said uniforms are kept in good condition. If an employee is required to leave their uniforms on the Employer's premises (or they are grandfathered in by a separate agreement), then laundering services will be provided for by the Employer. If not, (or if the employee has voluntarily opted out), then the employee will be required to launder their own uniforms. Shorts shall also be made available to those employees who work in areas where shorts are allowed. Benefitted Buildings and

Grounds employees are eligible for laundering service by the Employer beginning on the one year anniversary of benefitted status.

(b) Rain clothing shall be supplied by the Employer for employees who must work in inclement weather.

(c) Employees are required to sign off on uniforms received and will be notified of the cost per item that will be incurred should they not return any items upon termination of employment. Failure to return uniforms received shall result in appropriate legal actions by the Employer, unless failure to comply is for a legitimate reason. In addition, the employee shall not be in good standing with the Employer. Upon return or payment of uniforms, the employee's good standing shall be reinstated.

(d) Employees who are required to leave their footwear at work shall be compensated an allowance as follows: up to \$225. In order to receive said allowance, the employee must show receipts for footwear purchased.

(e) Beginning on the one year anniversary of entering the department, employees in Buildings and Grounds, Food Service, Merchandising (including Rancho Bernardo Warehouse) and Skyfari Operator departments/job classifications/work areas shall be compensated a footwear allowance of \$60 per twelve months. In order to receive the allowance, the employee must show receipts for footwear purchased.

ARTICLE 14 - HEALTH AND WELFARE

- (a) The Employer agrees to pay the entire cost except as modified by (b) below, of tiered insurance premiums (single, employee plus spouse, employee plus child(ren), family) to provide Life (standard \$2500), Hospital and Medical Plan Z, Dental Plan 2, Prescription Drug Plan 4 and Vision coverage to the San Diego County Teamsters Employers Insurance Trust or a mutually agreed upon Teamsters Trust that can provide health and welfare benefits equivalent to those currently provided by the San Diego County Teamsters Employers Insurance Trust, on behalf of each eligible employee covered by this Agreement.
- (b) The Union agrees that it will affirmatively support and actively participate in efforts to increase the number of employers to the current Trust.

(c) 1. The Employer agrees to pay the full amount to purchase and administer the benefits set forth commencing February 1, 2025.

2. The Employer agrees to not increase the employee cost share in effect in December 2028, if any, until the new contract is ratified.

3. Employees will pay a share of the Health and Welfare cost according to the following schedule of per pay period employee contributions:

2025

Average Cost	Single	EE+ Spouse/Child(ren)	Family
<\$1,375	\$0	\$0	\$0
\$1,375 - \$1,400	\$5	\$10	\$20
>1,400	\$10	\$20	\$40

2026

Average Cost	Single	EE+ Spouse/Child(ren)	Family
<\$1,475	\$0	\$0	\$0
\$1,475 - \$1,500	\$5	\$10	\$20
>1,500	\$10	\$20	\$40

2027

Average Cost	Single	EE+ Spouse/Child(ren)	Family
<\$1,575	\$0	\$0	\$0
\$1,575 - \$1,600	\$5	\$10	\$20
>1,600	\$10	\$20	\$40

2028

Average Cost	Single	EE+ Spouse/Child(ren)	Family
<\$1,675	\$0	\$0	\$0
\$1,675 - \$1,700	\$5	\$10	\$20
>1,700	\$10	\$20	\$40

(c) The parties hereto agree to accept and execute such Acceptance of Trust documents as may be required and payments shall be made in accordance with the provisions established by the Joint Board of Trustees.

(d) Eligibility of employees to receive health and welfare benefits shall be determined as follows:

1. All regular employees who work at least an average of sixty (60) hours or at least nine (9) days per two-week payroll period shall be eligible employees. Employees who qualified under the fifty (50) hours or nine (9) days per two-week payroll period eligibility requirements from the previous CBA (hired and benefited prior to January 1, 2015) shall continue to be grandfathered under such rules as long as they remain benefited employees.

2. For purposes of computing this average, the appropriate Affordable Care Act (ACA) measurement periods shall apply. The new hire look-back INITIAL measurement period will be for 12 months with an administrative period of up to 60 days. The look back STANDARD measurement period will be for 12 months from the last period of the payroll year in mid-December every year, with a 75-day administrative period.

It is not the intent of the Employer to reduce existing work schedules by virtue of the above definitions.

3. When an employee, because of reassignment, transfer, or otherwise has his/her schedule increased to sixty (60) hours or more or at least nine (9) days per two-week payroll period at any time of the year which will continue on a regular basis during those periods which would be used for averaging, such employee shall be considered eligible effective the date of the change of work schedule in accordance with the provisions of the Trust. This is not intended to apply to a non-benefited employee who merely has an increase in hours.

4. A newly hired employee who begins work on a schedule of sixty (60) hours or more or at least nine (9) days per two-week payroll period at any time of the year which will continue on a regular basis during those periods which would be used for averaging shall be considered eligible effective the date of hire in accordance with the provision of the Trust.

5. SPECIAL HEALTH & WELFARE PROVISIONS

The Employer agrees to pay the entire cost of insurance premiums to provide twelve (12) months health and welfare coverage to all benefited employees, aged 55 or over, who voluntarily terminate and have completed at least twenty (20) years of cumulative service. For those employees who meet the above criteria and are at least 65 years old, and who go on Medicare, the Employer shall pay the premium for the Medicare Supplement Insurance to provide one (1) year of health and welfare coverage.

ARTICLE 15 - PENSION/403(b)

(a) The Employer may amend the plan to introduce an early retirement option.

(b) Effective January 1, 1989, full vesting shall occur after five (5) years of service, of at least 1,000 hours per year.

(c) Effective March 1, 1999, all years of service shall be applied in calculating pension benefits.

(d) Effective March 1, 2004, the value of each unit of service on the guaranteed pension calculation was increased to \$41.00 per month.

(e) For employees hired after March 1, 2005, the value of each unit of service shall be \$15.00 per month.

(f) As of December 31, 2021, the Zoological Society of San Diego Restated Pension Plan for Union Employees (the "Plan") was frozen. As of that date, there were no new participants into the Plan and future accruals ceased for all employees. The timing of the Plan freeze coincided with the 403(b) Plan changes.

(g) The Employer may terminate the Plan and transition the administration of the Plan to a company which includes pension plan administration as part of its core business. A participant's accrued benefits, including retirees who are in payment status, cannot be reduced. If the Plan is terminated, each participant's accrued benefit will automatically be 100% vested. Plan funds must be distributed for the exclusive benefit of Plan participants and their beneficiaries and all liabilities satisfied before any funds can be diverted for other purposes. In the event of a Plan termination, the Employer must ensure compliance with the Internal Revenue Service and the Pension Benefit Guarantee Corporation regulations and fulfill fiduciary responsibilities to protect participants. In addition, all eligible participants will be offered a lump sum distribution option among other options.

NOTE: These are only the changes. They are not the plans. Further information regarding when and under what conditions an employee will be eligible to receive benefits and the amount of such benefits may be found in the Summary Plan Descriptions for the pension and 403(b) plans.

403(b) Plan

At the time the Plan was frozen, all bargaining unit employees were and shall continue to be eligible for the 403(b) Plan under terms and conditions not less favorable than those for non-bargaining unit employees. Bargaining unit employees are eligible for an Employer contribution to their 403(b) Plan account as follows: (i) 2% non-elective Employer contribution, (ii) 50% Employer match on their first 4% of employee deferrals, and (iii) 100% Employer match on the next 1% of employee deferrals. This results in up to a 5% Employer contribution, inclusive of any applicable Employer match, as illustrated in the following table:

<u>Employee Deferral</u>	<u>Employer Contribution</u>	<u>Total</u>
0%	2%	2%
1%	2.5%	3.5%
2%	3%	5%
3%	3.5%	6.5%
4%	4%	8%
5%	5%	10%
6%	5%	11%
7%	5%	12%

As soon as practicable, the Employer will offer a Roth 403(b) option in which interested employees may participate.

ARTICLE 16 - ANNUAL LEAVE

a) All regular employees who have completed thirty (30) days of employment shall be entitled to annual leave with pay. The amount of annual leave earned shall be in accordance with the following schedule:

<u>Time in Service</u>	<u>Accrual Rate</u>			<u>Maximum Leave</u>	<u>Maximum Accruable Leave</u>
0 through 4 years	.0807	hours	per hour	21 days	31.5 days
		worked			
5 through 9 years	.1000	hours	per hour	26 days	39 days
		worked			
10 through 14 years	.1192	hours	per hour	31 days	46.5 days
		worked			
15 through 20 years	.1231	hours	per hour	32 days	48 days
		worked			
21 years and over	.1385	hours	per hour wkd	36 days	54 days

b) Annual leave may be accumulated to a maximum as shown in the maximum accruable leave column above. After those amounts have been accrued there shall be no further accrual. The Employer will make good faith effort to accommodate employee leave requests, providing that such request are compatible with the operating requirements of the Employer. In those cases where an employee is unable to take time off because of Employer requirements the employee will receive pay in lieu of time off.

c) Annual leave will be scheduled on a year-round basis by departmental seniority. Departments may limit the number of employees on annual leave at any one time.

d) In order to receive annual leave, the employee must give at least two (2) days notice unless such notice is waived by mutual agreement.

e) It is recognized that some departments may observe various traditional holidays. When an employee in such a department is instructed not to work because of the holiday observance, the employee may choose whether to take an annual leave day or forego compensation for that day.

f) The annual leave schedule shall be posted annually by departments as of November 15th and employees shall exercise their choices by bidding seniority. The list shall be closed as of December 15th (final posting by December 31st) and subsequent annual leave requests shall be made in writing on a first come, first served basis with seniority being the tie breaker should the number of employees requesting annual leave exceed the number of available slots. On the first pass of the annual leave calendar, in addition to requests of 3 or more days, an employee

may select up to four (4) requests of two (2) days or less. On the first pass of the AL calendar, an employee may also select up to one (1) of the following: New Year's Day, Thanksgiving Day, and Christmas Day. Employees shall be informed of the status of their annual leave request in writing within ten (10) days of submission.

g) A benefitted employee requesting to leave early or to give up a shift is required to use Annual Leave to replace the hours they would have worked. A benefitted employee who does not request to leave early or to give up a shift but is sent home due to business necessity has the option of using AL or going unpaid. In either case, the benefitted employee may receive AL hours at minimum for the hours they would have worked or up to eight hours per day. Non benefitted employees may choose to use AL to replace hours they would have worked.

