MEMORANDUM OF AGREEMENT

Subject: Digital Photography

1. As part of the training on the use of the digital cameras, employees will be reminded that the digital cameras are government equipment, and may only be used for purposes which trained. Employees will also be advised verbally and in writing of the consequences of misuse of the cameras.

2(a). The Agency will share with the Union the results (successes/failures) in writing of the pilot within a reasonable time following completion.

2(b). If the Agency decides to implement the pilot on a permanent basis, a determination will be made by the Agency as to whether there is an obligation to bargain. If so, the Union will be provided the results (successes/failures) of the pilot on writing at the time of notification under Article 6, or at the time of a briefing requested consistent with Article 6.

3. As part of it's agenda items for the 2005 national LM meetings, the Union may request the number of incidents warranting discipline, if any for misuse of the digital cameras and a description of the violations.

4. Employees will be provided a contact for technical assistance, if needed. The agency understands the importance of training to the overall success of the pilot. Requests for on site assistance will be considered case by case.

Charles S. Painter 1-13-05
C. Stanley Painter date
Chairperson, NJC

William Kent 1-13-05
William Kent, Chief Negotiator date

Cheryl D. 1-13-05
Cheryl Dunham, Chief LR Branch date

Raymond Dilland 1-13-05
Raymond Dilland, DVMS date