

## LETTER OF AGREEMENT

BETWEEN

IBEW Local 1547 and Alaska Chapter NECA

Re: Vehicle Cameras

The purpose of this Letter of Agreement is to establish guidelines for the use of vehicle camera systems in the workplace to ensure the safety and protection of employees, company assets, and vehicle operations, while respecting the privacy and rights of employees.

IBEW Local 1547 and the Alaska Chapter NECA, parties to the IBEW/NECA Construction Agreements, hereby agree as follows:

Employers signatory to the Alaska Chapter NECA/IBEW #1547 Construction Agreements may use vehicle monitoring devices to track the location and status of Employer owned vehicles. Such devices may or may not include video recording devices.

Employers will notify the IBEW 1547 not less than 45 days prior to installation of vehicle monitoring devices (cameras) and meet to discuss policy implementation regarding utilization of such equipment, if requested to do so. Meetings and discussion with the IBEW 1547 will not interfere with the Employers ability to utilize the monitoring devices as outlined in this Letter of Agreement.

For cameras mounted in or on Employer vehicles, such cameras may or may not be equipped to record audio activity of the vehicle occupant(s).

Vehicles equipped with data collection devices, including cameras, will be identified as such, in a conspicuous location visible from the driver's door of the vehicle. Employees will be notified in advance of the installation of such systems.

Vehicle camera systems (outward facing, inward facing, or both) will be operated in a manner that is consistent with the stated purpose of protecting employees, company assets, vehicle recovery, and ensuring vehicle safety. Cameras will not be used to monitor employees' productivity or behavior, except in circumstances where there is reasonable suspicion of misconduct or when necessary to investigate an incident.

Data obtained from devices described in this Letter of Agreement is not intended to monitor employees for misconduct. Such data may be used as part of a disciplinary action when it directly relates to the specific incident under investigation, violation of the law and/or statute, or repeated and/or egregious violation of company policy. Any disciplinary action based on vehicle camera footage should be supported by additional evidence where possible. The company will provide the affected employee with access to the relevant footage pursuant to any disciplinary meeting, if possible.

Access to data from devices described in this Letter of Agreement will be reasonably limited to employees with a need to know. A list of Employer representatives that have access to this data will be provided to the Union upon request.

The Employer acknowledges the importance of employee privacy and will ensure that the use of vehicle cameras data does not infringe on this right beyond what is necessary for legitimate business purposes.

Employees who believe that camera systems have been used inappropriately or that their privacy rights have been violated may file a grievance through the established grievance procedure.

The parties agree to immediately incorporate this Letter of Agreement into each of the AK NECA/IBEW 1547 Construction Agreements upon signature.

For AK NECA:

  
Larry Bell, Executive Manager

Date: 12/23/2024

For IBEW 1547:

  
Doug Tansy, Business Manager *For Doug Tansy*

Date: 12-23-2024