

MEMORANDUM OF UNDERSTANDING

By and Between

**The University of Washington – Harborview (Employer) and
SEIU 925 (Union) Installation of GPS – Employer Fleet Vehicles**

The purpose of GPS in Fleet Vehicles leased by Harborview Mental Health and Addiction Services (HMHAS) is to support the use of vehicles by staff working with clients in the community, and for other Employer business related work activities. In support of this, the Parties agree that:

The GPS tracking devices will remove the requirement for staff to keep and maintain paper records related to tracking mileage

- A. The installation of GPS, in addition to all Employer related business purposes, includes, but is not limited to:
 - a. Billing
 - b. Mileage Tracking
 - c. Business Needs related to vehicle use.
 - d. Maintenance requirements Locating a lost or stolen vehicle.
 - e. Emergency location of staff and/or patients in the event of an accident, loss of contact, or other potential safety risk
- B. Staff will be informed when a car they use from Fleet Services is equipped with GPS.
- C. GPS data will be kept with UW Fleet Services.
- D. Outside of regular business purposes, GPS data will only be accessed for emergency purposes, or as part of an investigation involving Human Resources.
- E. Fleet Services will access GPS data, as needed for business purposes (e.g. maintenance, billing, routine record keeping, etc).
- F. Any other time GPS data is accessed, it would be regarding unexpected emergencies, investigatory matters, and/or any public complaints that identify the vehicle as a part of their complaint.
- G. GPS is not to be used for real time tracking, unless emergency circumstances warrant, as sited above in section A.e, in which case Fleet Services will be contacted.
- H. In the case of corrective action, if there is a need for GPS data, the GPS data will be accessed by Human Resources as a part of the investigatory process and such records will be retained in accordance with union contracts, policies, and any applicable laws or regulations. “ If GPS data is accessed as a part of an investigatory process, copies of all data accessed will be provided to the Union upon the Union’s request.”

Additionally, the Parties recognize that the GPS tracking device will also promote safety if a staff member is lost, broken down or in need of assistance. The GPS tracking devices will also reduce staff’s administrative burden by removing the need/requirement for staff to keep and maintain paper records/logs of usage, mileage tracking and access to vehicles.

Agreement
UW Harborview – SEIU 925 MOU
UW Installation of GPS in Fleet Vehicles
11/19/24

Tentatively Agreed To:

For the Union:

Signed by:

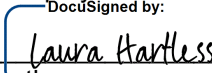


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Date: 11/20/2024

For the Employer:

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Laura Hartless 662316D8AE4A0...

Date: 11/20/2024