

From: Lamont Brooks <lbrooks@apwu.org>
Sent: Tuesday, October 11, 2022 2:57 PM
To: Clerk Division NBA <ClerkDivisionNBA@apwu.org>
Cc: Clerk Department <ClerkDepartment@apwu.org>; Mark Dimondstein <mdimondstein@apwu.org>; Charlie Cash <CCash@apwu.org>; Michael Foster <mfoster@apwu.org>; Idowu Balogun <ibalogun@apwu.org>; Stephen R. Brooks <sbrooks@apwu.org>; Debby Szeredy <dszeredy@apwu.org>; Michael Macho <mmacho@apwu.org>; Regional Coordinators <RegionalCoordinators@apwu.org>; Dena Briscoe <msdbriscoe@aol.com>
Subject: FW: Webcams in the Detroit District Area 8 facilities- APWU Notification on the Installation of Webcams and Facility Expansions

This is for guidance purposes in the event the subject matter is brought to you from a local inquiry. **The Postal Service has already agreed the Webcams cannot be used for discipline or to monitor employees.**

I have also advanced the argument that the Postal Service should create Mail Flow Controller duty assignments, currently in a NDC facilities, if the true intent is to watch for delayed mail and mail congestion in the different operations. I am not so naïve as to think the Postal Service will not use it INDIRECTLY for the purpose of discipline in the event they saw something of a negative nature on the webcam. We may be able to approach an individual privacy argument based on local fact circumstance, but we are all aware this will be an uphill battle.

The installation of the webcams is a subject for the Maintenance Division and I defer to Director Balogun, to address local inquiries, who I know is on top of the matter, and should be directed to him, in a separate thread involving his NBAs and not the Clerk Division.

You are free to distribute if you so please.

Please retain a copy of this e-mail with attachments for future reference under the subject title 'Webcams'

In union solidarity, the struggle continues.

Lamont Brooks
Director
Clerk Division

Administrative Support Manual

273.17 Closed Circuit Television System Security

273.171 Scope

This section clarifies the use of closed circuit television (CCTV) in administrative and security applications. It does not affect the manner in which the Postal Inspection Service or OIG utilizes CCTV equipment for criminal investigations.

273.172 Policy

The Postal Service uses CCTV systems for the protection of its employees, mail, and postal assets, and to monitor automated mail flow operations. The purpose of CCTV systems is to provide visual verification in conjunction with intrusion detection devices or exit alarms and doors equipped with exit alarms or access control devices. CCTV systems are to function as

deterrents, and if a crime occurs in the monitored area, to record evidence of it. The administrative and security uses of CCTV systems are limited to the following:

- a. CCTV systems are installed to view parking lots, building exteriors, employee and visitor entrances, other access controlled entrances, emergency egress only, Post Office box areas, public access areas, and designated high-value locations, such as registry areas.
- b. CCTV systems are not installed to view work areas to evaluate the performance of employees.
- c. CCTV systems do not utilize “dummy” or nonfunctioning CCTV cameras.
- d. Security in the postal retail store.

273.173 Responsibility

The following units have these responsibilities:

- a. Postal Inspection Service — The inspector in charge of the division in which the facility is located is responsible for determining the need for, quantity, type, and location of CCTV systems and cameras as described in this section.

Lamont Brooks
Director
Clerk Division

From: Devendra Rathore <drathore@apwu.org>

Sent: Sunday, April 24, 2022 1:17 PM

To: Lamont Brooks <lbrooks@apwu.org>

Cc: Linda J. Turney <lturney@apwu.org>; James Stevenson <jstevenson@apwu.org>; Amy Puhalski <apuhalski@aol.com>; Sam Lisenbe <slisenbe@apwu.org>; Lynn Pallas-Barber <lpallas@apwu.org>

Subject: RE: Webcams in the Detroit District Area 8 facilities- APWU Notification on the Installation of Webcams

Will do.

Thanks,

DEVENDRA RATHORE “D”
NATIONAL BUSINESS AGENT
55 E. Jackson Boulevard, Suite 400
Chicago, IL 60604
312-986-8650 OFFICE
312-986-8749 FAX

From: Lamont Brooks <lbrooks@apwu.org>

Sent: Sunday, April 24, 2022 11:32 AM

To: Devendra Rathore <drathore@apwu.org>

Cc: Linda J. Turney <lturney@apwu.org>; James Stevenson <jstevenson@apwu.org>; Amy Puhalski <apuhalski@aol.com>; Sam Lisenbe <slisenbe@apwu.org>; Lynn Pallas-Barber <lpallas@apwu.org>

Subject: Re: Webcams in the Detroit District Area 8 facilities- APWU Notification on the Installation of Webcams

If the Postal Service will not agree to remove the cameras, as it is a violation of Section 273 of the ASM and other provisions of the CBA, please refer the case to Step 4, in accordance with Article 15.

Please read Article 15 to properly follow the process.

I gave you the interpretive issue that you would be sending to Step 4 in the first paragraph.

Can you call me to correct the exact issue prior to sending it to Step 4.

