

Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs (VA) and the National Association of Government Employees/Service Employees International Union (NAGE/SEIU) concerning the Pilot Testing of VA Police Officer Body-Worn Cameras at the VA Medical Center, Lexington, KY.

1. Consistent with Article 10 - National Consultation Rights and Mid-Term Bargaining of the VA/NAGE Master Agreement, NAGE will be provided notification and opportunity to bargain changes in conditions of employment that impact VA Police bargaining unit employees prior to notifying bargaining unit employees.
2. The use of VA Police Officer body-worn cameras will be consistent with VA Handbook 0730 and VHA Directive 1078(1) (6) (e).
3. Prior to the start of the pilot testing of VA Police Officer body-worn cameras, the Department will provide NAGE a copy of guidelines concerning the proper use of VA Police Officer body-worn cameras. The Department will provide NAGE a copy of the pilot results at the VAMC Lexington, KY.
4. VA Police Officers will deploy body-worn cameras consistent with Department guidelines.
5. VA Police Officer body-worn cameras will not be turned on during the Police Officer's lunch or during restroom breaks unless a law enforcement need arises.
6. VA Police Officer body-worn camera recordings are maintained by the Department and in accordance with appropriate laws.
7. Prior to implementing the pilot testing of VA Police Officer body-worn cameras and consistent with Article 19 – Training and Career Development all VA Police Officers using body-worn cameras will receive the training necessary for the performance of the Officer's assigned duties.
8. VA Police Officer body-worn camera recordings will be maintained in accordance with appropriate custodial laws, rules, and regulations.
9. Whenever possible, VA Police Officers with body-worn cameras will advise employees when they have turned on their camera and a recording has begun.
10. VA Police Officer body-worn cameras will be utilized in accordance with the guidelines as set forth in VA Notice 0701 – Pilot Test of Police Body Worn Cameras.
11. VA Police Officer body-worn cameras may be utilized while stopping vehicles or pedestrians, or if the Police Officer has reasonable suspicion someone has

committed a crime. Body-worn camera recordings may provide evidence for criminal investigations, internal or administrative investigations, and civil litigation. Body-worn cameras are only utilized during engagement.

12. NAGE will be provided periodic updates regarding the use of VA Police body-worn cameras.
13. VA Police Officers with body-worn cameras will be given the opportunity to review with their supervising officer their video recording footage.
14. The chain of custody related to VA Police Office body worn cameras will be in accordance with VA Handbook 0730 – Security and Law Enforcement.
15. Should the Department decide to implement the use of VA Police Officer body-worn cameras, NAGE will be notified and given the opportunity to bargain in accordance with the VA/NAGE Master Agreement.
16. One original and one electronic copy of this MOU shall be provided to NAGE at the National Level.
17. The NAGE Local union president will be provided a copy of this MOU within five work days of local management receiving a signed copy. The Department will upload this MOU to the LMR Website within seven work days of final signatures.



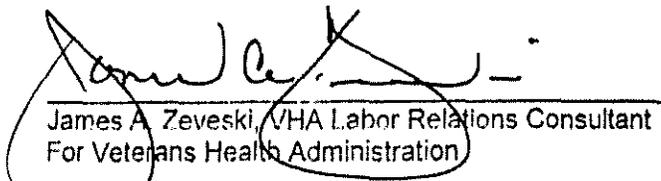
Edson Morales, VACO LMR Specialist
For the Department of Veterans Affairs



Mark D. Bailey, SR., National Representative
For the National Association of Government
Employees

11-5-15
Date

11-6-15
Date



James A. Zeveski, VHA Labor Relations Consultant
For Veterans Health Administration

11/5/15
Date