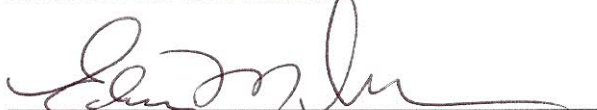


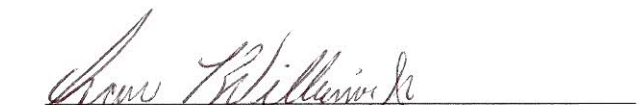
## Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, (VA) and the American Federation of Government Employees, AFL-CIO), National Veterans Affairs Council #53 (NVAC) concerning the Pilot Testing of VA Police Body worn Cameras.


1. The national parties have agreed that the following AFGE facilities will be participating in the pilot testing of the VA Police Officer Body worn Cameras: Danville, IL; Louisville, KY; Reno, NV and Saginaw, MI.
2. For the purpose of determining which VA Police Officer bargaining unit employees will wear a body camera and which will not, seniority shall be one of the factors. (Agreed 10/20/15)
3. When bargaining unit employees are inadvertently recorded, subject to applicable law, de-identifiers will be used to blur the faces, names or identifying marks, prior to use in an investigation.
4. Once a bargaining unit employee is identified, VA Police Officers will seek permission from that bargaining unit employee prior to initiating a recording. If the bargaining unit employee declines to participate in the recording, the recording will not be made. If the employee agrees to be recorded a transcript will be made for the employee's review consistent with the VA/AFGE Master Agreement Article 17 Section 4.
5. The national parties agree this Pilot will last no more than six months starting January 10, 2016, unless extended by mutual agreement of the national parties.
6. AFGE Locals at facilities where the Pilot is located may bargain on the local implementation of this pilot, so long as there is no conflict with this MOU on the Pilot of Body Worn Cameras.
7. The appropriate management officials, upon their receipt, shall provide a copy of this MOU to the Local AFGE President.

  
Edson Morales, VA Labor Specialist  
For Department of Veterans Affairs (VA)

10/26/15  
Date

  
Oscar L. Williams Jr., 2<sup>nd</sup> Exec Vice President  
AFGE National Veterans Affairs Council #53

10/26/15  
Date

  
James Zeveski, VHA Labor Consultant  
For Veterans Health Administration (VHA)

10/26/15  
Date