

Video Recording Agreement  
Amalgamated Transit Union  
Local 627 Cincinnati Ohio  
And

MV Transportation  
Cincinnati Ohio  
February 25, 2009

The Company may employ video technology in order to insure the safety of the Driver, the passengers and to limit the possible Company liability.

The Company and the Union agree that any video recording may be used as evidence in the investigation of any incident involving an employee while operating a Company vehicle while on the clock. In the event any recording is used as evidence for purposes of any disciplinary actions, the Union shall be afforded any opportunity to view the evidence prior to any disciplinary action is taken. The Video recording shall not serve as the sole basis for disciplinary action. Any alleged violations captured by video must be witnessed and reported in order for the Company to take corrective action. Any use of the video for disciplinary purposes, as described in this Agreement, shall be in accordance with the terms of the Collective Bargaining Agreement and is subject to the grievance procedure. The Company shall meet with the Union before implementation of Drive Cam or other technology not presently used on an advice and confer basis, in order to implement said new technology.


The Company and Union further agree that the Company may use any on duty recording for training and or remedial training purposes.

The Company will not arbitrarily and randomly view any type of video technology for disciplinary purposes.

The following are the procedures to be followed when dealing with a video recorded event. (1) The General Manager or designee shall review and if warranted will notify the employee. (2) If a meeting is scheduled, the employee shall be allowed along with the union representative (if requested) to view and explain the event. (3) The General Manager or designee will decide what if any, action inclusive of disciplinary action is appropriate following this progression for each type of specific event; a. First event Written Warning (Seatbelt violation is an event type, as is using cellular phone while driving); b. Second event Written Warning ; c. Third event One point and one day suspension; d. Fourth event One point and a three day suspension; e. Fifth event Dismissal.



Mark Bennett  
President /Business Agent  
ATU Local 627



Richard Pires  
Director of Labor Relations - East