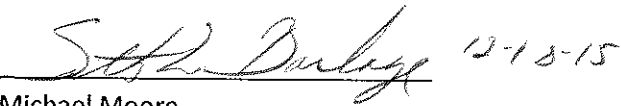


## Security Recording Devices

The following memorandum of understanding constitutes an agreement between the John J. Pershing VAMC and AFGE Local 2338 regarding audio/visual recording devices/systems.

1. The purpose of the audio/visual recording devices and systems shall be specifically used to monitor safety and security.
2. Audio/visual recording devices/systems:
  - Shall not be used for monitoring performance issues of employees,
  - Shall not be used for monitoring time, leave, or attendance, e.g. breaks, of employees,
3. In the event that management uses images/audio/video from a recording device to pursue a disciplinary action, the images/audio/video shall be included as part of the evidence file and released in accordance with provisions in the Master Agreement, handbooks, policies, and applicable laws.
  - When used for criminal charges against an employee, the evidence shall be remanded to the authorities having jurisdiction.
4. Notice signs shall be posted conspicuously at the main entrances to all buildings and leases where cameras are installed.
5. Bargaining unit employees shall not be responsible for solely viewing any recording devices as part of their official duties.

 12/18/15  
Kevin Ellis  
President, AFGE Local 2338

 12-18-15  
Michael Moore  
Interim Medical Center Director