

ARTICLE 19 - SAFETY

19.1 The District and Association agree to abide by the Occupational Safety and Health Act Standards, OSHA.

19.2 It is the responsibility of all unit members to report unsafe conditions to their supervisor immediately.

19.3 Bargaining unit members regularly assigned to maintenance, grounds, food services, custodial services and the warehouse, and are exposed through the course of their employment to the possibility of foot injury, shall be required to wear safety shoes which meet California Occupational Safety and Health Act Regulations. This provision shall apply specifically to the following classifications:

- 1. Mechanic
- 2. Maintenance Worker
- 3. Warehouse/Delivery Person
- 4. Grounds Maintenance Worker
- 5. Custodian
- 6. Food Services Employees

This section shall also apply to such other classifications as the District and the Association may concur.

19.4 Each fiscal year, the District shall provide safety shoes or reimburse unit members for the purchase of safety shoes up to the amounts list below. Proof of purchase must be provided before reimbursement will be made.

- | | |
|-------------------------------|-------|
| 1. Mechanic | \$300 |
| 2. Maintenance Worker | \$300 |
| 3. Warehouse/Deliver Person | \$300 |
| 4. Grounds Maintenance Worker | \$300 |
| 5. Operations Lead | \$300 |
| 6. Custodian | \$150 |
| 7. Food Services Employees | \$150 |

19.5 Unit members shall purchase or have their safety shoes replaced at least once each year.

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This section shall also apply to such other classifications as the District and the Association may concur.

19.4 The District shall provide safety shoes or reimburse unit members for the purchase of safety shoes for an amount not to exceed \$150 per fiscal year. Proof of purchase must be provided before reimbursement will be made.

19.5 Unit members shall have their safety shoes replaced at least once each year.