

LETTER OF AGREEMENT
Video Monitoring

This Agreement is between the State of Oregon, acting through its Department of Administrative Services (Employer) on behalf of the Oregon State Hospital (Agency) and AFSCME Council 75, Local 3295 (Union).

It is recognized that cameras have been installed to enhance the safety of employees and patients of Oregon State Hospital. CMS (Centers for Medicare and Medicaid Services) issued a statement of deficiencies to the Oregon State Hospital (OSH) and OSH has responded by implementing new policies and procedures regarding video monitoring.

Education

- Having a clear and consistent understanding of policies and expectations is important for employees to be successful in their jobs. Therefore, employees will receive adequate time to review all new and revised policies and will be given the opportunity to ask questions about the policies before signing them.
- AFSCME will be given the opportunity to review and provide feedback on training modules that are developed as a result of the new video monitoring practice.

Unit Priority

- Procedures will be in alignment to prioritize staff and patient safety. ~~This includes but is not limited to access to necessary documents such as teamwork.~~

Monitoring

- In alignment with CMS expectations, the video monitoring will be used **solely** for monitoring cell phone usage, staff presence and engagement in the milieu, door security, blind spot monitoring, enhanced supervision and **any egregious violations of policy. This agreement does not nullify any mandatory reporter requirements including but not limited to patient abuse or any other legally required reporting requirements.**
- The agency will notify the union of its intent to install any additional cameras at either the Salem or the Junction City campus and their location.
- Cameras will not be placed in ~~or directed to view traditional employee break rooms~~ areas, including, but not limited to, ~~employee break rooms and smoking areas outside the building used by employees.~~ **Cameras outside of the unit milieu should not be used outside of the purposes of the video monitoring policy.**
- **Cameras will not have audio capabilities. Cameras do not have audio capabilities. If camera capabilities change, Local 3295 reserves the right to bargain over the impacts to those changes.**

Access

- ~~Upon request, the employee and the employee's representative may view any video recording that is used as evidence in any disciplinary action taken against the employee.~~

- ~~The Upon request, but no more than once per month, reports and logs from the monitoring will be shared with AFSCME union leadership at least once per month.~~
- AFSCME will receive a copy of all corrective and disciplinary actions as a result of Video Monitoring.
- ~~Upon request, but no more than once per quarter At least quarterly, the employer will report to the union the times and days of footage that were reviewed by management footage documentation will be shared with AFSCME union leadership.~~
- **The reports and logs from the monitoring will be shared with AFSCME leadership.**
- OSH and AFSCME will collaborate on the future development of this pilot project. When possible, **OSH will provide AFSCME** two (2) weeks notice ~~will be given~~ for any proposed **video monitoring** changes to provide time to gather feedback.

This Agreement becomes effective upon signing.

Teresa Hofstrand

For the union

7/23/2024

Date

Kristina Koss

For the employer

7/23/2024

Date