Bay Area Air Quality Management District and Employees' Association
Proposed Amendment to the MOU

SECTION 3.12 SURVEILLANCE CAMERAS

~~1. Surveillance cameras shall not be installed to monitor non-public areas of District facilities occupied by employees except as follows: one in the elevator foyer of every floor (none on roof); one in the back staircase of the 2nd and 6th floors; one aimed at each of the access points to the garages; one in the hallway on the 7th floor, southeast quadrant; two in the hallway on the 6th floor, southwest quadrant; two in the basement lobby; and two in the main lobby.~~

1 The District shall not use surveillance cameras and related equipment (e.g., electronic access control system, proximity identification cards) to monitor the activities of bargaining unit employees.

2 Information obtained through the security use of surveillance cameras and related equipment (e.g., electronic access control system, proximity identification cards) shall not serve as the basis for disciplinary action except in the event those records constitute evidence of a criminal act. Provided, however, the Grievant, or Arbitrator permits the Grievant, District, Association, and Arbitrator to review and refer to records from security cameras and related equipment to resolve factual disputes that may arise in the course of the processing of a grievance that has been filed pursuant to a disciplinary action. The District, upon request of the Grievant, shall provide copies of the records within five working days. Further, the District shall not review records from security cameras and related equipment for the purpose of investigating and/or evaluating employee conduct at work. ~~To ensure compliance with the terms of this agreement, all security records from surveillance cameras and related equipment shall only be available for review by the Director of Administration or his/her designee, except as provided herein.~~

Tentative Agreement

Josh P Broadbent 5/12/16
For the District Date

5/16/16
For the EA Date