

Memorandum of Agreement  
By and Between North Country EMS and  
International Association of Fire Fighters, Local 1805

SUBJECT: AVL, Cameras, and Card Readers in Ambulances

AVL, Cameras, and Card Readers

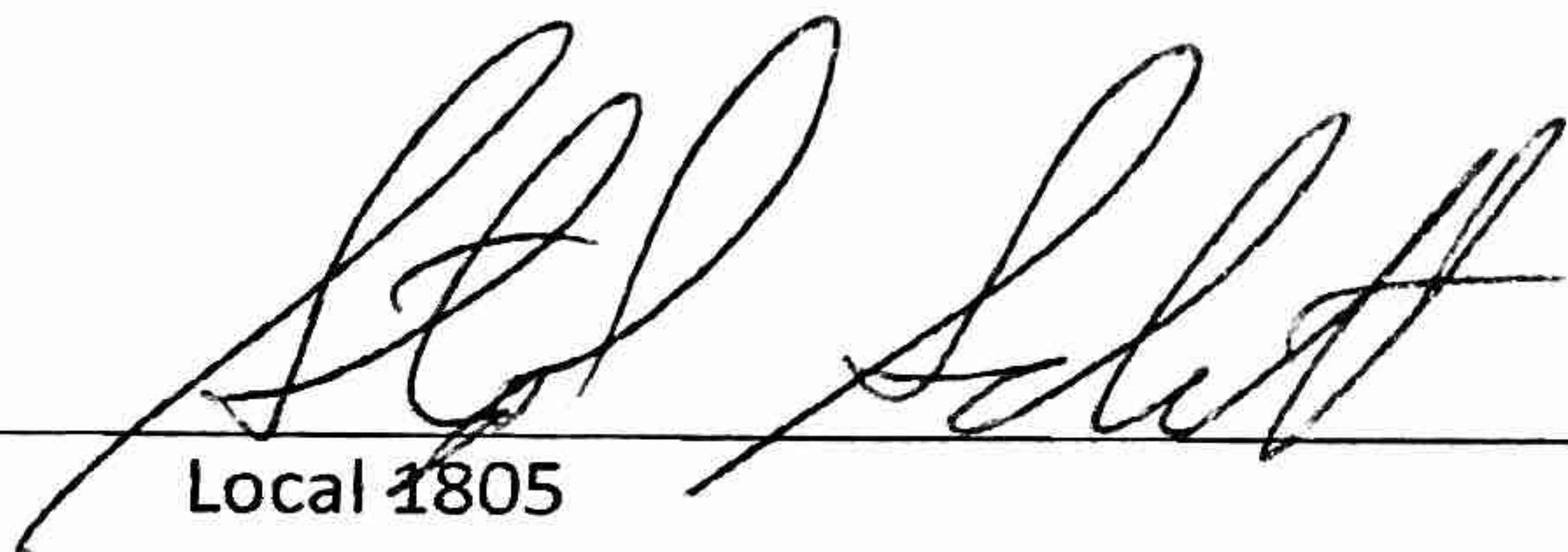
A. The District agrees not to solely rely on AVL data, camera footage, or card reader data as the basis for discipline, providing, however, that nothing herein prohibits the use of such evidence in a disciplinary matter if that evidence is the only relevant evidence other than statements made during the investigation

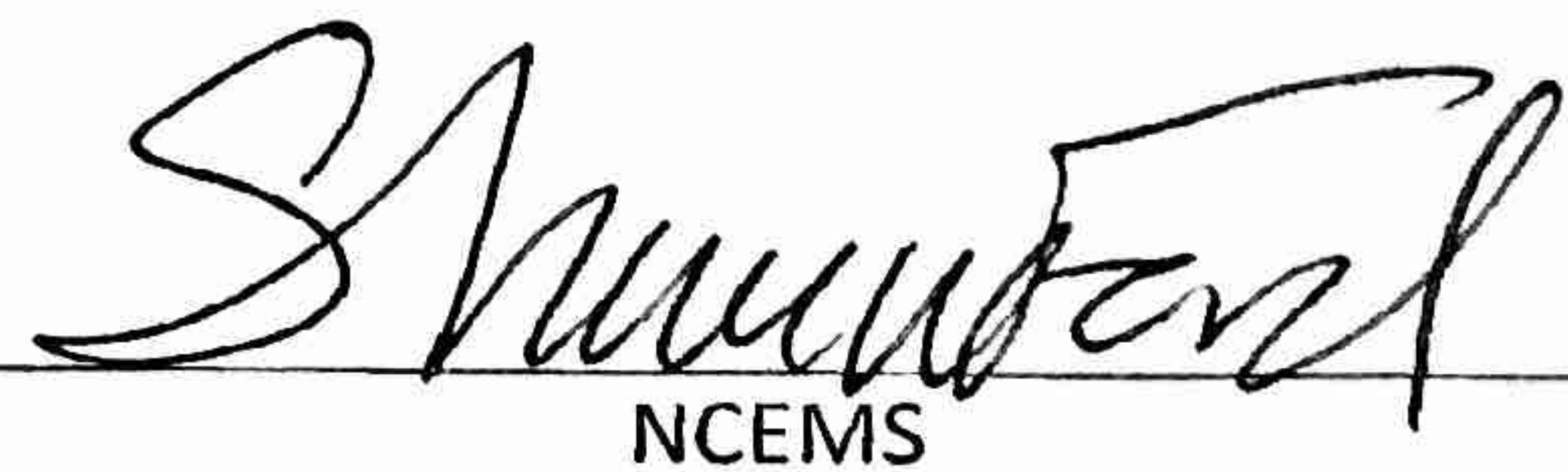
B. The District expressly agrees that any real time viewing of data is for operational reasons and will not be used for surveillance of employees for the purpose of performance monitoring or disciplinary action.

C. The District will not use AVL data, camera footage, or card reader data for the purpose of disciplinary action unless 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 District agrees not to view AVL data, camera footage or card reader data, without any other evidence, involving an employee who may have committed a violation of some rule or policy which could result in disciplinary action (no fishing expeditions).

D. If the District is aware of and is intending to use AVL data, camera footage, or card reader data, as defined in (A) and (C) in an investigation, the employee and the union shall have the right to view the AVL data, camera footage, or card reader data, before an investigatory interview. If the District refuses to show the employee and the Union the AVL data, camera footage, or card reader data, upon request before conducting an investigatory interview, the data or camera footage shall not be used as evidence in any manner related to discipline.

E. The District agrees to comply with requests from the Union for AVL data, camera footage, or card reader data, where discipline or the potential to issue discipline exists.

  
Local 1805

  
NCEMS

T.A. 2/14/19