

**MEMORANDUM OF UNDERSTANDING
BETWEEN VICTOR VALLEY COMMUNITY COLLEGE DISTRICT
AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS
VICTOR VALLEY COLLEGE CHAPTER 584**

March 5, 2021

Use of Video Camera Monitoring

This Memorandum of Understanding is entered into by and between the Victor Valley Community College (hereinafter, "District") and the California School Employees Association and its Victor Valley Chapter 584 (hereinafter, "Association"). The parties have engaged in negotiation over the effects of the use of recording equipment on District property.

1. All bargaining unit members shall be notified of the presence and use of video devices on District property via signage.
2. The intent and purpose of the video monitoring equipment is to enhance the safety/security of District equipment, facilities, students, and staff and for recording criminal activity.
3. Direct access to the live feed provided by the District recordings shall be limited to the District Administration via unique login IDs.
4. If a serious violation of the law, board policy or a pattern of unsafe behavior is reported, data gathered through video surveillance may be used to confirm or refute any allegations of misconduct, the data gathered, may be evidence in the disciplinary process.
5. If video data is to be used in an employee discipline situation, a bargaining unit member or the Association may request to view video surveillance data. Management shall provide time to view the available data within 72 hours of the request.
6. The Human Resources Department agrees to oversee the implementation of this agreement and will investigate any concerns raised regarding the security cameras, proper discipline standards, or work environment safety concerns.
7. No recording equipment will be installed where there is a reasonable expectation of privacy, in accordance with applicable law, such as restrooms and locker areas.
8. The District will not use recording(s) to determine promotions and transfers, to discipline CSEA bargaining unit employees, and or evaluate employee work performance, except in the circumstances when there is an injury, damaged equipment, a documented complaint is received, or when the recording is reviewed prove that the employee engaged in an act of criminal activity. It is understood that the cameras will not be used as a *de facto* timeclock.
9. It is not the intention of the parties that the recording equipment will be used to replace, supplant, or circumvent the supervisor or managerial responsibility associated with employee supervision.
10. The District will not engage in recording surveillance that involves disparate, arbitrary, or capricious surveillance of union members.

This Agreement is subject to the procedures required by CSEA Policy 610.

For CSEA

Deborah Peterson
Deborah Peterson (Mar 5, 2021 14:22 PST)

Debbie Peterson, President

Michele Laveaux
Michele Laveaux (Mar 5, 2021 14:25 PST)

Michele Laveaux, Negotiations Team

Carlos Martinez

Carlos Martinez, Negotiations Team

Jennifer Larriva

Jennifer Larriva, Negotiations Team

Dawn Stoecker

Dawn Stoecker, Labor Relations Rep.

For Victor Valley College

[Signature]

Dr. Daniel Walden, Superintendent/President

[Signature]
3/8/2021