

Q # 25
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ARTICLE 15 – SAFETY AND HEALTH

15.1 – General

The Public Employer agrees that it will conform to and comply with laws as to safety, health, sanitation and working conditions properly required by Federal, State and Law. The Public Employer and the Union will cooperate in the continuing objective of eliminating safety hazards due to unsafe working conditions and inadequate restroom facilities where they are shown to exist.

15.2 – Protective Devices

Protective devices, wearing apparel and other equipment necessary to protect employees from injury or occupational disease shall be provided by the Public Employer in accordance with established safety practices. Such practices may be improved from time to time by the Public Employer upon recommendations from the Public Employer's in-house safety representatives. The Union may submit safety recommendations from time to time. Such protective devices, apparel and equipment, when provided, must be used and the Union agrees that neglect and failure by an employee to obey safety regulations and to use safety devices, shall be just cause for disciplinary action.

15.3 – Safety Committee

- (a) There shall be a Safety Committee made up of one (1) bargaining unit employee selected by the Union, one (1) bargaining unit employee selected by the Director and the Safety and Training Coordinator, or his designee, who shall be the Chairperson.
- (b) The Committee shall meet quarterly upon call by the Chairperson. The CUS shall advise the Director if the quarterly meeting has not been scheduled.
- (c) The Committee will:
 - (1) Perform duties as determined by the Chairperson.
 - (2) Conduct periodic safety surveys.
 - (3) Assist the Chairperson in preparing the agenda for periodic safety meetings with all employees in each of the four (4) geographical areas where the County employs bargaining unit employees.
 - (4) Attend periodic safety meetings conducted in accordance with sub (3) above.
 - (5) Make recommendations to the Director for improving safety practices.

15.4 – Facilities

Clean and adequate restroom facilities, which may include showers, shall be provided at the discretion of the Employer should the Safety Committee bring such matters to the attention of the Public Employer via a recommendation. Adequate meaning the facilities shall comply with County code.

15.5 – Unsafe Equipment

No employee shall be directed to operate unsafe equipment on which an equipment service form has been turned in to the Fleet Supervisor or to perform an unsafe act. Determinations as to whether or not a piece of equipment, shall be made by the employee's immediate supervisor, but, upon request by the employee, shall be subject to review by the Fleet Supervisor. No disciplinary action will be taken against an employee who has refused to operate unsafe equipment as determined by the Fleet Supervisor.

15.6 – First Aid Kits

The Public Employer agrees to provide first aid kits to be accessible to employees. The Public Employer agrees to provide transportation for employees to medical facilities if an injury on the job requires such transporting.

15.7 – Safety Committee – Suggestions

All employees shall be made aware of the names of the members of the Safety Committee. Employees submit suggestions to the Safety Committee which shall consider the same. The Safety Committee may recommend to the Director some course of action as a result of the employee's suggestion. In any event, the employee shall be informed of the action taken by the Safety Committee.

15.8 – Pay for Safety Committee Members

Each Bargaining Unit member of the Safety Committee shall be afforded time off from regular duty without loss of pay or charge to leave, for the purpose of performing the duties required in this article.

15.9 – Reporting Unsafe Conditions

All employees are required to report observed unsafe conditions to their immediate supervisor and/or the Safety Committee.

15.10 – Drug and Alcohol Testing

The Union does not condone the use of illegal drugs, performance enhancing drugs, or alcohol at any time.

- (a) Bargaining unit employees are bound by the provisions of Drug and Alcohol Testing Policy (BCC Policy CURRENT – Appendix A) and that policy is incorporated herein by reference.
- (b) Any amendment to this policy will be subject to negotiation. Should the County at any time determine that there is a need to amend this policy, the Union agrees to reopen this Article and negotiate such agreement.
- (c) Any charge pertaining to a violation of the terms of the Drug and Alcohol Testing Policy shall be subject to the grievance procedure of Article 8. The employee's time for filing a

grievance shall begin to run from the date notification of a violation is received from the County.