The arguments have been already articulated in the grievance for your review.

Lamont Brooks
Director
Clerk Division

Sent from my iPhone

"Please excuse any typos resulting from iPhone auto spell"

On Apr 24, 2022, at 11:54 AM, Devendra Rathore <drathore@apwu.org> wrote:

Good morning,

Do we have a National dispute on Webcams installed?

I just received one grievance from Grand Rapids at step 3.

Thank you,

DEVENDRA RATHORE "D"
NATIONAL BUSINESS AGENT
[55 E. Jackson Boulevard, Suite 400](mailto:drathore@apwu.org)
[Chicago, IL 60604](mailto:drathore@apwu.org)
312-986-8650 OFFICE
312-986-8749 FAX

From: Lamont Brooks <lbrooks@apwu.org>

Sent: Thursday, December 23, 2021 7:55 AM

To: James Stevenson <jstevenson@apwu.org>; Linda J. Turney <lturney@apwu.org>; Devendra Rathore <drathore@apwu.org>

Subject: Fwd: Webcams in the Detroit District Area 8 facilities- APWU Notification on the Installation of Webcams

FYI

Lamont Brooks

Director
Clerk Division

Sent from my iPhone

"Please excuse any typos resulting from iPhone auto spell"

Begin forwarded message:

From: Lamont Brooks <lbrooks@apwu.org>
Date: December 23, 2021 at 8:53:38 AM EST
To: kcombs@apwudetroit.org
Cc: Amy Puhalski <apuhalski@aol.com>, Roscoe Woods <apwusteward@hotmail.com>
Subject: Fwd: Webcams in the Detroit District Area 8 facilities- APWU Notification on the Installation of Webcams

You still have to file local grievances based on local fact circumstances as each situational application may be different.

Cite ASM 273 when applicable.

Ask for a removal of the webcams. cease and desist and that the webcams can't be used for the purpose of discipline, performance, and a make whole remedy.

Lamont Brooks
Director
Clerk Division

Sent from my iPhone

"Please excuse any typos resulting from iPhone auto spell"

Begin forwarded message:

From: Lamont Brooks <lbrooks@apwu.org>
Date: December 23, 2021 at 8:48:44 AM EST
To: Charlie Cash <CCash@apwu.org>, Vance Zimmerman <vzimmerman@apwu.org>
Subject: Fwd: Webcams in the Detroit District Area 8 facilities- APWU Notification on the Installation of Webcams

I need a case number to file an Article 15 dispute.

I copied you earlier this week on the actual notification letter.

I have no Secretary this week.

Thank you and Happy Holidays!

Lamont Brooks
Director
Clerk Division

Sent from my iPhone

"Please excuse any typos resulting from iPhone auto spell"

Begin forwarded message:

From: Lamont Brooks <lbrooks@apwu.org>
Date: December 18, 2021 at 11:49:35 AM EST
To: Keith Combs <combskeith24@gmail.com>
Cc: Mark Dimondstein <mdimondstein@apwu.org>, Vance Zimmerman <vzimmerman@apwu.org>, Charlie Cash <CCash@apwu.org>, Tony Friday <t13079@sbcglobal.net>, James Stevenson <jstevenson@apwu.org>, "Linda J. Turney" <lturney@apwu.org>, Devendra Rathore <drathore@apwu.org>, Lynn Pallas-Barber <lpallas@apwu.org>, Sam Lisenbe <slisenbe@apwu.org>, Roscoe Woods <apwusteward@hotmail.com>, Amy Puhalski <apuhalski@aol.com>
Subject: Re: Webcams in the Detroit District Area 8 facilities

We met with the Postal Service on this issue after I requested a meeting, based on the notification to the APWU.

This was a general interest notification and not an Article 19 notification, so we can still file a timely national dispute.

We need local documented specific information to support our dispute, to include witness, RFI, etc.

I took the position that this was a violation of Section 273 of the ASM. Please review the ASM when filing a local grievance,

We need the local fact circumstances as each location usage may differ.

The Inspection Service and the Postal Service took the position. the webcams are being used to track any possible delayed mail in the building and the yards, as was the case during the last holiday season.

Supervisors should be able to do this without webcams abs that should be one of your interview questions,

They also stated in writing they would not be used as any adverse action against the employees.

Please review the ASM 273 abs file the appropriate local grievance

Lamont Brooks
Director
Clerk Division

Sent from my iPhone

"Please excuse any typos resulting from iPhone auto spell"

On Dec 18, 2021, at 2:12 AM, Keith Combs <combskeith24@gmail.com> wrote:

Good morning,

I wanted to know what is the National APWU thoughts on these Webcams being installed in NDC'S and Stations/Branches?

My concern is if this is for peak will the Webcams go away after peak? Somehow, I don't think so.

Although, the letters regarding the DNDC'S did reach Local President's. I had no idea about the Webcams being installed at stations.

I would like to know if there was any talks between the parties at the National APWU/USPS Headquarters?

Respectfully

Keith Combs
President