

## Policies regarding video cameras union push-back

Information compiled April 11, 2007

**The Question:** A member is looking at placing video cameras on their coaches and paratransit vans. They would like to know if you have installed cameras and if you received any push-back from your respective union groups.

**Clallam Transit** says... We do not have video cameras in our buses, but we are looking at doing so.

**C-Tran** says... We've had cameras on-board busses since 1995. We utilize both audio and video recordings to investigate incidents and customer complaints and have used that evidence to support retraining and discipline to include terminations. We have agreed with the Union that recordings would only be viewed once an incident was brought to our attention and that we would not pull and review recordings without cause.

**CUBS** says... We are looking into placing cameras on our coaches, but have not done so yet.

**Everett Transit** says... We did not get any push back at the time because the Union was in favor of the cameras because of a recent attack on a driver. When we first used the video in a disciplinary hearing, they complained, but because we had been using the cameras for quite some time, they withdrew their objections (they did not request to negotiate the impacts within a "reasonable" time). I believe that it is more common now for Unions to want to negotiate the impacts of the cameras (i.e. they do not want them used against a driver).

**Grant Transit** says... We installed cameras on all our fixed route buses. Of course, we do not have union drivers. Our drivers were suspicious at first of how they will be used but we pushed a pre-education that we are installing them strictly for security and training purposes.

The drivers have grown to like them. Especially when passengers accuse them of leaving the bus stop earlier than scheduled, etc. and the videos prove the passenger wrong.

**Island Transit** says... Yes, we have cameras on all of our buses. We are not in the Union so we have no issue with them.

**Kitsap Transit** says... No cameras yet.

**Link Transit** says... No cameras used yet.

**Mason Transit** says... We have cameras on two coaches at this time. They are not running unless activated by the Operator. We have used them a few times with disturbances on the buses, and the drivers were quite excited to be able to record the events. We have no union.

**Pacific Transit** says... We have not installed any cameras.

**Skagit Transit** says... We do not have cameras on our coaches. We are looking at this option.

**Valley Transit** says... We have had cameras on our buses for over 10 years and have language in our Labor Agreement.