

Sample Emergency Preparedness Contract Language

California School Employees Association Santa Monica Community College District Chapter

ARTICLE #5: Safety Conditions of Employment

5.1 The District and the exclusive representative shall cooperate in the objective of eliminating accidents and health hazards under State and Federal law. The District, exclusive representative, and members of the bargaining unit recognize their obligations and/or rights under existing federal and state laws with respect to safety and health matters. Members of the bargaining unit are encouraged to report alleged violations of such State and Federal law to the safety and health committee and will not be retaliated against by the District for reporting any such concerns. A claim of retaliation under this section shall be subject to the grievance procedure but shall not be subject to the arbitration provision set for in Article 10, Section 10.2.6.

5.2 The District shall maintain a safety and health committee and an emergency preparedness committee. The exclusive representative shall have the right to appoint a total of four representatives from the bargaining unit to the safety and health committee and two representatives to the emergency preparedness committee. The safety and health committee and the emergency preparedness committee shall hold regular meetings and may issue such reports as deemed necessary by the respective committee.

5.3 The safety and health committee shall advise and recommend to the District improvements and/or maintenance of the safety and health conditions for members of the bargaining unit. The safety and health committee shall meet at least six times each year. Minutes of all meetings and reports issued from these committees shall be distributed to committee representatives and the CSEA President. In addition, a notebook of all such minutes and reports shall be maintained in the Office of the Risk Manager and shall be available for inspection to all who request to see them.

5.4 The District shall provide appropriate safety guidelines for those employees who handle toxic materials, which are used on campus.

5.5 The District shall provide all necessary and appropriate training in order to meet and fulfill the requirements set forth by all applicable laws and shall provide employees with required safety equipment. CSEA acknowledges that attendance at any such training shall be mandatory for its members. In addition, the District shall provide training in safety and- emergency response and first aid.

5.6 The District will conduct at least one evacuation drill each fiscal year. Such evacuation drill shall be conducted between the hours of 7 a.m. and 10 p.m. during the business work week (Monday through Friday.)

5.7 The parties agree that the safety and health committee is advisory in nature and may make recommendations to the appropriate district administrator regarding any unsafe practices, which are identified by the safety and health committee. If, after safety and health committee review, the safety and health committee submits to the District. Written concerns regarding safety or health issues, the District shall respond in writing within ten working days regarding the concerns of the committee.

5.8 Unit members who are members of the safety and health committee or the emergency preparedness committee shall be permitted to attend such committee meetings during their regular duty hours without loss of compensation. Unit members shall also be granted released time to prepare for safety and health or emergency preparedness committee meetings in accordance with Article 16.

5.9 If the District Superintendent/President or his/her designee orders the campus evacuated or any part thereof evacuated in response to an emergency, unit members shall not suffer a loss of pay during the period of such evacuation but shall remain available for immediate return to work after clearance for return to the work station for the remainder of their work shifts.

Long Beach Community College Council of Classified Employees

ARTICLE XXI HEALTH AND SAFETY

- A. Health and Safety Commitment:** The District agrees to provide a safe and healthy work place for all employees.
- B. Emergency Preparedness and Safety Advisory Committee:** The District Emergency Preparedness and Safety Advisory Committee will be composed of representatives of District constituent groups, including two (2) members appointed by LBCCE (one from each college campus). LBCCE representatives shall be granted release time to serve on the Committee.
- C. Reporting of Unsafe Conditions and Accidents:**
 - 1. All employees have a responsibility to advise the District of any condition which reasonable person would consider unsafe. In the event of the absence of the immediate supervisor, the employee will report such observations to the appropriate manager.
 - 2. Employees shall not be discriminated against, nor shall they experience any repercussions as a result of reporting unsafe conditions.

