

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY OF GRESHAM  
AND  
TEAMSTERS LOCAL 223**

**Background:** The City desires to establish security and accessibility enhancements to city-owned mobile devices, specifically smartphones and tablets, through a Mobile Device Management (MDM) system that is installed on City devices. The City notified the City's three unions on July 6, 2016 of its intent to implement the MDM system through installation of a mobile app. The Teamsters and the City met on August 16, 2016 to bargain the impact of this system installation. As a result of this bargaining, the parties agree to the following:

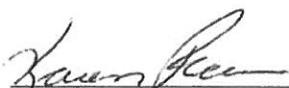
MDM is about establishing increased security and accessibility on mobile devices owned by the City. This security is similar to existing controls already in place on desktop PC's and laptop computers.

The MDM has several components including password protections, device locking, remote wiping of data, encryption technology, and virus detection. MDM also has app controls wherein installation of only pre-approved apps may be downloaded to a City device.

The MDM also contains a location reporting system that utilizes GPS technology. The parties agree to the following regarding the usage of the location reporting technology in MDM:

1. The primary intent of the location reporting is to locate a lost or stolen device.
2. The MDM location data can only be accessed by an MDM System Administrator, typically designated IT employees. Department manager(s) or supervisor(s) will not have direct access to location tracking and will not be able to access this data to monitor an employee's location.
3. The use of location tracking in real time will not be used for the purposes of tracking an employee's location, except that such data may be used in emergency situations such as locating a missing employee, emergency disaster situations, to locate a lost or stolen device, or pursuant to an investigation that meets the requirements of paragraph 5 below.
4. The use of past location data which may be collected and stored for up to three months may not be used as the sole basis to initiate a workplace investigation. The City may store past location data for more than three months pursuant to an investigation that meets the requirements of paragraph 5 below. Note there may be other situations where the City may store past location data for more than three months, including but not limited to pursuant to State record retention requirements or a tort claim notice where that information is relevant to a potential lawsuit.
5. The parties do agree that the MDM location data may be used as corroborating and/or exonerating evidence in a workplace investigation as long as the initiating basis for the investigation originates from a source other than the MDM location data.

For the City:

  
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Karen Pearson, HR Director

Date: 8-30-2016

For the Union:

  
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Clayton Barry, Secretary/Treasurer

Date: 8/30/16