



National Federation of Federal Employees

Affiliated with the International Association of Machinists and Aerospace Workers



**Local #34 – US Forest Service R6 – Northern Washington
Mt. Baker-Snoqualmie, Okanogan-Wenatchee,
Olympic, and Colville National Forests**

We work for America every day

MEMORANDUM OF UNDERSTANDING

Regarding

Baker River Work Center and Darrington Fire Crew Bunkhouse Security Cameras

This Memorandum of Understanding (MOU) is between the National Federation of Federal Employees, Chief Steward Katijo Maher of Local 34, hereafter referred to as "Union," and R6, Mt. Baker-Snoqualmie NF, Deputy Forest Supervisor Diane Freeman, hereafter referred to as "Management." Management and the Union, collectively, constitute "the Parties."

The MOU pertains to the impact and implementation and appropriate arrangements of the installation of security cameras at the Baker River Work Center and Darrington Fire Crew Bunkhouse in accordance with Management's Right to determine the internal security practices of the Agency.

The Parties agree to the following:

1. The primary purpose of the Baker River Work Center and Darrington Fire Crew Bunkhouse security cameras is for ensuring employee and public safety by monitoring external safety, security, and criminal threats to Forest Service employees, visitors, buildings, fleet, and equipment by capturing images of unauthorized individuals, burglary suspects, and/or any criminal activity and by providing deterrence to such activities and unauthorized access to the property.
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 secured by the District Ranger and will be stored on site up to 30 days (if future system capabilities allow), unless they are part of an ongoing investigation or subsequent law enforcement or administrative action. Forest Service Law Enforcement or Management will maintain custodial responsibilities for long-term archiving of the images related to the case or action, if needed.

4. Camera images may be viewed and used by authorized management officials in situations where there is reasonable suspicion of misconduct, for system maintenance, at any time management deems appropriate for the safety and security of employees or by law enforcement for criminal investigations.
5. When an employee, contractor, or management official of Baker River Work Center or the Darrington Fire Crew Bunkhouse expresses a concern about security and safety, leading to the review of camera photos, the Union will be notified of the reason in accordance with the Privacy Act, and confidential policies of the Agency. The Union will be invited to the viewing, in accordance with Privacy Act and the confidential policies of the Agency, and may view footage at a later date. Management and/or law enforcement reserve the right to view footage for any investigation and at any time deemed appropriate.
6. Management will inform bargaining unit employees of NFFE Local located at the Mt. Baker and Darrington Ranger Districts of the security camera's presence, purpose and use and post a notice at the Baker River Work Center and Darrington Fire Crew Bunkhouse that security cameras are in use.
7. The MOU takes effect upon the Parties final signature. The MOU will remain in effect until a Policy, Directive, Rule or Regulation render it ineffective, or either party elects to re-negotiate its provisions, whichever comes first.

Diane Freeman

Diane Freeman
Deputy Forest Supervisor
USDA Forest Service
Supervisors Office

8/16/18

Date

Katijo Maher

Katijo Maher
Chief Steward MBS N.F.
NFFE LL 34, IAMAW

8/17/18

Date