

LETTER OF AGREEMENT  
BETWEEN  
CITY OF PITTSBURG  
AND  
TEAMSTERS LOCAL UNION NO. 856  
THE FIELD & OPERATIONS REPRESENTATION UNIT

On December 11, 2023, the City of Pittsburg ("City") and the Teamsters Local Union No. 856, and Field & Operations, met to confer on the impacts of Global Positioning System ("GPS") being installed in City operated vehicles and installation of cameras in areas where City property is exposed. After completing the meet and confer process, the City and Union have agreed to the following:

The City and the Union acknowledge that the GPS monitoring system in City vehicles may be used for business related reasons. These reasons include improving routing and making work assignments more efficient, to help the City locate stolen vehicles, avoiding theft, and ensuring employee safety and the prompt dispatch of assistance, if needed. The parties agree that the goal of the City's use of GPS technology is to maximize the safe delivery of services to its departments and the general public, and that telematics data will not be reviewed randomly or routinely solely for disciplinary purposes.

The City shall not review GPS data for any details related to employees' private life, with the exception of review during an investigation of a complaint e.g. to determine whether an employee made unauthorized private use of a City-own vehicle. All telematics, or GPS data, will be safeguarded in a hosted software environment for a period as deemed necessary by the host service provider, but no less than one (1) year. The City will provide GPS reports upon Union request.

The parties agree that the tampering with or disabling of any GPS monitoring system is subject to discipline up to termination. Disciplinary action will be supported by investigation, if appropriate, pursuant to the MOU. In the event that the City uses telematics for disciplinary purposes, as provided above, a written copy of such information, and the complaint, will be supplied to the Union prior to the investigative interview of the subject. The parties acknowledge that disciplinary action based upon GPS and surveillance equipment must comport with the "just cause" standard set forth in this side letter Agreement.

Historically, the Public Works Department has allowed employees to make their best judgement in using work vehicles (e.g., running a personal errand between job sites, etc.). The *City of Pittsburg Personnel Rule, 22.4 Ethical Standards, Use of Public Property* states:

*No employee of the City shall request, use, or permit the use of City-owned vehicles, clothing, equipment, materials, or other property for unauthorized personal convenience, for profit, for private use, or as part of secondary employment. City property is to be used solely for the purpose of conducting official City business. Any changes to previously authorized uses of public property will be communicated to employees sixty (60) days in advance of implementation to allow sufficient time for the employee to make alternative arrangements.*

Per City policy, unauthorized use of City vehicles or equipment is not permitted. The Public Works Department permits the use of City vehicles for employee use in the course of business and in the interest of efficiency, with supervisor approval.

This Letter of Agreement represents a full and complete resolution of any claims and disputes between the parties based upon the above-reference matter.

For City of Pittsburg:

DocuSigned by:  
*Jennifer Brizel*  
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Date: 4/17/2024

DocuSigned by:  
*Garrett Evans*  
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Date: 4/18/2024

For Teamsters Local Union 856:

DocuSigned by:  
*Juan R. ...*  
AB60E584D4BD44B...

Date: 4/10/2024

DocuSigned by:  
*Lino Cortez*  
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Date: 4/16/2024

DocuSigned by:  
*Mike Berard*  
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Date: 4/16/2024