ARTICLE 17 - SICK LEAVE

(a) All regular employees who have successfully completed 90 days of employment shall be entitled to sick leave with pay. Sick leave shall accrue at a rate of .03333 hours per hour worked to a maximum of 48 hours per year. An employee may choose to use Annual Leave when Sick Leave is not available.

(b) At the option of the employee, sick leave shall not be deducted from accumulated sick leave when the employee is hurt on the job.

(c) Maximum accumulated sick leave shall be one hundred sixty (160) hours.

(d) An employee who voluntarily leaves the employ of the Employer and who has given at least two (2) week's prior notice, is laid off for lack of work or is physically unable to perform required work shall receive pay for all unused sick leave, except that an employee who voluntarily leaves or is laid off must have completed ten (10) years of continuous employment. It is agreed that an employee terminated for cause shall not be entitled to any benefits under the provisions of this subsection.

(e) An Employee who retires according to the Employer's policy shall receive pay for all unused sick leave.

(f) An employee incurring an on-the-job injury not caused or contributed to by the employee's negligence or violation of normal safety rules or work procedures shall be entitled to payment by the Employer of the difference between Worker's Compensation temporary disability benefits and the employee's normal earnings for a period not to exceed thirteen (13) weeks following the completion of a fourteen (14) day waiting period. An employee who wishes to be compensated for the time from the date of injury to the date of eligibility for temporary disability benefits may use sick leave or annual leave if one has adequate accumulated sick leave or annual leave credit.

(g) Employees who have been absent on a Workers' Compensation disability may be returned to work in a permanent position they are, in the judgment of the Employer, capable of performing. When such an assignment occurs, the employee will receive the rate of pay of the new job classification to which assigned. It is not the intent of the Employer to reduce the rate of pay of employees who have been on Workers' Compensation disability and are capable of performing the tasks of their former position. The Employer may reduce an employee's rate of pay only when based on a medical determination that he/she cannot perform the tasks of their former job classification.

(h) An employee incurring a non-occupational injury or illness shall be entitled to salary continuation benefits. Benefits paid shall commence after accumulated sick leave has been exhausted, as provided in 1, below. The amount of benefit, including California Disability Insurance benefits, will guarantee 100% of employee normal weekly pay for a period of thirteen (13) weeks after all accumulated sick leave has been exhausted and provided that the employee is still unable to return to work.

1. There shall be a seven (7) day waiting period before the salary continuation plan commences. Further there shall be only one eligible period of thirteen (13) weeks per 12-month period and or per injury or illness.
2. The maximum lifetime benefit under the salary continuation plan shall be sixty-five (65) weeks.

Any amount that has been used as of the effective date of this Agreement shall be subtracted from the sixty-five (65) weeks maximum.

(i) Leaves of absence for medical reasons, whether work-related or non-work related, shall be limited to a total of six (6) months in any consecutive twenty-four (24) month period. An employee shall have the right to return to his/her position at the end of a leave of absence, if medically able to do so; provided that if the employee has a legal right to return to his/her position beyond the expiration of the six (6) months set forth herein this clause is in no way intended to undermine, reduce or waive the Employee's right to return to that position.

If the Employee is unable to return to his/her position at the end of the leave of absence he/she shall be eligible to enter a rehabilitation training program or an interactive job accommodation process whichever is appropriate; provided that this provision is not intended to undermine, reduce or waive the Employees right to return to their former position.

ARTICLE 18 - BEREAVEMENT LEAVE

All regular employees who have completed the probationary period may be granted leave with pay not to exceed three (3) days for the purpose of attending a funeral, making arrangements therefore, or taking care of other matters related to the death of a member of an employee's family. Such leave should be requested and will be granted in relation to the leave time actually required. Dates taken for bereavement leave are not required to be consecutive, but must be taken within two weeks of the death, unless special circumstances dictate (i.e. a delay in funeral service arrangements). For purposes of this section, immediate family shall consist of a spouse, registered domestic partner, father or stepfather, mother or stepmother, brother or stepbrother, sister or stepsister, son or stepson, daughter or stepdaughter, current mother or father of spouse or registered domestic partner, grandparents and grandchildren. Verification of death may be required.

An additional two (2) days of paid bereavement shall be available for employees who are required to travel eight hundred (800) or more miles each way. The Employer reserves the right to verify the location and proof of travel.

Unpaid bereavement leave shall be granted under the same terms and conditions described above for the brother, sister and grandparents of the employee's spouse or domestic partner.

ARTICLE 19 - JURY DUTY LEAVE

All regular employees who are summoned to serve on jury duty, shall be entitled to regular pay for all scheduled hours for work days on which they are required to report for jury duty up to ten (10) days per 12-month period. In addition, such employees shall retain jury duty pay and mileage fees for service.

All employees when called for jury duty shall be considered day shift while on jury duty. An employee's weekly work schedule, including jury duty days, should not exceed five (5) days per week.

ARTICLE 20 - MILITARY LEAVE

The Employer agrees to comply with the provisions of the Universal Military Training and Service Act.

ARTICLE 21 - HOLIDAYS

All employees who work on New Year's Day, Thanksgiving Day and Christmas Day shall receive two times (2 x) their regular hourly rate of pay for all hours worked on such holidays. Employees who work more than 8 hours and up to 10 hours, shall receive overtime pay of 1.5 X their holiday pay. Employees who work more than 10 hours shall receive overtime pay of 2X their holiday pay. For example, an employee who regularly earns \$20 per hour, would receive \$40 per hour for working on one of the holidays. Their overtime rate would be 1.5 X \$40 per hour for working more than 8 hours and up to 10 hours, or 2 X \$40 per hour for after 10 hours of work.

ARTICLE 22 - DISEASE AND PREVENTATIVE SCREENING

In order to meet health requirements, employees working with animals may be subject to routine disease screening, such as tuberculosis testing. All health testing or screening required of any employee shall be paid for by the Employer and conducted during an employee's work hours.

ARTICLE 23 - SEPARABILITY

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or executive

order, such invalidation of any part or portion of this Agreement shall continue in full force and effect. Upon termination of such legislation, the Employer and the Union agree to comply with the original terms of this Agreement.

ARTICLE 24 - DURATION

This Agreement shall remain in full force and effect from February 1, 2025 to and including January 31, 2029, and for yearly periods thereafter unless either party hereto shall give written notice to the other party of a desire to modify, amend, or terminate the existing Agreement. Such notice shall be given at least sixty (60) days prior to the anniversary date of this Agreement. Failure of either party to give such written notice shall automatically extend the Agreement for a period of one year from the anniversary date.

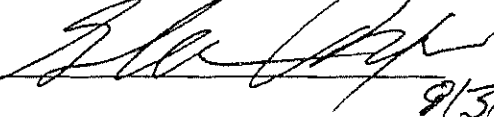
IN WITNESS WHEREOF the parties have hereto inscribed their names and affixed their seals this 28TH the day of JULY, 2025.

SIGNED FOR THE UNION;

By:  7/28/25

Victor D. Torres
Secretary-Treasurer

SIGNED FOR THE EMPLOYER

By:  8/13/25

Shawn Dixon
Interim President and Chief
Executive Officer

APPENDIX A - CLASSIFICATION AND WAGES

Section 1 - Classification and Temporary Assignment

(a) Job Classification

1. The present job descriptions and requirements as of the signing of this contract shall remain in effect for the life of the Agreement. Any changes or modifications during the term of the Agreement shall be by mutual agreement between the Employer and the Union.

2. However, in the event it becomes necessary to add, delete, change, or adjust wage scales of any of the job classifications outlined in this Agreement, the parties by mutual consent may make those adjustments provided no present employees shall suffer any reductions.

(b) Temporary Assignment

1. An employee may be temporarily assigned to perform the tasks of another job classification when such assignment is required to satisfactorily complete the work.

2. When such an assignment occurs, the employee will receive his/her current rate or the rate of the new classification to which assigned, whichever is higher.

3. Beginning in January 2022, the Employer will compile all regular hours worked and associated pay and all annual leave hours taken and associated pay for all union employees during the previous calendar year. The Employer will calculate a composite worked rate and a composite annual leave rate. By individual employee, if the composite worked rate exceeds the composite annual leave rate by 3.5% or greater, the employee shall be paid the difference in annual leave between the composite annual leave rate and the composite worked rate.

Section 2 - Special Wage Provision

(a) Night Premium

A premium of seventy-five cents (\$0.75) per hour shall be paid for work performed between the hours of 6:00 p.m. and 6:00 a.m.

(b) Wages above Rates in Exhibit(s)

Rates of pay for any classification above the rates set forth in Exhibit 1, shall be at the sole discretion of the Employer, except that any employee presently receiving a rate of pay greater than the rate listed for their classification shall receive the same cents or percentage per hour increase indicated for that classification.

