

MEMORANDUM OF UNDERSTANDING

Regarding the use of Images from External Security Cameras

The USDA Forest Service, Chequamegon-Nicolet National Forest and the National Federation of Federal Employees Local 2165 (Union), otherwise referred to as “the parties” agree to the following:

1. The primary purpose of the Chequamegon-Nicolet National Forest video cameras is to deter threats or harm to property and employees as a result of intrusion, sabotage, criminal activity, or terrorism and to provide information if an incident occurs. Deterrence will be the primary consideration in the placement of cameras, which will be agreed to by the Parties. The cameras are part of an overall security strategy that incorporates other appropriate measures.
2. Camera images will not be used for routine monitoring of employee conduct, performance, behavior, or time and attendance.
3. Images from the security cameras will be stored on site no longer than 14 days, unless they are part of an ongoing investigation or subsequent law enforcement or administrative action. Forest Service Law Enforcement will maintain custodial responsibilities for long-term archiving of the images related to the case or action if needed.
4. Camera images may be reviewed as part of an investigation related to a security incident, a criminal or other violation, or for system maintenance. Privacy Act and agency confidentiality policies will be followed.
5. When an employee, contractor, or management official of Chequamegon-Nicolet National Forest expresses a concern about security or a criminal or other violation, the Parties will be notified of the reason and urgency for review of camera images. The Parties will consult on whether review of images is warranted. If a decision is made to review, the Parties will review the images together. The Parties may each delegate determination or review responsibilities to another individual in their respective organizations.

6. If either Party wishes to terminate or modify the terms of this agreement, written notification must be provided to the other Party. Negotiations may occur as part of the next Partnership Council meeting after the notice, or as otherwise agreed by the Parties.

For Management:

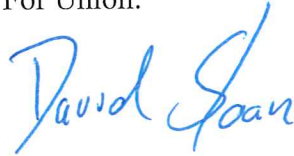


PAUL I.V. STRONG
Forest Supervisor
Chequamegon-Nicolet National Forest

Date:

7/1/15

For Union:



DAVID SLOAN
Local 2165 Chief Steward
Chequamegon-Nicolet National Forest

Date:

7/6/2015



MARY SCHEUERMAN
Local 2165 President

Date:

7/1/15