

**Memorandum of Agreement
By and Between
King County
and
King County Juvenile Detention Guild**

Subject: Use of Video and Still Camera Footage at the Youth Services Center (YSC)

This Memorandum of Agreement is entered into by and between the King County Juvenile Detention Guild (the Guild) and King County (the County).

RECITALS:

1. The Guild and the County are parties to a collective bargaining agreement (CBA) effective from January 1, 2017, to December 31, 2018.
2. Due to recent issues in the use of video camera footage at the YSC, the parties have met to discuss the acceptable uses of video camera footage in operational event follow-up and disciplinary processes.
3. The parties have discussed this matter and reached an agreement intended to be made permanent and added to the successor CBA.

AGREEMENT:

1. In consideration of the above, NOW, THEREFORE, the parties agree to add the following language to the successor CBA:

Section XX. Video Cameras at YSC.

A. The County agrees not to rely solely on video camera footage as the basis for discipline.

B. The County expressly agrees that any real time viewing of video camera feeds is to be for operational security and safety reasons and as such will not be used for surveillance of employees for the purpose of disciplinary actions.

C. The County will access video camera footage for the purpose of disciplinary action only if it has a good-faith reason to do so, based upon a reasonable suspicion an employee has committed an offense that could result in discipline. The County agrees that, when there is not any other evidence, it will not access or view video camera footage involving an employee who may have committed a violation of some rule or policy which could result in disciplinary action (i.e., no fishing expeditions).

D. If the County is aware of and is intending to use video camera footage in an investigation, the employee and the Guild shall have the right to view the video camera footage before an investigatory interview.

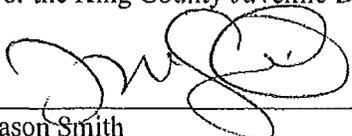
E. The County agrees to comply with requests from the Guild for video camera footage, where discipline or the potential to issue discipline exists.

F. The use of secondary view as the basis or evidence for any discipline, beyond a written reprimand, shall be expressly prohibited, except upon the discovery of alleged criminal conduct.

G. The County agrees that any use of video camera footage for training purposes shall be for in-house training only, and will only be used with mutual agreement with the Guild. The County also agrees that the use of video camera footage for in-house training will not be used in a demeaning or embarrassing manner.

2. This Agreement shall take effect immediately upon the signing of all parties, and shall expire when it is added to the successor agreement. Any other previous agreements or practices regarding the use of video camera footage shall be extinguished upon the signing of this agreement.
3. This Agreement shall not be precedential for any other future purpose.

For the King County Juvenile Detention Guild:

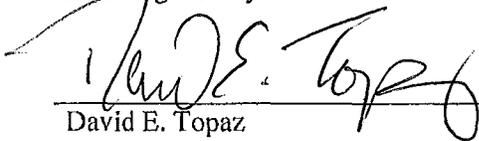


Jason Smith
President

10/3/18

Date

For King County:



David E. Topaz
Labor Relations Negotiator - Senior
Office of Labor Relations
King County Executive Office

10/5/18

Date