(c) Step Advancement

1. The time progression from step to step for regular employees shall be based on acceptable performance (i.e. Meets Expectations or higher) as determined by performance reviews, and said time progression shall work as follows: six (6) months in the "A" step; six (6) months in the "B" step; one (1) year in the "C" step before advancement to the "D" step and beyond.

2. Notwithstanding the provisions above, satisfactory regular employees, as determined by a performance review, in job classifications which have intermediate steps, e.g., "A1", shall advance after six (6) months in each step until the top step is reached.

3. The progression to a Senior Level classification will occur in one of two ways:

1) Based on an annual review score of 3.1 or better on two subsequent performance reviews, starting with their third year of being in the primary position. The earliest this promotion can be effective is at the 4th year of being in the primary position. For example: Employee is hired 1/1/24 and remains in that primary classification for 3 years. Employee meets 3-year requirement on 1/1/27. 1st eligible review 1/1/27, 2nd eligible review 1/1/28, earliest promotion date January 2028; or

2) By meeting the job requirements for said promotion, as determined by Manager and related approvals.

(d) Those employees receiving the benefits of the now defunct \$0.20 wage differential for non-benefited employees shall be grandfathered and continue to receive said benefit until they are eligible for Health and Welfare benefits.

(e) Tool Allowance

It is agreed and understood between the parties that Mechanic Helpers, Mechanics, Senior Mechanics, and Lead Mechanics, shall receive a tool allowance up to \$300. In order to receive said allowance, the employee must have successfully completed his or her probationary period, received permission from a supervisor in advance of said purchase, and show receipts for tools purchased.

(f) Bilingual Premium

Any employee who translates or interprets a tour, presentation, program or training at the request of management (including sign language for the deaf and Braille for the blind or low vision) shall be paid at the corresponding pay step one position up (i.e. Senior/Lead). If a Lead is performing the translation, they will receive a \$2.00 premium for all such hours. The payment of this premium is not intended for conversational translation that occurs throughout the course of a normal day.

(g) Heavy Furniture Premium

Employees assigned to move heavy office furniture (i.e. pursuant to an office move) shall receive a premium of one dollar and fifty cents (\$1.50) per hour above their regular hourly wage rate for all hours spent moving said furniture.

A one dollar and fifty cents (\$1.50) per hour premium will be payable for the duration of time employees perform the job duties listed in (h), (i), (j) and (k) below. An employee must perform the specific duty for a minimum of fifteen (15) minutes to be eligible for the premium.

(h) B&G employees who are assigned to lift/move items (such as barricades weighing in excess of fifty (50) pounds) which exceed the fifty-pound lifting/moving requirements of the Job Description for the B&G Attendant Job Classification.

(i) B&G employees who operate a gasoline-powered vehicle for towing or transportation of B&G power washer/steaming equipment.

(j) Employees moving tables and chairs from the attic storage area at Safari Park.

(k) Banquet employees who are assigned to set up tables and other heavy furniture/equipment.

(l) Camp Aides who are assigned to Roar and Snore shifts at the Safari Park and who transport luggage shall receive an additional \$1.00 per hour premium for 1.5 hours of their shift.

Section 3 - Wage Rates

(a) Wage rates shall be those set forth in Exhibit 1, attached hereto, except the wage rates in certain classifications shall be those set forth in Exhibit 2 for employee hired before July 1, 1986.

(b) Wage increases for all classifications under Exhibits 1 and 2 (except for those classifications otherwise agreed to) shall be effective on the following dates:

Effective January 1, 2025, (see wage rate tables on pages 34-36, 46 for details).

Effective January 1, 2026, increase by 3 percent per hour.

Effective January 1, 2027, increase by 3 percent per hour.

Effective January 1, 2028, increase by 4 percent per hour.

(c) The wage rates shall be maintained at no less than fifty cents (\$0.50) above the applicable minimum wage (\$1.00 above for Admissions Clerk, Bartender, Camp Aide, Delivery Helper, Program Aide and Shop/Zoo Clerk, respectively).

If the applicable minimum wage should exceed twenty dollars (\$20.00), the parties shall discuss and agree to available options to avoid/reduce wage compression.

APPENDIX B – ZOO REGISTERED VETERINARY TECHNICIAN

This **APPENDIX B** applies exclusively to the ZOO REGISTERED VETERINARY TECHNICIAN workgroup, and incorporates the following ARTICLES with no modifications:

ARTICLE 1 – UNION RECOGNITION	ARTICLE 13 - UNIFORMS
ARTICLE 2 – HIRING AND TRANSFER	ARTICLE 14 – HEALTH AND WELFARE
ARTICLE 3 – DEFINITIONS	ARTICLE 15 – PENSION/403B
ARTICLE 4 – EQUAL OPPORTUNITY/NON-DISCRIMINATION	ARTICLE 16 – ANNUAL LEAVE
ARTICLE 5 – MANAGEMENT RIGHTS	ARTICLE 17 – SICK LEAVE
ARTICLE 6 – LABOR-MANAGEMENT COOPERATION	ARTICLE 18 – BEREAVEMENT LEAVE
ARTICLE 7 – NO STRIKE NO LOCKOUT	ARTICLE 19 – JURY DUTY LEAVE
ARTICLE 8 – SETTLEMENT OF DISPUTES	ARTICLE 20 - MILITARY LEAVE
ARTICLE 9 – DISCIPLINARY ACTIONS	ARTICLE 21 - HOLIDAYS
ARTICLE 10 – SENIORITY	ART 22 – DISEASE/PREVENT SCREENING
ARTICLE 12 – REPORTING PAY	ARTICLE 23 – SEPARABILITY
	ARTICLE 24 – DURATION

Modifications and additions covering the Registered Veterinary Technician workgroup.

ARTICLE 11 - HOURS OF WORK Add the following to the end of subsection (d) as follows:

Except for lack of availability of work resulting from causes beyond the control of the Employer, it is intended to provide as many employees as practicable with a normal work week consisting of five (5) consecutive days per week and each department shall schedule accordingly. **An exception to the five (5) days, is any unit who has voted in to work 4 ten-hour shifts.**

APPENDIX A - CLASSIFICATION AND WAGES Section 2 - Special Wage Provision

An On-Call premium will be paid at the appropriate hourly wage rate for all hours spent in on-call status. On-Call status for this purpose is defined as a shift for a potential need that is anticipated. This is referred to as a restricted on-call shift since the employee is scheduled for it and required to come in to work if called in.

RVT's from Safari Park will be allowed to participate in non-routine activities that may take place at the Zoo, such as RVT training, observational opportunities, conservation field work, and wildlife transfers that allow them to work together. This would not include the day-to-day duties that are required at the Zoo.

Continuing Education

SDZWA will continue to cover the cost of Continuing Education (including labor, registration, and reasonable travel expenses) of the necessary Continuation Education credits to maintain required RVT certifications. Costs for attendance at in-person conferences and travel will be subject to need and availability of resources. The present practices surrounding selection and attendance at continuing education seminars shall be continued. That practice is that the RVTs monitor the continuing educational conferences scheduled for the continuing calendar year. Each RVT selects the conference(s) that they wish to attend either in person or online. Once the RVTs have coordinated the proposed schedule among themselves they shall present the proposed attendance schedule to management and the schedule is finalized between them, provided that the Employer shall provide all resources necessary to keep their professional licenses in good standing (including paid time off to attend continuing education and covering the necessary expenses to attend the required classes) to keep their existing licenses current in any calendar year in which SDZWA provides any continuing education reimbursement to any other employees.

In addition to Continuing Education as described above, SDZWA will continue to provide the following:

- Membership fees for Association of Zoo Veterinary Technicians (AZVT).
- Membership fees for National Association of Veterinary Technicians in America (NAVTA).
- Membership fees for Veterinary Technician Specialist (VTS).
- Licensing fees and registration fees for Registered Veterinary Technicians Certification.

EXHIBIT 1 – PAY PLAN – SCHEDULE A

Effective January 1, 2025

TITLE	A	B	C	D
ADMISSIONS CLERK	19.50	19.70	20.09	20.89
ARBORIST	29.73	30.03	30.63	31.85
BANQUET LEAD	29.84	30.14	30.74	32.28
BANQUET WORKER	23.37	23.60	24.08	25.04
BARTENDER	19.50	19.70	20.09	20.89
BLDG & GROUNDS ATTENDANT	21.27	21.48	21.91	22.79
BLDG & GROUNDS DRIVER	27.23	27.50	28.05	29.17
BUS PERSON	19.00	19.19	19.57	20.36
C&M WORKER	31.47	31.78	32.42	33.72
C&M WORKER CARPENTER	41.31	41.72	42.56	44.69
C&M WORKER ELECTRICIAN	42.39	42.81	43.67	45.85
C&M WORKER FIRE SYSTEMS-HYDRAULICS	45.00	45.45	46.36	48.21
C&M WORKER HVAC-R	41.31	41.72	42.56	44.69
C&M WORKER IRRIGATION	41.31	41.72	42.56	44.69
C&M WORKER MASON	41.31	41.72	42.56	44.69
C&M WORKER PLUMBER	42.39	42.81	43.67	45.85
C&M WORKER WATER QUALITY	41.31	41.72	42.56	44.69
C&M WORKER WELDING/FABRICATING	41.31	41.72	42.56	44.69
CAMP AIDE	19.50	19.70	20.09	20.89
CARAVAN DRIVER	26.27	26.53	27.06	28.15
COOK	21.68	21.90	22.33	23.23
DELIVERY HELPER	19.50	19.70	20.09	20.89
DISHWASHER	19.00	19.19	19.57	20.36
DIVISIONAL SALES CLERK	24.19	24.43	24.92	25.92
EDUCATION PROGRAM AIDE	19.50	19.70	20.09	20.89
EDUCATOR GUIDE	30.12	30.42	31.03	32.27
FLEET MECHANIC	37.50	37.88	38.63	40.18
FOOD SERVER	19.00	19.19	19.57	20.36
FOOD SERVICE CLERK	19.00	19.19	19.57	20.36
FOOD SERVICE MAINTENANCE/REFRIGERATION	41.31	41.72	42.56	44.69
FOOD STANDS LEAD	27.73	28.01	28.57	30.00
HORTICULTURIST	27.68	27.96	28.52	29.66
HOSPITAL ATTENDANT	23.58	23.82	24.29	25.26
HOST - CASHIER	19.00	19.19	19.57	20.36
INTEGRATED PEST MANAGEMENT TECH	27.68	27.96	28.52	29.66
IRRIGATION-UTILITY WORKER	27.68	27.96	28.52	29.66
KITCHEN HELPER	19.00	19.19	19.57	20.36
LEAD ADMISSIONS CLERK	27.73	28.01	28.57	30.00
LEAD ARBORIST	38.51	38.90	39.67	41.66
LEAD BLDG & GROUNDS ATTENDANT	33.10	33.43	34.10	35.80
LEAD BUS PERSON	22.95	23.18	23.64	24.83
LEAD C&M WORKER	41.31	41.72	42.56	44.69

