

# **MEMORANDUM OF AGREEMENT**

**By and between**  
**THE CITY OF SEATTLE**  
**and**  
**SIGNATORY UNIONS**

## **CITY FLEET VEHICLE TELEMATICS**

### **BACKGROUND**

The City of Seattle will activate or install Vehicle Telematics (“VT”) systems on all City owned and/or operated vehicles and equipment to support best practices for municipal fleet management.

By executing this Memorandum of Agreement (“MOA”), the parties affirmatively acknowledge that they have fully met their bargaining obligations regarding implementation of Vehicle Telematics systems as described above, and the Parties agree to the terms detailed below. The City further affirms that, should it wish to make non-emergent substantive changes to the terms of this MOA, it will provide advanced notice to the signatory Unions and meet its bargaining obligation, if any.

### **TERMS AND CONDITIONS**

The Parties signatory to this Agreement agree to the following terms and conditions:

- 1) Data captured by VT systems allows the City to more effectively deploy field staff and crews, to obtain real time location data used to coordinate and direct employees’ work assignments and in the event of an accident or injury or theft, to allow for mapping and routing of employees for safety, accuracy, and efficiency, to improve field staff and crew productivity by improving the planning and scheduling of daily assignments, to schedule and deploy staff in emergency situations, to capture data for purposes of vehicle and equipment maintenance, department financial accounting practices, and capital improvement planning, and to enhance the overall efficiency and effectiveness of municipal services.
- 2) VT systems shall be installed and activated on all City fleet assets and every City owned/operated vehicles and equipment. This MOA does not cover City vehicles used solely and exclusively by employees of the Seattle Police Department, because those vehicles are not within the representational scope of the undersigned unions.
- 3) Data collected by the VT systems and used by the employer shall be relevant to the City’s operational functions.

- 4) The City agrees that the purpose of capturing VT data is not to monitor an individual employee's job performance on an ongoing, day-to-day basis, but for the reasons expressed above.
- 5) The City agrees not to use VT data as the sole basis for disciplining an employee whose position is represented by one of the signatory Unions. The City may rely on VT data in the course of an investigation or to confirm or disprove an allegation.
- 6) Should the City receive a Public Disclosure Request ("PDR") for VT data, the City shall provide notice to employee(s) who are specifically named.

FOR THE CITY



11/03/2025

Chase Munroe,  
Interim Director of Labor Relations

Date

SIGNATORY UNIONS

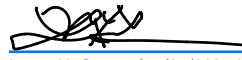


[Zachary Atkins \(11/16/2025 21:38:51 PST\)](#)

11/16/2025

Zachary Atkins, Business Rep.  
IU Painters and Allied Trades, DC#5  
(Coalition of City Unions)

Date



[Laura McGreevy \(11/05/2025 03:49:39 PST\)](#)

11/05/2025

Laura McGreevy, Business Rep.  
IATSE, Local 15  
(Coalition of City Unions)

Date



[Matthew J Edgerton \(11/14/2025 10:09:24 PST\)](#)

11/14/2025

Matt Edgerton, Union Rep.  
PROTEC17  
(Coalition of City Unions)

Date

Steven Pray 11/04/2025  
Steven Pray (11/04/2025 16:11:23 PST)

Steven Pray, Union Rep. Date  
PROTEC17  
(Coalition of City Unions)

Jasmyne Sims 11/05/2025  
Jasmyne Sims (11/05/2025 09:52:19 PST)

Jasmyne Sims, Union Rep. Date  
PROTEC17  
(Coalition of City Unions)

Jason Canfield 11/06/2025  
Jason Canfield (11/06/2025 10:00:24 PST)

Jason Canfield, Staff Rep. Date  
WSCCCE Local 21, 21C, 21Z  
(Coalition of City Unions)

Suzette Dickerson 11/04/2025  
Suzette Dickerson (11/04/2025 14:40:43 PST)

Suzette Dickerson, Staff Rep. Date  
WSCCCE Local 21SP  
(Coalition of City Unions)

James Trefry 11/06/2025

James Trefry, General Council Date  
WSCCCE Local 21PA  
(Coalition of City Unions)

Gillian Burlingham 11/03/2025  
Gillian Burlingham (11/03/2025 09:29:46 PST)

Gillian Burlingham, Business Rep. Date  
IBEW Local 46  
(Coalition of City Unions)

Kal Rhode 10/31/2025  
Kal Rhode (10/31/2025 14:37:51 PDT)

Kal Rhode, Business Rep. Date  
Sheet Metal Workers, Local 66  
(Coalition of City Unions)

Richie Browning 11/04/2025

Richie Browning, Bus. Mgr/Sec. Treas. Date  
Boilermakers Union, Local 104  
(Coalition of City Unions)

Robert W Hodge 11/05/2025  
Robert W Hodge (11/05/2025 10:42:36 PST)

Rob Hodge, Asst Bus. Mgr / Org. Date  
Boilermakers Union, Local 104  
(Coalition of City Unions)

Shannon Sanchez 11/04/2025

Shannon Sanchez, Union Rep. Date  
Teamsters, Local 117  
JCC, Adm. & Evid. Warehouser  
(Coalition of City Unions)

Paul Dascher 11/04/2025

Paul Dascher, Secretary-Treasurer Date  
Teamsters, Local 117  
(Coalition of City Unions)

Shane Olsen 11/04/2025  
Shane Olsen (11/04/2025 13:34:47 PST)

Shane Olsen, Business Agent Date  
Laborers Local Union 242  
(Coalition of City Unions)

Kathy Wilkens 11/05/2025  
Kathy Wilkens (11/05/2025 09:58:58 PST)

Kathy Wilkens, Business Agent Date  
Laborers Local Union 242  
JCC Sec Officers, JCC Laborers & Rec Unit  
(Coalition of City Unions)

Beth Bergeon  
Beth Bergeon (11/06/2025 10:03:49 PST) 11/06/2025

Beth Bergeon, Business Rep. Date  
IAMAW, Dist. Lodge 160, Local 289  
(Coalition of City Unions)

Mary Adelina Keefe  
Mary Adelina Keefe (11/02/2025 13:45:03 PST) 11/02/2025

Mary Keefe, Sr. Business Agent Date  
Teamsters, Local 763  
JCC, Muni Court & MC Supervisors  
(Coalition of City Unions)

Christopher Simmons, Reg. Director Date  
Inlandboatmen's Union of the Pacific  
(Coalition of City Unions)

Gabe Schoenfelder 11/03/2025  
Gabe Schoenfelder (11/03/2025 09:34:46 PST)

Gabe Schoenfelder, Field Rep. Date  
IUOE, Local 302  
(Coalition of City Unions)

Chad Baker 10/31/2025  
Chad Baker (10/31/2025 15:03:16 PDT)

Chad Baker, Secretary-Treasurer Date  
Teamsters, Local 763  
(Coalition of City Unions)

Antonio Acosta 11/08/2025  
Antonio Acosta (11/08/2025 18:27:50 MST)

Antonio Acosta, Regional Manager Date  
WS Regional Council of Carpenter  
(Coalition of City Unions)

Nathan Conder 11/06/2025  
Nathan Conder (11/06/2025 15:18:01 PST)

Nathan Conder, President Date  
Seattle Municipal Court Marshals' Guild  
(Coalition of City Unions)

Jennifer C Clayton 11/04/2025  
Jennifer C Clayton (11/04/2025 12:28:37 PST)

Jennifer Clayton, President Date  
Seattle Dispatchers' Guild  
(Coalition of City Unions)