

ARTICLE XIX: SAFETY

- 19.1 **College District Compliance** - The College District shall conform to and comply with all health, safety and sanitation requirements imposed by local, state, and federal regulations, as well as the College District's Safety Policy.
- 19.2 Any conditions on the job considered to be unsafe or potentially unsafe by an employee, shall be reported immediately to the employee's immediate supervisor and may be reported to the Maintenance, Facilities, Health & Safety Coordinator pursuant to the College District's Maintenance Work Request process. A Bargaining Unit Member may decline to perform a task that they deem to be hazardous until such time that the task has been reviewed by the Environmental, Health & Safety Coordinator. Time permitting the employee may request a CSEA representative to accompany the Environmental, Health & Safety Coordinator in their review. No employee shall be in any way unlawfully discriminated against as a result of reporting an unsafe or potentially unsafe job condition.
- 19.3 When safety clothing, shoes, or equipment is reasonably required by the employee's duties, and supplied by the College District, such clothing, shoes, or equipment shall be worn when appropriate or when directed by the cognizant supervisor. The determination of whether it is reasonably required will be at the discretion of the cognizant supervisor, subject to any applicable restrictions or regulations imposed by law or policy.