LEAD C&M WORKER - ELECTRICIAN	45.93	46.39	47.32	49.68
LEAD C&M WORKER (VARIOUS TRADES)	44.84	45.29	46.19	48.50
LEAD EDUCATOR GUIDE	37.07	37.44	38.19	40.10
LEAD FLEET MECHANIC	44.84	45.29	46.19	48.50
LEAD FOOD SERVER	24.34	24.58	25.08	26.33
LEAD FOOD SERVICE MAINT/REFRIGERATION	44.84	45.29	46.19	48.50
LEAD HORTICULTURIST	36.47	36.83	37.57	39.45
LEAD HOST - CASHIER	22.95	23.18	23.64	24.83
LEAD INTEGRATED PEST MANAGEMENT TECH	34.85	35.20	35.90	37.70
LEAD PRICING CLERK	22.95	23.18	23.64	24.83
LEAD REGISTERED VETERINARY TECHNICIAN	51.64	52.16	53.20	55.86
LEAD SALES CLERK	27.73	28.01	28.57	30.00
LEAD SHOP ZOO CLERK	27.50	27.78	28.33	29.75
LEAD SKYRIDE MECHANIC	44.84	45.29	46.19	48.50
LEAD STOREKEEPER	31.96	32.28	32.93	34.57
LEAD TOUR OPERATOR	30.44	30.74	31.36	32.93
LEAD TOUR OPERATOR GUIDE	35.88	36.24	36.96	38.81
LEAD WAREHOUSE WORKER DELIVERY DRIVER	30.95	31.26	31.88	33.48
LEAD WILDLIFE CARE SPECIALIST	38.77	39.16	39.94	41.94
LEAD WILDLIFE CARE SPECIALIST HOSPITAL	39.77	40.17	40.97	43.02
LEAD WILDLIFE CARE SPECIALIST, BEHAVIOR	38.77	39.16	39.94	41.94
LEAD WILDLIFE NUTRITION SPECIALIST	36.14	36.50	37.23	39.09
LINE COOK	23.37	23.60	24.08	25.04
MECHANIC ASSISTANT	29.53	29.83	30.42	31.64
MERCHANDISE SALES CLERK	19.00	19.19	19.57	20.36
NARRATOR	26.57	26.84	27.37	28.47
PARKING LOT ATTENDANT	19.00	19.19	19.57	20.36
PLANT PROPAGATOR	30.75	31.06	31.68	32.95
PRICING CLERK	19.00	19.19	19.57	20.36
REGISTERED VETERINARY TECHNICIAN I	42.47	42.89	43.75	45.50
REGISTERED VETERINARY TECHNICIAN II	46.93	47.40	48.35	50.76
SENIOR ADMISSIONS CLERK	21.80	22.02	22.46	23.58
SENIOR ARBORIST	33.31	33.64	34.32	36.03
SENIOR BANQUET WORKER	26.08	26.34	26.87	28.21
SENIOR BARTENDER	21.80	22.02	22.46	23.58
SENIOR BLDG & GROUNDS ATTENDANT	24.34	24.58	25.08	26.33
SENIOR BLDG & GROUNDS DRIVER	30.29	30.59	31.20	32.76
SENIOR BUS PERSON	21.17	21.38	21.81	22.90
SENIOR C&M WORKER	37.50	37.88	38.63	40.56
SENIOR CAMP AIDE	21.80	22.02	22.46	23.58
SENIOR CARAVAN DRIVER	28.89	29.18	29.76	31.25
SENIOR COOK	25.37	25.62	26.14	27.44
SENIOR DELIVERY HELPER	21.80	22.02	22.46	23.58
SENIOR DISHWASHER	21.17	21.38	21.81	22.90
SENIOR DIVISIONAL SALES CLERK	26.63	26.90	27.43	28.81
SENIOR EDUCATION PROGRAM AIDE	21.80	22.02	22.46	23.58
SENIOR EDUCATOR GUIDE	33.44	33.77	34.45	36.17

SENIOR FLEET MECHANIC	41.31	41.72	42.56	44.69
SENIOR FOOD SERVER	21.17	21.38	21.81	22.90
SENIOR FOOD SERVICE CLERK	21.17	21.38	21.81	22.90
SENIOR HORTICULTURIST	31.01	31.32	31.95	33.54
SENIOR HOSPITAL ATTENDANT	25.73	25.99	26.51	27.83
SENIOR HOST CASHIER	21.17	21.38	21.81	22.90
SENIOR INTEGRATED PEST MANAGEMENT TECH	30.75	31.06	31.68	33.26
SENIOR IRRIGATION-UTILITY WORKER	31.01	31.32	31.95	33.54
SENIOR KITCHEN HELPER	21.17	21.38	21.81	22.90
SENIOR LINE COOK	26.08	26.34	26.87	28.21
SENIOR MECHANIC ASSISTANT	31.88	32.20	32.84	34.48
SENIOR MERCHANDISE SALES CLERK	21.17	21.38	21.81	22.90
SENIOR NARRATOR	29.22	29.51	30.10	31.61
SENIOR PARKING LOT ATTENDANT	21.17	21.38	21.81	22.90
SENIOR PLANT PROPAGATOR	35.11	35.46	36.17	37.98
SENIOR PRICING CLERK	21.17	21.38	21.81	22.90
SENIOR SHOP ZOO CLERK	21.80	22.02	22.46	23.58
SENIOR SKYRIDE MECHANIC	41.31	41.72	42.56	44.69
SENIOR TICKET SELLER	21.17	21.38	21.81	22.90
SENIOR TOUR OPERATOR	27.28	27.55	28.10	29.51
SENIOR TOUR OPERATOR GUIDE	32.29	32.61	33.27	34.93
SENIOR TOUR/SHUTTLE DRIVER	27.28	27.55	28.10	29.51
SENIOR WALKING TOUR GUIDE	28.82	29.11	29.69	31.17
SENIOR WARDROBE REPRESENTATIVE	23.58	23.82	24.29	25.51
SENIOR WAREHOUSE WORKER DELIVERY DRIVER	27.45	27.72	28.28	29.69
SENIOR WILDLIFE CARE ASSOCIATE	30.51	30.82	31.43	33.00
SENIOR WILDLIFE CARE SPECIALIST	35.36	35.71	36.43	38.25
SENIOR WILDLIFE CARE SPECIALIST HOSPITAL	36.36	36.72	37.46	39.33
SENIOR WILDLIFE CARE SPECIALIST, BEHAVIOR	35.36	35.71	36.43	38.25
SENIOR WILDLIFE FEED PREPARER	21.80	22.02	22.46	23.58
SENIOR WILDLIFE NUTRITION SPECIALIST	32.38	32.70	33.36	35.03
SHOP ZOO CLERK	19.50	19.70	20.09	20.89
SKYRIDE MECHANIC	37.50	37.88	38.63	40.18
TICKET SELLER	19.00	19.19	19.57	20.36
TOUR OPERATOR	25.00	25.25	25.76	26.79
TOUR OPERATOR GUIDE	29.12	29.41	30.00	31.20
TOUR/SHUTTLE DRIVER	25.00	25.25	25.76	26.79
VISUAL MERCHANDISING COORDINATOR	31.00	31.26	31.88	33.48
WALKING TOUR GUIDE	26.01	26.27	26.80	27.87
WARDROBE REPRESENTATIVE	21.27	21.48	21.91	22.79
WAREHOUSE WORKER DELIVERY DRIVER	24.46	24.70	25.20	26.21
WILDLIFE CARE ASSOCIATE	27.50	27.78	28.33	29.46
WILDLIFE CARE SPECIALIST	31.05	31.36	31.99	33.27
WILDLIFE CARE SPECIALIST HOSPITAL	32.05	32.37	33.02	34.34
WILDLIFE CARE SPECIALIST, BEHAVIOR	31.05	31.36	31.99	33.27
WILDLIFE FEED PREPARER	19.50	19.70	20.09	20.89
WILDLIFE NUTRITION SPECIALIST	29.00	29.29	29.88	31.07