3. LBCCE may make such reports on behalf of an employee or group of employees.
 4. Employees shall immediately report all accidents to their supervisors.
- D. Facilities Declared Unsafe In the event a facility is declared to be unsafe or unhealthy by the District or other legal authority; employees will be temporarily reassigned or be released from duty and without loss of compensation.
 - E. Corrective Action The District shall promptly investigate and correct any workplace condition that is not safer healthy within thirty (30) calendar days from the time the condition is verified by the District Facilities Office. This requirement shall be waived when situations beyond the control of the District prevent corrective action within that period.
 - F. Emergency Procedure Situations not covered by the above and deemed to be of an imminent danger or destructive nature shall be reported to the College Police Department or when appropriate, the off-site. The District shall provide employees assigned to off campus locations with notice of the location of the off-site administrator, if any, for his/her work site.
 - G. Safety Equipment and Materials Safety equipment and/or materials required by the District shall be provided to employees. The District shall provide training in the use of the safety equipment and/or materials required in the performance of the assigned duties and responsibilities.
 - H. Employee Training The District will provide the opportunity for first aid and/or CPR training for all employees whose job description requires the employee to maintain first aid and/or CPR certification.
 - I. Industrial Injury or Illness Leave If an employee is injured or becomes ill resulting from an unsafe work condition, the employee will be eligible to apply for Industrial Injury and Illness Leave in accordance with the provisions of Article XIII.B.2.

Coast Community College Federation of Educators

Section 5.17. Committee Appointments. The Federation shall appoint one representative to the College/District Planning and Budget Committees, Environmental Health, Safety and Disaster Preparedness Committee, District Enrollment Management Task Force, District Wellness Committee, High Technology Committees, and International Education n Committee. The Federation shall appoint one representative to College/District Search Committees for the positions of District Chancellor, Vice-chancellors, and College Presidents.

Miracosta College Academic Associate Faculty (NonCredit Faculty)

ARTICLE 2. RIGHTS OF THE ASSOCIATION

2.5 In the interest of collegial governance, bargaining unit members may be appointed (without compensation) by MCCAAP to serve as its representative on the following District standing committees:

- Equal employment/Title IX Advisory Committee
- Awards and Scholarships Committee
- Commencement Committee
- **Emergency Preparedness**
- Fringe Benefits Committee (a new subcommittee will be formed to deal with benefits as they related to associate faculty members)
- International Education Committee
- Investment Oversight Committee
- Matriculation Committee
- Budgeting and Planning Committee
- Traffic/parking Committee

Polk Education Association ARTICLE VI - TEACHING CONDITIONS

6.6 Safe and Healthy Working Environment: The Superintendent shall be responsible for determining unsafe and hazardous conditions under which teachers shall not be required to work. In the event of a-bomb threat or fire, teachers shall evacuate the building with their students and shall not be required to turn to the building until the building has been determined safe to use according to the provisions of the School Board adopted Polk County Public Schools Disaster and Emergency Preparedness Plan.

Copy of this and the school's safety plan will be included in the school's Teacher Handbook and will be reviewed annually, before the start of classes, by the faculty and staff. The Superintendent shall be responsible for determining that teachers are working in safe and non-health threatening environments. To that end the Board shall:

6.6-1 The Board shall provide and require the use of necessary safety equipment to comply with the State Board of Education regulations concerning teachers assigned subject areas where the teacher is subjected to inordinate safety or health hazards. Provide each middle school and high school science teacher a copy of the most recent edition of the Polk County Schools Laboratory Safety Standards and Hygiene Plan.

6.6-2 Maintain heating and air conditioning equipment, where available, to provide comfortable and healthy environment when school is in session except in emergency situations.

6.6-3 Provide parking areas and walkways, which are hazard free and appropriately lighted for nighttime activities. Where unsafe conditions exist the teacher(s) affected shall notify the school's Safety, Maintenance, and Non-Instructional Duties Committee so that corrective action may be taken.

6.6-4 Provide custodial service to maintain classrooms and other learning areas in a clean and healthy condition. This determination shall be the responsibility of the principal or immediate supervisor. Bug spraying should be conducted after school hours. Teachers shall be informed at least two days in advance of such activity. (Bug spraying, painting, major maintenance projects, etc.). This provision shall not apply to emergency situations.

6.7 School Based Committees: In order to provide an efficient school operation and climate of collaboration certain school-based committees shall be established to include, but not limited to the following list of committees.

6.7-2 Safety, Maintenance and Non-Instructional Duties Committee.

Duties: **1)** Develop and recommend a school safety plan; **2)** Review and support the Polk County Public Schools disaster and Emergency Preparedness Plan. **3)** Annually survey the school facility, staff and faculty to identify maintenance needs. Provide regular input on the maintenance of buildings, grounds, parking areas and heating and air conditioning systems. Make recommendations to the principal. **4)** Survey non-instructional duty needs and make recommendations appropriate within the organizational framework and without adversely affecting the educational process and student control.

