

**Memorandum of Understanding**  
**Southern California Contractors Association**

**And**

**International Union of Operating Engineers, Local 12**

This Memorandum of Understanding ("MOU") is entered into this 5th day of February, 2024, by and between the Southern California Contractors Association, Inc., for the Southern California Counties, hereinafter referred to as the CONTRACTORS, and the International Union of Operating Engineers, Local Union No. 12, affiliated with the Building and Construction Trades Department of the AFL-CIO, hereinafter referred to as the UNION.

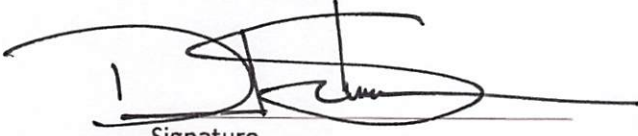
The parties agree as follows:

1. **Modification of MLA.** This MOU modifies and supplements the Master Labor Agreement between the Contractors and the Union dated July 1, 2022, to June 30, 2025 (the "MLA").
2. **Camera Locations.** Cameras may be stationed only on road-going vehicles (equipped and intended for use on public roads), including externally on the exterior body of the vehicle and internally within the driver's cab area of the vehicle.
3. **Video Recording.** All cameras may be used during vehicle operation.
4. **Audio Recording.** External and internal cameras shall not capture and record audio data in any manner.
5. **Permissible Use of Data Collected by Cameras.** The contractor's use of data collected by cameras shall be in accordance with the terms of this paragraph.
  - a. **Post-Incident.** All data collected by cameras may be used following a traffic incident where data is relevant to determine cause or fault in an incident and to defend against actual or potential liability claims.
  - b. **Discipline.** Except in cases of vehicle-related incidents, Contractors shall not use data collected under this MOU to initiate discipline.
6. **Union Access.** Upon request by the Union, Contractors shall provide a Union representative with copies of the collected data in accordance with the rights afforded labor organizations under the National Labor Relations Act.
7. **Data Retention.** Contractors shall determine the retention period for any data collected under this MOU. However, if such data is or will be used to discipline, including to corroborate or confirm misconduct discovered through other means, then such data must be retained until final resolution of the disciplinary proceeding up to and including all stages of Arbitration.


8. **Disputes.** Any dispute under this MOU shall be processed in accordance with the grievance and arbitration process set forth in the MLA.

**IT IS HEREBY CONSENTED AND AGREED:**

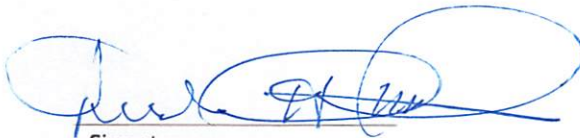
**International Union of Operating  
Engineers, Local 12**

  
Signature  
Business Manager  
Title  
2/8/24  
Date

**Southern California Contractors  
Association**

  
Signature  
Director Labor Relations  
Title  
2/6/24  
Date

  
Signature  
President  
Title  
2/7/24  
Date

  
Signature  
Financial Sec.  
Title  
2/7/24  
Date