EXHIBIT 1 – PAY PLAN – SCHEDULE B

Effective January 1, 2026

TITLE	A	B	C	D
ADMISSIONS CLERK	20.09	20.29	20.70	21.52
ARBORIST	30.62	30.93	31.55	32.81
BANQUET LEAD	30.74	31.04	31.66	33.25
BANQUET WORKER	24.07	24.31	24.80	25.79
BARTENDER	20.09	20.29	20.70	21.52
BLDG & GROUNDS ATTENDANT	21.91	22.13	22.57	23.47
BLDG & GROUNDS DRIVER	28.05	28.33	28.89	30.05
BUS PERSON	19.50	19.70	20.09	20.89
C&M WORKER	32.41	32.74	33.39	34.73
C&M WORKER CARPENTER	42.55	42.97	43.83	46.03
C&M WORKER ELECTRICIAN	43.66	44.10	44.98	47.23
C&M WORKER FIRE SYSTEMS-HYDRAULICS	46.35	46.81	47.75	49.66
C&M WORKER HVAC-R	42.55	42.97	43.83	46.03
C&M WORKER IRRIGATION	42.55	42.97	43.83	46.03
C&M WORKER MASON	42.55	42.97	43.83	46.03
C&M WORKER PLUMBER	43.66	44.10	44.98	47.23
C&M WORKER WATER QUALITY	42.55	42.97	43.83	46.03
C&M WORKER WELDING/FABRICATING	42.55	42.97	43.83	46.03
CAMP AIDE	20.09	20.29	20.70	21.52
CARAVAN DRIVER	27.06	27.33	27.88	28.99
COOK	22.33	22.55	23.00	23.92
DELIVERY HELPER	20.09	20.29	20.70	21.52
DISHWASHER	19.50	19.70	20.09	20.89
DIVISIONAL SALES CLERK	24.92	25.16	25.67	26.69
EDUCATION PROGRAM AIDE	20.09	20.29	20.70	21.52
EDUCATOR GUIDE	31.02	31.33	31.96	33.24
FLEET MECHANIC	38.63	39.01	39.79	41.38
FOOD SERVER	19.50	19.70	20.09	20.89
FOOD SERVICE CLERK	19.50	19.70	20.09	20.89
FOOD SERVICE MAINTENANCE/REFRIGERATION	42.55	42.97	43.83	46.03
FOOD STANDS LEAD	28.56	28.85	29.42	30.90
HORTICULTURIST	28.51	28.80	29.37	30.55
HOSPITAL ATTENDANT	24.29	24.53	25.02	26.02
HOST - CASHIER	19.50	19.70	20.09	20.89
INTEGRATED PEST MANAGEMENT TECH	28.51	28.80	29.37	30.55
IRRIGATION-UTILITY WORKER	28.51	28.80	29.37	30.55
KITCHEN HELPER	19.50	19.70	20.09	20.89
LEAD ADMISSIONS CLERK	28.56	28.85	29.42	30.90
LEAD ARBORIST	39.67	40.06	40.86	42.91
LEAD BLDG & GROUNDS ATTENDANT	34.09	34.43	35.12	36.88
LEAD BUS PERSON	23.64	23.87	24.35	25.57
LEAD C&M WORKER	42.55	42.97	43.83	46.03

LEAD C&M WORKER - ELECTRICIAN	47.31	47.78	48.74	51.17
LEAD C&M WORKER (VARIOUS TRADES)	46.19	46.65	47.58	49.96
LEAD EDUCATOR GUIDE	38.18	38.56	39.34	41.30
LEAD FLEET MECHANIC	46.19	46.65	47.58	49.96
LEAD FOOD SERVER	25.07	25.32	25.83	27.12
LEAD FOOD SERVICE MAINT/REFRIGERATION	46.19	46.65	47.58	49.96
LEAD HORTICULTURIST	37.56	37.94	38.70	40.63
LEAD HOST - CASHIER	23.64	23.87	24.35	25.57
LEAD INTEGRATED PEST MANAGEMENT TECH	35.90	36.25	36.98	38.83
LEAD PRICING CLERK	23.64	23.87	24.35	25.57
LEAD REGISTERED VETERINARY TECHNICIAN	53.19	53.72	54.80	57.54
LEAD SALES CLERK	28.56	28.85	29.42	30.90
LEAD SHOP ZOO CLERK	28.33	28.61	29.18	30.64
LEAD SKYRIDE MECHANIC	46.19	46.65	47.58	49.96
LEAD STOREKEEPER	32.92	33.25	33.91	35.61
LEAD TOUR OPERATOR	31.35	31.67	32.30	33.92
LEAD TOUR OPERATOR GUIDE	36.96	37.33	38.07	39.98
LEAD WAREHOUSE WORKER DELIVERY DRIVER	31.88	32.20	32.84	34.48
LEAD WILDLIFE CARE SPECIALIST	39.93	40.33	41.14	43.20
LEAD WILDLIFE CARE SPECIALIST HOSPITAL	40.96	41.37	42.20	44.31
LEAD WILDLIFE CARE SPECIALIST, BEHAVIOR	39.93	40.33	41.14	43.20
LEAD WILDLIFE NUTRITION SPECIALIST	37.22	37.60	38.35	40.27
LINE COOK	24.07	24.31	24.80	25.79
MECHANIC ASSISTANT	30.42	30.72	31.33	32.59
MERCHANDISE SALES CLERK	19.50	19.70	20.09	20.89
NARRATOR	27.37	27.64	28.19	29.32
PARKING LOT ATTENDANT	19.50	19.70	20.09	20.89
PLANT PROPAGATOR	31.67	31.99	32.63	33.93
PRICING CLERK	19.50	19.70	20.09	20.89
REGISTERED VETERINARY TECHNICIAN I	43.74	44.18	45.07	46.87
REGISTERED VETERINARY TECHNICIAN II	48.34	48.82	49.80	52.29
SENIOR ADMISSIONS CLERK	22.45	22.68	23.13	24.29
SENIOR ARBORIST	34.31	34.65	35.35	37.11
SENIOR BANQUET WORKER	26.86	27.13	27.67	29.06
SENIOR BARTENDER	22.45	22.68	23.13	24.29
SENIOR BLDG & GROUNDS ATTENDANT	25.07	25.32	25.83	27.12
SENIOR BLDG & GROUNDS DRIVER	31.20	31.51	32.14	33.75
SENIOR BUS PERSON	21.81	22.02	22.46	23.59
SENIOR C&M WORKER	38.63	39.01	39.79	41.78
SENIOR CAMP AIDE	22.45	22.68	23.13	24.29
SENIOR CARAVAN DRIVER	29.76	30.05	30.66	32.19
SENIOR COOK	26.13	26.39	26.92	28.27
SENIOR DELIVERY HELPER	22.45	22.68	23.13	24.29
SENIOR DISHWASHER	21.81	22.02	22.46	23.59
SENIOR DIVISIONAL SALES CLERK	27.43	27.70	28.26	29.67
SENIOR EDUCATION PROGRAM AIDE	22.45	22.68	23.13	24.29
SENIOR EDUCATOR GUIDE	34.44	34.79	35.48	37.26

SENIOR FLEET MECHANIC	42.55	42.97	43.83	46.03
SENIOR FOOD SERVER	21.81	22.02	22.46	23.59
SENIOR FOOD SERVICE CLERK	21.81	22.02	22.46	23.59
SENIOR HORTICULTURIST	31.94	32.26	32.90	34.55
SENIOR HOSPITAL ATTENDANT	26.50	26.77	27.30	28.67
SENIOR HOST CASHIER	21.81	22.02	22.46	23.59
SENIOR INTEGRATED PEST MANAGEMENT TECH	31.67	31.99	32.63	34.26
SENIOR IRRIGATION-UTILITY WORKER	31.94	32.26	32.90	34.55
SENIOR KITCHEN HELPER	21.81	22.02	22.46	23.59
SENIOR LINE COOK	26.86	27.13	27.67	29.06
SENIOR MECHANIC ASSISTANT	32.84	33.16	33.83	35.52
SENIOR MERCHANDISE SALES CLERK	21.81	22.02	22.46	23.59
SENIOR NARRATOR	30.10	30.40	31.01	32.56
SENIOR PARKING LOT ATTENDANT	21.81	22.02	22.46	23.59
SENIOR PLANT PROPAGATOR	36.16	36.52	37.26	39.12
SENIOR PRICING CLERK	21.81	22.02	22.46	23.59
SENIOR SHOP ZOO CLERK	22.45	22.68	23.13	24.29
SENIOR SKYRIDE MECHANIC	42.55	42.97	43.83	46.03
SENIOR TICKET SELLER	21.81	22.02	22.46	23.59
SENIOR TOUR OPERATOR	28.10	28.38	28.95	30.39
SENIOR TOUR OPERATOR GUIDE	33.26	33.59	34.26	35.98
SENIOR TOUR/SHUTTLE DRIVER	28.10	28.38	28.95	30.39
SENIOR WALKING TOUR GUIDE	29.68	29.98	30.58	32.11
SENIOR WARDROBE REPRESENTATIVE	24.29	24.53	25.02	26.27
SENIOR WAREHOUSE WORKER DELIVERY DRIVER	28.27	28.56	29.13	30.58
SENIOR WILDLIFE CARE ASSOCIATE	31.43	31.74	32.37	33.99
SENIOR WILDLIFE CARE SPECIALIST	36.42	36.79	37.52	39.40
SENIOR WILDLIFE CARE SPECIALIST HOSPITAL	37.45	37.83	38.58	40.51
SENIOR WILDLIFE CARE SPECIALIST, BEHAVIOR	36.42	36.79	37.52	39.40
SENIOR WILDLIFE FEED PREPARER	22.45	22.68	23.13	24.29
SENIOR WILDLIFE NUTRITION SPECIALIST	33.35	33.68	34.36	36.08
SHOP ZOO CLERK	20.09	20.29	20.70	21.52
SKYRIDE MECHANIC	38.63	39.01	39.79	41.38
TICKET SELLER	19.50	19.70	20.09	20.89
TOUR OPERATOR	25.75	26.01	26.53	27.59
TOUR OPERATOR GUIDE	29.99	30.29	30.90	32.14
TOUR/SHUTTLE DRIVER	25.75	26.01	26.53	27.59
VISUAL MERCHANDISING COORDINATOR	31.88	32.20	32.84	34.48
WALKING TOUR GUIDE	26.79	27.06	27.60	28.70
WARDROBE REPRESENTATIVE	21.91	22.13	22.57	23.47
WAREHOUSE WORKER DELIVERY DRIVER	25.19	25.45	25.95	26.99
WILDLIFE CARE ASSOCIATE	28.33	28.61	29.18	30.35
WILDLIFE CARE SPECIALIST	31.98	32.30	32.95	34.27
WILDLIFE CARE SPECIALIST HOSPITAL	33.01	33.34	34.01	35.37
WILDLIFE CARE SPECIALIST, BEHAVIOR	31.98	32.30	32.95	34.27
WILDLIFE FEED PREPARER	20.09	20.29	20.70	21.52
WILDLIFE NUTRITION SPECIALIST	29.87	30.17	30.77	32.00

