

SURVEILLANCE

A. General: The Parties recognize that surveillance is conducted for safety and internal security reasons.

B. Disciplinary Actions: If the Agency uses electronic surveillance footage during an investigation, the following shall apply if a disciplinary/adverse action is proposed against an employee covered by a collective bargaining agreement:

1. The Union, if representing the employee, will be given a copy of all relevant evidence collected;
2. The Union, if representing the employee, will be provided a copy of the pertinent recordings; and,
3. Upon request by an affected employee, the Union will be allowed to provide representation in any subsequent discussions or proceedings.

C. Future Negotiations: The Union is not precluded from any further negotiations on the impact and implementation of covert or hidden electronic camera surveillances.

D. Expectation of Privacy: The Agency shall not use any electronic surveillance devices (including sound, voice or video recording or monitoring devices) to record or monitor employees in areas designed for the health or personal comfort of the employees or for safeguarding of their possessions, such as restrooms and locker rooms. The lounges and break rooms will not be monitored except for specific legitimate security reasons. The expectation of privacy for union activities will be maintained.

E. Notice: The Union will be given notice of any non-medical and non-criminal surveillance program that impacts bargaining unit employees. Such notice shall include:

1. What information is to be collected (e.g., nature and source),
2. Why the information is being collected (e.g., to determine eligibility),
3. Intended use of the information (e.g., to verify existing data),
4. With whom the information will be shared (e.g., another agency for a specified programmatic purpose),
5. What opportunities individuals have to decline to provide information (i.e., where providing information is voluntary) or to consent to particular uses of the information (other than required or authorized uses), and how individuals can grant consent,
6. How the information will be secured (e.g., administrative and technological controls), and
7. Whether a system of records is being created under the Privacy Act, 5 U.S.C. 552a?

Agreed: Agency



Union:



Date: 12 April