

ARTICLE 20 - SAFETY CONDITIONS OF EMPLOYMENT

20.1 Employees shall not be required to perform tasks in facilities that endanger anyone's life, safety, and/or welfare unless deemed an emergency as defined in Article 10.

20.2 No employees shall be in any way discriminated against as a result of reporting any condition believed to be in violation of Article 20.1. Upon notification, the District shall investigate and determine if there is a correction needed.

20.3 **SAFETY REQUIREMENTS**

The District and unit members shall conform to and comply with health, safety, and sanitation requirements imposed by Board of Education policy, state or federal laws, orders, and regulations, and local departments of public health.

20.4 **INJURY & ILLNESS PREVENTION POLICY**

The District is committed to providing a safe and healthful workplace for all of its employees and to providing a safe and healthful facility for students and school site visitors. The state-mandated Injury and Illness Prevention Program (IIPP) addresses responsibility, communication, compliance, hazard assessment, accident/exposure investigation, hazard correction, training and instruction, and record keeping with regard to workplace safety and wellness.

The intent of this program is to prevent and/or minimize the probability of injuries and illnesses to workers, students and visitors, and to comply with applicable State, Federal and local health and safety codes, standards and regulations. To increase the efficacy of the IIPP, all employee groups shall be involved in its ongoing development and annual update, in identifying specific workplace hazards, correcting those hazards, and shall receive regular and effective training.

20.5 **EMERGENCY SAFETY PROCEDURES**

20.5.1 In the case of fire, flood, epidemic, earthquake, or other natural or human-caused disaster, the District and CSEA will meet to negotiate as soon as possible. The demand to bargain will not interfere with the superintendent's ability to make decisions in an emergency.

20.5.2 The District shall provide, at minimum, one informal update per day to the Chapter President and Labor Relations Representative during such an emergency until it is mutually agreed that the situation does not warrant daily communication.

20.5.3 In the event any District facility is closed, or any District operations are curtailed due to any of the events in 20.6.1 , unit members will not suffer any loss of pay or benefits relative to their regular schedules for the period of closure or curtailment unless otherwise negotiated.

20.6 INFECTIOUS DISEASE PREVENTION

20.6.1 Personal protective equipment shall be made readily available to bargaining unit members as soon as is possible and within reason for the safety crisis.

20.7 SAFETY COMMITTEE

A District Safety Committee has been established which includes representation from management and all employee groups. The Committee shall include at least three (3) members appointed by CSEA. The Committee is responsible for determining the minimum number of attendees to have a quorum.

Safety Committee members who willfully neglect their duties or repeatedly fail to attend meetings may be subject to dismissal from the Committee. The Safety Committee will ensure that at least the following are met:

20.7.1 The Committee may meet monthly, but no less than three ~~four~~ times a year. The first meeting shall occur before September 30. A schedule shall be established for school year meetings during the first meeting. The program coordinator shall be the Director of Student Services or their designee and shall be responsible for scheduling the first meeting.

20.7.2 Minutes or written records are prepared for each meeting showing the safety and health issues discussed. These records shall be made available to bargaining unit members through the use of postings, newsletters or other appropriate written materials. Records of the meetings will be kept on file with the program coordinator for at least three years.

20.7.3 The program coordinator shall furnish a summary of safety issue reports collected via We Tip to the Safety Committee.

20.7.4 Minutes or records of Safety Committee meetings will be made available to the California Division of Industrial Safety should they be requested.

20.7.5 The Committee will review the results of all periodic scheduled workplace inspections.

- 20.7.6 The Committee will review reports of investigations of occupational accidents and causes of any incidents resulting in injury, illness or exposure to hazardous substances. The Committee will submit suggestions to management for the prevention of future incidents.
- 20.7.7 The Committee will review investigations of alleged hazardous conditions brought to the attention of any Committee member.
- 20.7.8 When deemed necessary by the Committee, it will conduct its own inspection and/or investigation to assist in remedial solutions for hazardous conditions made known to any Committee member.
- 20.7.9 Submit recommendations to assist in the evaluation of employee safety suggestions.
- 20.7.10 Communicate with the California State Division of Industrial Safety when requested by the Division to verify abatement action taken by the District pursuant to Division citations.
- 20.7.11 Employees selected for membership on the Safety Committee shall be informed that they or the Committee will not be held liable for any action or omission in connection with the Safety Committee.