EXHIBIT 1 – PAY PLAN – SCHEDULE C

Effective January 1, 2027

TITLE	A	B	C	D
ADMISSIONS CLERK	20.69	20.90	21.31	22.17
ARBORIST	31.54	31.86	32.49	33.79
BANQUET LEAD	31.66	31.97	32.61	34.24
BANQUET WORKER	24.79	25.04	25.54	26.56
BARTENDER	20.69	20.90	21.31	22.17
BLDG & GROUNDS ATTENDANT	22.57	22.79	23.25	24.18
BLDG & GROUNDS DRIVER	28.89	29.18	29.76	30.95
BUS PERSON	20.00	20.20	20.60	21.43
C&M WORKER	33.39	33.72	34.39	35.77
C&M WORKER CARPENTER	43.83	44.26	45.15	47.41
C&M WORKER ELECTRICIAN	44.97	45.42	46.33	48.65
C&M WORKER FIRE SYSTEMS-HYDRAULICS	47.74	48.22	49.18	51.15
C&M WORKER HVAC-R	43.83	44.26	45.15	47.41
C&M WORKER IRRIGATION	43.83	44.26	45.15	47.41
C&M WORKER MASON	43.83	44.26	45.15	47.41
C&M WORKER PLUMBER	44.97	45.42	46.33	48.65
C&M WORKER WATER QUALITY	43.83	44.26	45.15	47.41
C&M WORKER WELDING/FABRICATING	43.83	44.26	45.15	47.41
CAMP AIDE	20.69	20.90	21.31	22.17
CARAVAN DRIVER	27.87	28.15	28.71	29.86
COOK	23.00	23.23	23.69	24.64
DELIVERY HELPER	20.69	20.90	21.31	22.17
DISHWASHER	20.00	20.20	20.60	21.43
DIVISIONAL SALES CLERK	25.66	25.92	26.44	27.50
EDUCATION PROGRAM AIDE	20.69	20.90	21.31	22.17
EDUCATOR GUIDE	31.95	32.27	32.92	34.24
FLEET MECHANIC	39.78	40.18	40.99	42.62
FOOD SERVER	20.00	20.20	20.60	21.43
FOOD SERVICE CLERK	20.00	20.20	20.60	21.43
FOOD SERVICE MAINTENANCE/REFRIGERATION	43.83	44.26	45.15	47.41
FOOD STANDS LEAD	29.42	29.71	30.31	31.82
HORTICULTURIST	29.37	29.66	30.25	31.46
HOSPITAL ATTENDANT	25.02	25.27	25.77	26.80
HOST - CASHIER	20.00	20.20	20.60	21.43
INTEGRATED PEST MANAGEMENT TECH	29.37	29.66	30.25	31.46
IRRIGATION-UTILITY WORKER	29.37	29.66	30.25	31.46
KITCHEN HELPER	20.00	20.20	20.60	21.43
LEAD ADMISSIONS CLERK	29.42	29.71	30.31	31.82
LEAD ARBORIST	40.86	41.26	42.09	44.19
LEAD BLDG & GROUNDS ATTENDANT	35.12	35.47	36.18	37.99
LEAD BUS PERSON	24.35	24.59	25.08	26.34
LEAD C&M WORKER	43.83	44.26	45.15	47.41

LEAD C&M WORKER - ELECTRICIAN	48.73	49.21	50.20	52.71
LEAD C&M WORKER (VARIOUS TRADES)	47.57	48.05	49.01	51.46
LEAD EDUCATOR GUIDE	39.33	39.72	40.52	42.54
LEAD FLEET MECHANIC	47.57	48.05	49.01	51.46
LEAD FOOD SERVER	25.82	26.08	26.60	27.93
LEAD FOOD SERVICE MAINT/REFRIGERATION	47.57	48.05	49.01	51.46
LEAD HORTICULTURIST	38.69	39.08	39.86	41.85
LEAD HOST - CASHIER	24.35	24.59	25.08	26.34
LEAD INTEGRATED PEST MANAGEMENT TECH	36.97	37.34	38.09	39.99
LEAD PRICING CLERK	24.35	24.59	25.08	26.34
LEAD REGISTERED VETERINARY TECHNICIAN	54.78	55.33	56.44	59.26
LEAD SALES CLERK	29.42	29.71	30.31	31.82
LEAD SHOP ZOO CLERK	29.17	29.47	30.06	31.56
LEAD SKYRIDE MECHANIC	47.57	48.05	49.01	51.46
LEAD STOREKEEPER	33.91	34.25	34.93	36.68
LEAD TOUR OPERATOR	32.29	32.62	33.27	34.93
LEAD TOUR OPERATOR GUIDE	38.07	38.45	39.21	41.18
LEAD WAREHOUSE WORKER DELIVERY DRIVER	32.83	33.16	33.83	35.52
LEAD WILDLIFE CARE SPECIALIST	41.13	41.54	42.37	44.49
LEAD WILDLIFE CARE SPECIALIST HOSPITAL	42.19	42.61	43.47	45.64
LEAD WILDLIFE CARE SPECIALIST, BEHAVIOR	41.13	41.54	42.37	44.49
LEAD WILDLIFE NUTRITION SPECIALIST	38.34	38.72	39.50	41.47
LINE COOK	24.79	25.04	25.54	26.56
MECHANIC ASSISTANT	31.33	31.64	32.27	33.57
MERCHANDISE SALES CLERK	20.00	20.20	20.60	21.43
NARRATOR	28.19	28.47	29.04	30.20
PARKING LOT ATTENDANT	20.00	20.20	20.60	21.43
PLANT PROPAGATOR	32.62	32.95	33.61	34.95
PRICING CLERK	20.00	20.20	20.60	21.43
REGISTERED VETERINARY TECHNICIAN I	45.06	45.51	46.42	48.27
REGISTERED VETERINARY TECHNICIAN II	49.79	50.29	51.29	53.86
SENIOR ADMISSIONS CLERK	23.13	23.36	23.83	25.02
SENIOR ARBORIST	35.34	35.69	36.41	38.23
SENIOR BANQUET WORKER	27.67	27.94	28.50	29.93
SENIOR BARTENDER	23.13	23.36	23.83	25.02
SENIOR BLDG & GROUNDS ATTENDANT	25.82	26.08	26.60	27.93
SENIOR BLDG & GROUNDS DRIVER	32.13	32.46	33.11	34.76
SENIOR BUS PERSON	22.46	22.68	23.14	24.29
SENIOR C&M WORKER	39.78	40.18	40.99	43.03
SENIOR CAMP AIDE	23.13	23.36	23.83	25.02
SENIOR CARAVAN DRIVER	30.65	30.96	31.58	33.15
SENIOR COOK	26.92	27.18	27.73	29.11
SENIOR DELIVERY HELPER	23.13	23.36	23.83	25.02
SENIOR DISHWASHER	22.46	22.68	23.14	24.29
SENIOR DIVISIONAL SALES CLERK	28.25	28.53	29.10	30.56
SENIOR EDUCATION PROGRAM AIDE	23.13	23.36	23.83	25.02
SENIOR EDUCATOR GUIDE	35.48	35.83	36.55	38.38

