



## MEMORANDUM OF UNDERSTANDING

### Colville NF, Tonasket Ranger District Security Cameras

This Memorandum of Understanding (MOU) is between the National Federation of Federal Employees, Local 34, hereafter referred to as "Union," and R6, Colville National Forest, 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 Tonasket Ranger District (District) in Tonasket WA in accordance with management right to determine the internal security practices of the Agency.

The parties agree to the following:

1. The primary purpose of the District security cameras located in the parking lot area is for ensuring employee and public safety and equipment and resource security by monitoring 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 may be stored on-site up to 30 days (dependent on system capabilities), 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 in these cases and as 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 expresses a concern or reports a security and/or safety issue that affects bargaining unit employees leading to the review of camera photos, the Union will be notified and invited to the viewing, in accordance with Privacy Act and the confidential policies of the Agency. The Union may request to 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 duty stationed at the Tonasket Ranger District office of the security camera's presence, purpose, and use. Management will post a notice at the District Office 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 if either party elects to re-negotiate its provisions, whichever comes first.

*Kathleen Johnson*

02/04/2022

*William D. Hylton*

02/04/2022

Kathleen Johnson		Date		Dave Hylton		Date
District Ranger				NFFE, Steward		