Membership: Consideration should be given to the inclusion of: the designated Health contact, the designated safety contact, a member of the food service and custodial staff, a representative from the science department if a middle or high school and a guidance counselor as appropriate.

Newport-MESA Federation of Teachers

Article #5. Safety Conditions and Educational Environment

5.6 Disaster Preparedness

5.6.1 Each site shall have a Safety Coordinator selected by the site administrator from among volunteers. The Safety Coordinator shall receive compensation in an amount equal to 2.2 Role and Recompense Units (Appendix B5).

5.6.2 The duties of the Safety Coordinator shall include working with the site administrator and faculty to insure implementation of the District Disaster Preparedness Master Plan.

Minneapolis Federation of Teachers
ARTICLE XII. WORKING CONDITIONS

Air quality, lighting, noise level, safety and security and other environmental factors may greatly impact the performance of some students and staff in a school or other work location. The District has statutory obligations to maintain a safe working environment. Both the District and the Minneapolis Federation of Teachers are committed to continuing to work together to assess and develop the quality of school another work environments so that students and staff may achieve their best performance.

The Minneapolis Federation of Teachers and the District have obligations under the Americans with Disabilities Act (ADA) to consider accommodation requests from disabled employees and make reasonable accommodation according to the statute.

Environmental issues are becoming an increasing concern for the health and safety of students and staff. An environment as free as possible of fragrances such as strong cleaning agents, perfumes, cologne, or scented lotions would be appreciated by those affected. While personal choice in the matter of scent disrespected, the increasing number of students and staff who have an adverse reaction to these chemicals in their environment is growing. Cleaning agents, perfumes, colognes, scented lotions, and hair sprays can cause symptoms including breathing problems, lethargy/depression, headaches, irritability, hyperactivity, muscle aches. These reactions are not simply aversion or discomfort but are medical in nature and can cause loss of time at school or can even result in life-threatening situations. Compliance is voluntary in this matter.

Section A. Environmental Health and Safety.

1. Joint Committee: The Minneapolis Federation of Teachers and the District shall establish a joint committee consisting of members of the Minneapolis Federation of Teachers Environmental Health and Safety Committee and representatives from the District's Office of Environmental Health and Safety, Facilities, Office of Equity and Diversity, Office of Safety and Security, Division of Human Resources, another groups the committee deems appropriate.

The committee shall meet a minimum of three times per year and thereafter as needed. The purpose of the committee shall be to cooperatively review statistics of reported complaints and corrective actions taken by the District and solves problems involving but not limited to:

- Accident and injury reduction
- Asbestos
- Blood borne pathogen
- Chemical storage
- Compressed gas
- Emergency preparedness
- Employee safety and security

- Forklift safety
- Hearing conservation
- Indoor air quality
- Infectious disease
- Infectious waste
- Lead in construction and water
- Lockout/tag out
- Minnesota Right-to-Know
- Playground safety
- Radon
- Respiratory protection Technology education (ergonomics)
- Underground storage tanks
- Chemical hygiene/sensitivity/allergies

United Teachers of Los Angeles

ARTICLE XXVIII SAFETY

Sections 330, ET. Seq.), Chapter 2 of Part 19 of the California Education Code relating to School Safety, Article 3.6 (commencing with Sections 32228, and Article 3.8 (commencing with Section 32239.5). Recitation of these and related laws herein is for reference only and *not* for purposes of incorporation into the Agreement.

1.5 The District shall provide Safe School Plans (Volume I and II) to each school to be made readily available (subject to confidentiality requirements) to all unit members, including but not limited to placement of copies in the school office and faculty lounge and access via the LAUSD website. Other means of distribution or access to the Safe School Plans may be established within the plans.

a. Volume I of the Safe School Plan addresses Campus Safety and Violence Prevention programs. Volume II addresses Emergency Preparedness.

b. A "quick reference guide" to Volume II of the Safe School Plan shall be distributed to all unit members at each site as soon as the Plans have been updated for that year. The quick reference guide shall be tailored to that site.