SENIOR FLEET MECHANIC	43.83	44.26	45.15	47.41
SENIOR FOOD SERVER	22.46	22.68	23.14	24.29
SENIOR FOOD SERVICE CLERK	22.46	22.68	23.14	24.29
SENIOR HORTICULTURIST	32.90	33.23	33.89	35.59
SENIOR HOSPITAL ATTENDANT	27.30	27.57	28.12	29.53
SENIOR HOST CASHIER	22.46	22.68	23.14	24.29
SENIOR INTEGRATED PEST MANAGEMENT TECH	32.62	32.95	33.61	35.29
SENIOR IRRIGATION-UTILITY WORKER	32.90	33.23	33.89	35.59
SENIOR KITCHEN HELPER	22.46	22.68	23.14	24.29
SENIOR LINE COOK	27.67	27.94	28.50	29.93
SENIOR MECHANIC ASSISTANT	33.82	34.16	34.84	36.59
SENIOR MERCHANDISE SALES CLERK	22.46	22.68	23.14	24.29
SENIOR NARRATOR	31.00	31.31	31.94	33.53
SENIOR PARKING LOT ATTENDANT	22.46	22.68	23.14	24.29
SENIOR PLANT PROPAGATOR	37.25	37.62	38.37	40.29
SENIOR PRICING CLERK	22.46	22.68	23.14	24.29
SENIOR SHOP ZOO CLERK	23.13	23.36	23.83	25.02
SENIOR SKYRIDE MECHANIC	43.83	44.26	45.15	47.41
SENIOR TICKET SELLER	22.46	22.68	23.14	24.29
SENIOR TOUR OPERATOR	28.94	29.23	29.82	31.31
SENIOR TOUR OPERATOR GUIDE	34.26	34.60	35.29	37.06
SENIOR TOUR/SHUTTLE DRIVER	28.94	29.23	29.82	31.31
SENIOR WALKING TOUR GUIDE	30.58	30.88	31.50	33.07
SENIOR WARDROBE REPRESENTATIVE	25.02	25.27	25.77	27.06
SENIOR WAREHOUSE WORKER DELIVERY DRIVER	29.12	29.41	30.00	31.50
SENIOR WILDLIFE CARE ASSOCIATE	32.37	32.69	33.35	35.01
SENIOR WILDLIFE CARE SPECIALIST	37.51	37.89	38.65	40.58
SENIOR WILDLIFE CARE SPECIALIST HOSPITAL	38.57	38.96	39.74	41.73
SENIOR WILDLIFE CARE SPECIALIST, BEHAVIOR	37.51	37.89	38.65	40.58
SENIOR WILDLIFE FEED PREPARER	23.13	23.36	23.83	25.02
SENIOR WILDLIFE NUTRITION SPECIALIST	34.35	34.70	35.39	37.16
SHOP ZOO CLERK	20.69	20.90	21.31	22.17
SKYRIDE MECHANIC	39.78	40.18	40.99	42.62
TICKET SELLER	20.00	20.20	20.60	21.43
TOUR OPERATOR	26.52	26.79	27.32	28.42
TOUR OPERATOR GUIDE	30.89	31.20	31.83	33.10
TOUR/SHUTTLE DRIVER	26.52	26.79	27.32	28.42
VISUAL MERCHANDISING COORDINATOR	32.83	33.16	33.83	35.52
WALKING TOUR GUIDE	27.59	27.87	28.43	29.56
WARDROBE REPRESENTATIVE	22.57	22.79	23.25	24.18
WAREHOUSE WORKER DELIVERY DRIVER	25.95	26.21	26.73	27.80
WILDLIFE CARE ASSOCIATE	29.17	29.47	30.06	31.26
WILDLIFE CARE SPECIALIST	32.94	33.27	33.94	35.29
WILDLIFE CARE SPECIALIST HOSPITAL	34.00	34.34	35.03	36.43
WILDLIFE CARE SPECIALIST, BEHAVIOR	32.94	33.27	33.94	35.29
WILDLIFE FEED PREPARER	20.69	20.90	21.31	22.17
WILDLIFE NUTRITION SPECIALIST	30.77	31.07	31.70	32.96

EXHIBIT 1 – PAY PLAN – SCHEDULE D

Effective January 1, 2028

TITLE	A	B	C	D
ADMISSIONS CLERK	21.52	21.74	22.17	23.06
ARBORIST	32.80	33.13	33.79	35.14
BANQUET LEAD	32.92	33.25	33.92	35.61
BANQUET WORKER	25.78	26.04	26.56	27.63
BARTENDER	21.52	21.74	22.17	23.06
BLDG & GROUNDS ATTENDANT	23.47	23.70	24.18	25.14
BLDG & GROUNDS DRIVER	30.04	30.34	30.95	32.19
BUS PERSON	20.00	20.20	20.60	22.07
C&M WORKER	34.72	35.07	35.77	37.20
C&M WORKER CARPENTER	45.58	46.03	46.96	49.30
C&M WORKER ELECTRICIAN	46.77	47.24	48.18	50.59
C&M WORKER FIRE SYSTEMS-HYDRAULICS	49.65	50.15	51.15	53.20
C&M WORKER HVAC-R	45.58	46.03	46.96	49.30
C&M WORKER IRRIGATION	45.58	46.03	46.96	49.30
C&M WORKER MASON	45.58	46.03	46.96	49.30
C&M WORKER PLUMBER	46.77	47.24	48.18	50.59
C&M WORKER WATER QUALITY	45.58	46.03	46.96	49.30
C&M WORKER WELDING/FABRICATING	45.58	46.03	46.96	49.30
CAMP AIDE	21.52	21.74	22.17	23.06
CARAVAN DRIVER	28.98	29.27	29.86	31.05
COOK	23.92	24.16	24.64	25.63
DELIVERY HELPER	21.52	21.74	22.17	23.06
DISHWASHER	20.00	20.20	20.60	22.07
DIVISIONAL SALES CLERK	26.69	26.96	27.50	28.60
EDUCATION PROGRAM AIDE	21.52	21.74	22.17	23.06
EDUCATOR GUIDE	33.23	33.56	34.24	35.61
FLEET MECHANIC	41.38	41.79	42.62	44.33
FOOD SERVER	20.00	20.20	20.60	22.07
FOOD SERVICE CLERK	20.00	20.20	20.60	22.07
FOOD SERVICE MAINTENANCE/REFRIGERATION	45.58	46.03	46.96	49.30
FOOD STANDS LEAD	30.60	30.90	31.52	33.10
HORTICULTURIST	30.54	30.85	31.46	32.72
HOSPITAL ATTENDANT	26.02	26.28	26.80	27.87
HOST - CASHIER	20.00	20.20	20.60	22.07
INTEGRATED PEST MANAGEMENT TECH	30.54	30.85	31.46	32.72
IRRIGATION-UTILITY WORKER	30.54	30.85	31.46	32.72
KITCHEN HELPER	20.00	20.20	20.60	22.07
LEAD ADMISSIONS CLERK	30.60	30.90	31.52	33.10
LEAD ARBORIST	42.49	42.91	43.77	45.96
LEAD BLDG & GROUNDS ATTENDANT	36.52	36.89	37.62	39.50
LEAD BUS PERSON	25.32	25.57	26.09	27.39
LEAD C&M WORKER	45.58	46.03	46.96	49.30

LEAD C&M WORKER - ELECTRICIAN	50.68	51.18	52.21	54.82
LEAD C&M WORKER (VARIOUS TRADES)	49.47	49.97	50.97	53.52
LEAD EDUCATOR GUIDE	40.90	41.31	42.14	44.24
LEAD FLEET MECHANIC	49.47	49.97	50.97	53.52
LEAD FOOD SERVER	26.86	27.12	27.67	29.05
LEAD FOOD SERVICE MAINT/REFRIGERATION	49.47	49.97	50.97	53.52
LEAD HORTICULTURIST	40.24	40.64	41.45	43.53
LEAD HOST - CASHIER	25.32	25.57	26.09	27.39
LEAD INTEGRATED PEST MANAGEMENT TECH	38.45	38.84	39.61	41.59
LEAD PRICING CLERK	25.32	25.57	26.09	27.39
LEAD REGISTERED VETERINARY TECHNICIAN	56.98	57.55	58.70	61.63
LEAD SALES CLERK	30.60	30.90	31.52	33.10
LEAD SHOP ZOO CLERK	30.34	30.65	31.26	32.82
LEAD SKYRIDE MECHANIC	49.47	49.97	50.97	53.52
LEAD STOREKEEPER	35.26	35.62	36.33	38.14
LEAD TOUR OPERATOR	33.59	33.92	34.60	36.33
LEAD TOUR OPERATOR GUIDE	39.59	39.98	40.78	42.82
LEAD WAREHOUSE WORKER DELIVERY DRIVER	34.15	34.49	35.18	36.94
LEAD WILDLIFE CARE SPECIALIST	42.78	43.20	44.07	46.27
LEAD WILDLIFE CARE SPECIALIST HOSPITAL	43.88	44.32	45.20	47.47
LEAD WILDLIFE CARE SPECIALIST, BEHAVIOR	42.78	43.20	44.07	46.27
LEAD WILDLIFE NUTRITION SPECIALIST	39.87	40.27	41.08	43.13
LINE COOK	25.78	26.04	26.56	27.63
MECHANIC ASSISTANT	32.58	32.91	33.57	34.91
MERCHANDISE SALES CLERK	20.00	20.20	20.60	22.07
NARRATOR	29.32	29.61	30.20	31.41
PARKING LOT ATTENDANT	20.00	20.20	20.60	22.07
PLANT PROPAGATOR	33.93	34.27	34.95	36.35
PRICING CLERK	20.00	20.20	20.60	22.07
REGISTERED VETERINARY TECHNICIAN I	46.86	47.33	48.27	50.20
REGISTERED VETERINARY TECHNICIAN II	51.78	52.30	53.34	56.01
SENIOR ADMISSIONS CLERK	24.05	24.29	24.78	26.02
SENIOR ARBORIST	36.75	37.12	37.86	39.76
SENIOR BANQUET WORKER	28.78	29.06	29.64	31.13
SENIOR BARTENDER	24.05	24.29	24.78	26.02
SENIOR BLDG & GROUNDS ATTENDANT	26.86	27.12	27.67	29.05
SENIOR BLDG & GROUNDS DRIVER	33.42	33.75	34.43	36.15
SENIOR BUS PERSON	23.36	23.59	24.06	25.27
SENIOR C&M WORKER	41.38	41.79	42.62	44.76
SENIOR CAMP AIDE	24.05	24.29	24.78	26.02
SENIOR CARAVAN DRIVER	31.88	32.19	32.84	34.48
SENIOR COOK	27.99	28.27	28.84	30.28
SENIOR DELIVERY HELPER	24.05	24.29	24.78	26.02
SENIOR DISHWASHER	23.36	23.59	24.06	25.27
SENIOR DIVISIONAL SALES CLERK	29.38	29.68	30.27	31.78
SENIOR EDUCATION PROGRAM AIDE	24.05	24.29	24.78	26.02
SENIOR EDUCATOR GUIDE	36.90	37.26	38.01	39.91

