



## Memorandum of Understanding (MOU)

Between

USDA – Forest Service, Olympic National Forest  
and National Federation of Federal Employees, Forest Service Council

This Memorandum of Understanding (MOU) is between the National Federation of Federal Employees, Local 0034, hereafter referred to as “Union,” and R6, Olympic NF, hereafter referred to as “Management.” Management and the Union, collectively, constitute “the Parties.”

The MOU pertains to the impact and implementation and appropriate arrangements for the installation of security cameras at Olympic National Forest Supervisor’s Office, Olympic WA in accordance with 5 USC 7106 Management Rights, including the right to determine the internal security practices of the Agency.

The Parties agree to the following:

1. The primary purpose of the 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. Cameras will be available 24/7 and will be motion activated; goes into standby/passive mode (times out) when there is no motion.
3. Camera images will not be used for the routine monitoring of employee conduct, performance, behavior, or time and attendance.
4. Images from the security cameras will be secured by the unique password and will be store on site up to 30 days, 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 a case or action, if needed.
5. When an employee, contractor or management official of the Olympic National Forest express concern about workplace safety or security leading to a review of the camera footage, the Union shall be notified of the reason and may request access to view selected images in accordance with the Privacy Act and Agency confidentiality policies. Management and or law enforcement reserve the right to view the footage for any investigation and at any time deemed appropriate.
6. Camera images may be viewed and used by authorized management officials and/or law enforcement for investigations and/or criminal investigation, or for system maintenance, or at any time management deems appropriate.

7. The MOU take effect upon the Parties final signatures.
8. The MOU will remain in effect for the timeline of the Master Agreement in effect at the time of signing and/or until Policy, Directive, Rule or Regulation render it ineffective, or either party elects to withdraw its provisions and/or re-negotiate, which comes first.

The Parties agree that resolution of this matter is in their mutual best interests and have agreed to set forth the terms of this MOU in writing.

Michael Lang  
Management Representative Signature

2 July 2020  
Date

Michael Lang  
Management Representative Name

Mary J Spear  
Union Representative's Signature

07/02/2020  
Date

MARY J SPEAR  
Print Union Representative's Name