TA: _____ (date)
_____ _____ (initials)

ARTICLE 23: SAFETY CONDITIONS

23.1 **COMPLIANCE.** The DISTRICT shall comply with all applicable Federal and State laws and/or regulations, DISTRICT policies and procedures regarding safety and health matters, and shall provide safe working conditions. The DISTRICT and unit members shall comply with applicable Federal and State laws and/or regulations, DISTRICT policies and procedures, and recognize their respective rights and obligations regarding safety and health matters in the conduct of DISTRICT business.

23.2 ~~**UNSAFE/UNSANITARY CONDITION.** Unit members shall notify their supervisor in writing concerning an unsafe or unsanitary condition in the DISTRICT directly affecting their physical welfare. The supervisor shall acknowledge receipt of the written condition by initialing and dating the original request. Such initials acknowledge receipt only. Their supervisor shall investigate said reported unsafe or unsanitary condition and shall notify the unit member of any findings and suggested corrective action within five (5) working days of the receipt of the written request.~~ **REPORTING SAFETY AND HEALTH MATTERS.** Unit members are required to promptly report alleged violations of Federal and State laws and/or regulations, and DISTRICT policies and procedures regarding safety and health to their immediate supervisor. Unit members are also encouraged to provide feedback to management regarding identified omissions, recommend necessary modifications, and report safety and health concerns to the Safety Committee. Nothing herein shall preclude a unit member from contacting any other entity with the jurisdiction or authority to investigate or address an alleged safety or health violation.

NO RETALIATION: No unit member shall be in any way retaliated against as a result of reporting any condition believed to be a violation of good safety or health practices. Refer to the Department's Anti-Retaliation policy (click here for policy).

23.3 **SAFETY COMMITTEE.** ~~The DISTRICT shall allow for unit member representation on any committee appointed by the DISTRICT for the purpose of investigating, developing and promulgating safety programs which significantly affect unit members.~~ The Safety Committee shall include at least one (1) member appointed by the ASSOCIATION. This committee shall review health, safety, sanitation and working conditions. This committee should meet regularly, but not less than quarterly, and as needed to make recommendations to the DISTRICT concerning improvements in health, safety, and working conditions.

23.4 **TRAINING.** The DISTRICT shall provide all necessary and appropriate training to meet

and fulfill the requirements set forth by all applicable laws and/or regulations and to enable unit members to perform their assigned duties safely. The ASSOCIATION acknowledges that attendance at and completion of any such training shall be mandatory for its unit members. In addition, the DISTRICT shall provide training in safety, emergency response, and first aid.

~~23.5 **SERGEANTS ON DUTY.** To promote safe operations, effective supervision, and accountability, the DISTRICT shall ensure that a sworn supervisor at the rank of Sergeant (SGT) is assigned and on duty for all regularly scheduled shifts.~~

~~The Department shall maintain a minimum of one (1) on-duty Sergeant per shift, excluding overtime-only shifts.~~

~~21.2 Minimum staffing shall include:~~

~~22.1 One (1) Sergeant assigned to each front-half and back-half day shift~~

~~22.2 One (1) Sergeant assigned to each front-half and back-half night shift~~

~~23.4 **OFFICER IN CHARGE/WATCH COMMANDER ASSIGNMENT.** An Officer assigned as the Officer in Charge or Watch Commander shall receive the applicable pay bump/premium of 5% for performing those supervisory responsibilities.~~

~~23.5 **PHYSICAL FITNESS INCENTIVE.** The Department shall establish an optional physical fitness incentive program.~~

~~Eligible employees may participate in the program once or twice per year.~~

~~Employees who participate in the program shall receive either:~~

~~• A physical fitness incentive (modified PAT) of $510 for each passing test (Total of $1,020 for the year); or~~
~~• A stipend for gym membership of $1,020 for the year).~~