SENIOR FLEET MECHANIC	45.58	46.03	46.96	49.30
SENIOR FOOD SERVER	23.36	23.59	24.06	25.27
SENIOR FOOD SERVICE CLERK	23.36	23.59	24.06	25.27
SENIOR HORTICULTURIST	34.21	34.56	35.25	37.01
SENIOR HOSPITAL ATTENDANT	28.39	28.67	29.25	30.71
SENIOR HOST CASHIER	23.36	23.59	24.06	25.27
SENIOR INTEGRATED PEST MANAGEMENT TECH	33.93	34.27	34.95	36.70
SENIOR IRRIGATION-UTILITY WORKER	34.21	34.56	35.25	37.01
SENIOR KITCHEN HELPER	23.36	23.59	24.06	25.27
SENIOR LINE COOK	28.78	29.06	29.64	31.13
SENIOR MECHANIC ASSISTANT	35.17	35.53	36.24	38.05
SENIOR MERCHANDISE SALES CLERK	23.36	23.59	24.06	25.27
SENIOR NARRATOR	32.24	32.56	33.21	34.87
SENIOR PARKING LOT ATTENDANT	23.36	23.59	24.06	25.27
SENIOR PLANT PROPAGATOR	38.74	39.13	39.91	41.90
SENIOR PRICING CLERK	23.36	23.59	24.06	25.27
SENIOR SHOP ZOO CLERK	24.05	24.29	24.78	26.02
SENIOR SKYRIDE MECHANIC	45.58	46.03	46.96	49.30
SENIOR TICKET SELLER	23.36	23.59	24.06	25.27
SENIOR TOUR OPERATOR	30.10	30.40	31.01	32.56
SENIOR TOUR OPERATOR GUIDE	35.63	35.98	36.70	38.54
SENIOR TOUR/SHUTTLE DRIVER	30.10	30.40	31.01	32.56
SENIOR WALKING TOUR GUIDE	31.80	32.12	32.76	34.40
SENIOR WARDROBE REPRESENTATIVE	26.02	26.28	26.80	28.14
SENIOR WAREHOUSE WORKER DELIVERY DRIVER	30.29	30.59	31.20	32.76
SENIOR WILDLIFE CARE ASSOCIATE	33.66	34.00	34.68	36.41
SENIOR WILDLIFE CARE SPECIALIST	39.01	39.40	40.19	42.20
SENIOR WILDLIFE CARE SPECIALIST HOSPITAL	40.12	40.52	41.33	43.40
SENIOR WILDLIFE CARE SPECIALIST, BEHAVIOR	39.01	39.40	40.19	42.20
SENIOR WILDLIFE FEED PREPARER	24.05	24.29	24.78	26.02
SENIOR WILDLIFE NUTRITION SPECIALIST	35.73	36.08	36.80	38.65
SHOP ZOO CLERK	21.52	21.74	22.17	23.06
SKYRIDE MECHANIC	41.38	41.79	42.62	44.33
TICKET SELLER	20.00	20.20	20.60	22.07
TOUR OPERATOR	27.58	27.86	28.42	29.55
TOUR OPERATOR GUIDE	32.13	32.45	33.10	34.42
TOUR/SHUTTLE DRIVER	27.58	27.86	28.42	29.55
VISUAL MERCHANDISING COORDINATOR	34.15	34.49	35.18	36.94
WALKING TOUR GUIDE	28.70	28.98	29.56	30.75
WARDROBE REPRESENTATIVE	23.47	23.70	24.18	25.14
WAREHOUSE WORKER DELIVERY DRIVER	26.99	27.26	27.80	28.91
WILDLIFE CARE ASSOCIATE	30.34	30.65	31.26	32.51
WILDLIFE CARE SPECIALIST	34.26	34.60	35.29	36.70
WILDLIFE CARE SPECIALIST HOSPITAL	35.36	35.72	36.43	37.89
WILDLIFE CARE SPECIALIST, BEHAVIOR	34.26	34.60	35.29	36.70
WILDLIFE FEED PREPARER	21.52	21.74	22.17	23.06
WILDLIFE NUTRITION SPECIALIST	32.00	32.32	32.96	34.28

EXHIBIT 2 – PAY PLAN – SCHEDULES A & B & C & D

EMPLOYEES HIRED PRIOR TO JULY 1, 1986

The following rates of pay in this Exhibit 2 shall apply only to those employees hired prior to July 1, 1986, and assigned to those classifications listed below.

PAY PLAN--SCHEDULE A
Effective January 1, 2025

TITLE	A	A1	B	B1
SR ADMISSIONS CLERK	24.34	24.58	25.08	26.33
SR FOOD SERVICE CLERK	24.34	24.58	25.08	26.33
SR MERCH SALES CLERK	24.34	24.58	25.08	26.33
SR WHSE WORKER DEL DRIVER	28.70	28.99	29.57	31.05

PAY PLAN--SCHEDULE B
Effective January 1, 2026

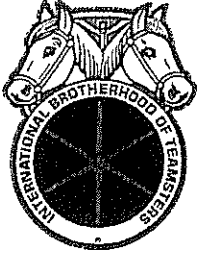
TITLE	A	A1	B	B1
SR ADMISSIONS CLERK	25.07	25.32	25.83	27.12
SR FOOD SERVICE CLERK	25.07	25.32	25.83	27.12
SR MERCH SALES CLERK	25.07	25.32	25.83	27.12
SR WHSE WORKER DEL DRIVER	29.56	29.86	30.45	31.98

PAY PLAN--SCHEDULE C
Effective January 1, 2027

TITLE	A	A1	B	B1
SR ADMISSIONS CLERK	25.82	26.08	26.60	27.93
SR FOOD SERVICE CLERK	25.82	26.08	26.60	27.93
SR MERCH SALES CLERK	25.82	26.08	26.60	27.93
SR WHSE WORKER DEL DRIVER	30.45	30.75	31.37	32.94

PAY PLAN--SCHEDULE D
Effective January 1, 2028

TITLE	A	A1	B	B1
SR ADMISSIONS CLERK	26.86	27.12	27.67	29.05
SR FOOD SERVICE CLERK	26.86	27.12	27.67	29.05
SR MERCH SALES CLERK	26.86	27.12	27.67	29.05
SR WHSE WORKER DEL DRIVER	31.67	31.98	32.62	34.25



AUTOMOTIVE AND ALLIED INDUSTRIES EMPLOYEES

OF SAN DIEGO COUNTY

Teamsters Local No. 481

AFFILIATED WITH INTERNATIONAL BROTHERHOOD OF TEAMSTERS

2840 ADAMS AVENUE, ROOM 202, SAN DIEGO, CALIFORNIA 92116-1495 • PHONE (619) 282-2187 • FAX (619) 284-0481

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VICTOR TORRES
SECRETARY-TREASURER

To: All New Hire Local 481 Members Who Do Not Complete Their Probationary Period

Dear Member:

It is the policy of Local 481 that, upon request, the initiation fees paid by new hire members is eligible to be refunded to them under the following conditions:

- 1) The member has never completed the probationary period of any Employer under Local 481's jurisdiction under the terms of any Collective Bargaining Agreement.
- 2) The member is a "pure" new hire and not a rehired employee of such Employer.
- 3) The member does not plan on returning to the respective bargaining unit as a rehire in the future.

In order to receive a refund of such described initiation fees, the member must put their request in writing in the following manner:

The request must contain the name, address, date of hire and last day worked, Employer worked for, social security number and contact phone number of the member.

The request should be addressed to the Executive Board of Teamsters Local 481, 2840 Adams Ave., Suite 202, San Diego, CA, 92116.

The request will be reviewed by the Executive Board of Teamsters Local 481 at their next meeting following receipt of the request. Refunds will be processed by the Local's administrative staff after the request is approved by the Executive Board and the member's employment and fees payments are verified. Requests for initiation fees must be submitted within ninety (90) days of the members last day of work. Rehired employees are not eligible for this refund. This refund request is subject to the approval of the Executive Board of the Local and does not apply to dues payments, which are not refundable.

Members of the Local who have questions regarding this matter may contact the Local at (619) 282-2187.

Fraternally,

Victor D. Torres
Secretary-Treasurer
Teamsters Local 481

VDT/gp

NOTICE TO ALL MEMBERS

IF YOU ARE ON DUES CHECK-OFF WITH YOUR COMPANY, AND DUES ARE NOT DEDUCTED DUE TO YOUR NOT HAVING ENOUGH EARNINGS, IT IS YOUR RESPONSIBILITY TO KEEP YOUR DUES CURRENT IN ORDER TO MAINTAIN GOOD STANDING IN THE LOCAL UNION.

IF YOU BECOME UNEMPLOYED IN THE JURISDICTION OF THE LOCAL UNION, YOU WILL BE ISSUED A WITHDRAWAL CARD UPON REQUEST PROVIDING ALL DUES AND OTHER FINANCIAL OBLIGATIONS ARE PAID TO THE LOCAL UNION, INCLUDING THE DUES FOR THE MONTH IN WHICH THE WITHDRAWAL CARD IS EFFECTIVE.

FOR THIS AND OTHER BUSINESS MATTERS, IT IS IMPERATIVE THAT YOU KEEP YOUR MAILING ADDRESS ON FILE WITH THE LOCAL UP-TO-DATE.

FRATERNALLY,

VICTOR D. TORRES, SECRETARY-TREASURER

Teamsters Local 481

2840 Adams Ave., Suite 202

San Diego, CA 92116

(619) 282-2187

www.teamsters481.org

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