

## ARTICLE 23

### HEALTH AND SAFETY

- 23.1 The CSU recognizes the importance of procedures and policies for the protection of health and safety of employees and shall endeavor to maintain such conditions conducive to the health and safety of the employees.
- 23.2 In the event of earthquake, other natural disasters, or a state of emergency declared by a President, the CSU shall endeavor to take necessary health and safety measures as required. At an appropriate time, the CSU agrees to meet with the Union to review such measures taken during an earthquake or other natural disaster.
- 23.3 Safety equipment and protective safety clothing shall be provided and maintained, when it is deemed necessary by the President to maintain safe and healthful conditions. Such equipment and clothing shall include, but shall not be limited to, safety glasses, ear plugs or other ear coverings, lab coats, smocks, particulate masks, respirators, and steel-toed boots and other protective footwear.
- 23.4 An employee shall endeavor to maintain safe working conditions and shall adhere to CSU established safety rules, regulations, and practices.
- 23.5 An employee who observes or detects any safety hazard shall report it first to their immediate supervisor or Appropriate Administrator as soon as possible, and may report it to the Environmental Health and Safety Officer.
- 23.6 Recommendations and suggestions regarding safety presented by an employee or the Union shall be considered. When such recommendations and suggestions are submitted to the Appropriate Administrator and/or to the Environmental Health and Safety Officer in writing, the party making the recommendations and/or suggestions shall receive a response in writing giving the disposition of such a recommendation or suggestion.
- 23.7 When an employee in good faith believes that the employee is being required to work under unhealthy or unsafe conditions or without adequate safety equipment and clothing, the employee shall notify the Appropriate Administrator. The Appropriate Administrator shall investigate as soon as possible the alleged unhealthy or unsafe conditions, notify the Environmental Health and Safety Officer where appropriate, and shall immediately communicate with the employee as to the results of such an investigation and, if deemed necessary, the steps that shall be taken to correct the condition.
- If the unhealthy or unsafe condition is an imminent hazard, as defined by CAL/OSHA, in which there is a reasonable certainty that a hazardous condition could be expected to cause death or serious physical harm, the Appropriate Administrator shall respond as soon as possible.
- 23.8 An employee may request a temporary reassignment when the employee believes in good faith that their present assignment presents a clear danger to their health and safety. The Appropriate Administrator shall promptly respond to such a

request. Such a request shall not be unreasonably denied during the preliminary aspect of any investigation. If such an unsafe or unhealthy condition is found during such an investigation, the temporary reassignment shall continue until a remedy is implemented. If, after the remedy is implemented, the employee still believes the unsafe or unhealthy condition exists, the employee may contact the Environmental Health and Safety Officer. The Environmental Health and Safety Officer shall respond to the employee as soon as possible.

- 23.9 There shall be a campus-wide health and safety committee on each campus. One campus employee from each of the bargaining units shall be designated by CSUEU to represent the safety interests of employees in these bargaining units. The names of these individuals shall be provided in writing to the President. Such representation shall be by membership on the existing campus-wide safety committee. Such a representative may submit agenda items related to health and safety. This provision shall not preclude other bargaining unit employees from serving on the campus-wide safety committee when appointed by means other than those provided in this provision.
- 23.10 There shall be a campus Plant Operations Safety Committee which shall meet at regularly scheduled times during normal business hours. A reasonable number of employee representatives appointed by the Union shall serve as committee members. This provision shall not preclude other CSUEU bargaining unit employees from serving on the Plant Operations Safety Committee when appointed by means other than those provided in this provision. Committee members may place items related to health and safety on the agenda for such committee meetings. Recommendations and suggestions regarding safety as submitted in accordance with Provision 23.6 are appropriate as an agenda item for such committee meetings.
- 23.11 Upon the Union's written request, the Employer shall furnish within the requirement of the law all relevant and necessary health and safety documents in its possession. Where available, other similar information, such as an Injury and Illness Prevention Program, shall be provided to the Union or an employee, upon written request and within the requirements of the law.
- 23.12 New employees shall be provided safety training within sixty (60) days of employment. As deemed necessary by the President and/or required by Cal-OSHA regulations or final determinations, the CSU shall provide safety training and instruction to minimize illness or injury to employees.