

ARTICLE 16

SAFETY CONDITIONS OF EMPLOYMENT

- A. The unit member shall immediately notify his/her site supervisor of any abuse, assault, battery, or any threat of force or violence directed toward the unit member at any time or place which is related to school activity or school attendance. The unit member shall submit a written incident report as soon as reasonably possible to their supervisor. (Sutter County Schools Student Incident Report and/or Employee Injury/Incident Report)

Immediate steps shall be taken by the site supervisor to investigate the incident.

The site supervisor shall, within five (5) working days of the notification, reply to the unit member in writing as to his/her view of the incident and as to any action taken or initiated concerning the incident.

- B. A unit member shall be provided coverage under the terms and conditions of Workers' Compensation program and illness leave provisions of this contract for any injury or illness arising out of or in the course of his/her employment.

- C. Occupational Safety:

The Sutter County Superintendent of Schools Office (SCSOS) shall make every effort to comply with all health, safety, and sanitation requirements imposed by state or federal law regulations adopted under state or federal law.

1. Any unit member having witnessed a suspected unsafe working condition shall immediately notify his/her site supervisor in writing and will submit a copy to the Human Resources. (Report of Unsafe Condition or Hazard)
2. Immediate steps shall be taken by the site supervisor to investigate the suspected unsafe condition. The site supervisor shall, within, five (5) working days of the notification, reply to the unit member in writing as to his/her view of the suspected condition and as to any action taken or initiated concerning the suspected condition. All unsafe conditions shall be corrected.

D. No Discrimination: No unit member shall be in any way discriminated against as a result of reporting any condition believed to be a violation of health, safety, and sanitation requirements imposed by state or federal law or regulations adopted under state or federal law.

E. Personal Protective Equipment (PPE):

Should the employment duties of a unit member in the bargaining unit reasonably require use of any equipment or apparatus to insure the safety of the unit member or others, SCSOS agrees to furnish such equipment or gear, or to reimburse the unit member for the full cost of procuring such.

1. Custodial, Maintenance and Food Service staff shall be reimbursed up to two hundred dollars (\$200.00) annually for the purchase of safety boots and/or shoes, including but not limited to, steel toe boots and/or non-skid boots and shoes. Prior to reimbursement, all purchases must be authorized by the unit member's immediate supervisor for compliance with safety standards.
2. Para-educators shall be provided supplies and materials necessary to implement standard universal precautions utilized when unit members encounter biological material.
3. All CSEA unit members are prohibited from cell phone usage while transporting students. In the case of an emergency, the unit member shall park the vehicle in a safe location prior to using a cell phone.