

## Memorandum of Understanding

Between

Huron Manistee National Forest

And

National Federation of Federal Employees (NFFE)

This agreement between the management officials of the Huron-Manistee National Forests and the National Federation of Federal Employees local 2086, IAMAW (Union), representing the bargaining unit employees of the Huron-Manistee National Forests, otherwise referred to as "the parties," contains the procedures and arrangements associated with the use of images from security cameras installed at any Huron-Manistee National Forests' Administrative site.

The parties agree to the following:

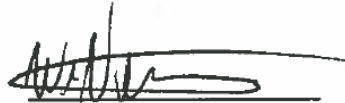
1. The primary purpose of the video cameras is for workplace security as described in Article 27, Section 2 and is to deter external threats or harm to employees, visitors, property, buildings, and equipment as a result of intrusion, sabotage, criminal activity, or terrorism and to provide information if an incident occurs. Such deterrence will be the primary consideration in the placement of cameras, recognizing they are only one part of an overall security strategy that will incorporate other appropriate measures.
2. Upon request, the Union will be notified of all camera locations.
3. Security camera images will not be used for routine monitoring of bargaining unit employee conduct, performance, behavior, or time and attendance.
4. The images may be reviewed as part of an investigation related to a security incident, an administrative investigation, criminal or other violation, or for system maintenance. Privacy Act and agency confidentiality policies will be followed.
5. If any bargaining unit employee becomes subject to investigation as a result of review of camera images, the Union will be notified of the review and given an opportunity to review the images.
6. Camera images will be stored no longer than 30 days, unless they are part of an ongoing investigation or subsequent law enforcement or administrative action. Forest Service Law Enforcement shall maintain custodial responsibilities for long-term archiving of images related to the case or action if needed.
7. Short term storage (30 days) of images shall be maintained in a secure and locked device. Access to images shall be limited to the Forest Supervisor, appropriate District Ranger, Law Enforcement Officer or designee for official and legally ordered purposes.
8. The listed provisions in no way restricts management's rights, when there is a reasonable suspicion of misconduct: (a) to use video surveillance to conduct administrative or criminal investigations; (b) to use such surveillance footage in connection with or in support of disciplinary action; and/or (c) to use such surveillance

footage in matters referred to the Office of the Inspector General and/or for criminal prosecution.

9. Bargaining Unit Employees of Local 2086, all new permanent, seasonal, or temporary employees shall be notified of the security systems presence, purpose, and use by posting this MOU on the employee bulletin boards, and annually through email.
10. This MOU will also be filed, within 14 days, electronically on the intranet web page for the Huron-Manistee National Forests, under the heading "MOUs with the NFFE Local 2086" where employees may view signed MOUs.
11. All terms of this MOU shall also apply to bargaining unit employees from other Forest Service units who are working on the Huron -Manistee National Forest.
12. The terms and conditions of this MOU shall be effective upon the date of signing. Either party may request to re-open or re-negotiate the agreement utilizing the procedures in Article 11 of the Master Agreement.



Leslie Auriemmo  
Forest Supervisor  
Huron-Manistee National Forests



Warner A. Vanderheuel, President  
National Federation of Federal Employees  
Local 2086

Date: 9/16/17

Date: 9-5-17