

**Letter of Understanding
Between
Augustana Mercy Care Center
And
UFCW LOCAL 1189**

It is recognized that surveillance cameras and related equipment may be installed by the employer to protect critical areas of the Employer's premises from theft, damage or unlawful entry to the premises, and/or to enhance the personal safety of employees.

Surveillance cameras and related equipment shall not be used in employee-occupied areas during normal working hours without the knowledge of the employees in the area. Employees will be informed of the presence and purpose of video surveillance at the facility by posted signage.

Surveillance will not be conducted in private areas, such as restrooms, breakrooms or employee locker/personal storage areas and will not have audio.

The purpose of the cameras is to ensure the safe and efficient operation of the facility and will only be utilized where an investigation has been independently initiated.

Access to video footage will be restricted to authorized personnel, to include the Union if requested related to reviewing a Union member's actions or concern, and will be handled in accordance with applicable privacy laws.

The Employer will notify the Union in writing, as soon as possible prior to the installation of any new surveillance equipment or changes to any existing surveillance practices. Upon request of the Union, the parties shall meet to bargain over the implementation and effects of the proposed changes. This written notification shall include the following information:

- Location of all surveillance cameras and related equipment to be newly installed, altered or changed as well as any surveillance cameras and related equipment currently installed.
- Up to date diagram(s) of the area(s) that are currently under surveillance as well as the new area(s) that are to be under surveillance.
- Proposed date that the changes to the surveillance will begin
- Length of time in which the video archival will be kept
- A list of all personnel of Augustana Mercy Care Center or any other entity that will have, and/or currently do have access to view the live feed and/or recorded images.

Shawna Smith 12/10/2024
Employer Date

[Signature] 13 Dec 24
Union Date