

## **ARTICLE 31**

### **SAFETY**

- 31.1 The CSU recognizes the importance of safe and healthful working conditions and shall endeavor to maintain such conditions conducive to the health and safety of employees.
- 31.2 Safety equipment deemed necessary by the President shall be provided to the employee in accordance with campus procedures.
- 31.3 An employee shall endeavor to maintain safe working conditions and shall adhere to CSU-established safety rules, regulations, and practices.
- 31.4 An employee who observes or detects any safety hazard shall immediately report it to their immediate supervisor or appropriate administrator. All work-related injuries and illnesses shall be reported immediately to the appropriate administrator.
- 31.5 Recommendations and suggestions regarding safety and requests for safety equipment presented by an employee shall be considered. When such recommendations and suggestions are submitted to the appropriate administrator in writing, the appropriate administrator shall respond in writing.
- 31.6 When an employee in good faith believes that they are being required to work under unhealthy or unsafe conditions or without adequate safety equipment, they shall notify the appropriate administrator. The appropriate administrator or Environmental Health and Safety Officer shall investigate as soon as possible the alleged unhealthy or unsafe conditions or lack of safety equipment 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 conditions.
- 31.7 An employee may request a temporary relocation when the employee believes in good faith that their present assignment presents a clear danger to their health or safety. The appropriate administrator shall respond promptly 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, a temporary relocation shall continue until a remedy is implemented.
- 31.8 One (1) employee from the bargaining unit on each campus shall be designated by APC to represent the safety interest of employees in the bargaining unit. Such representation shall be by membership on the existing campuswide 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 campuswide safety committee when appointed by means other than those provided in this provision.

- 31.9 Upon request of, and at the expense of APC, the CSU shall provide APC with copies of existing reports in the possession of the CSU pertaining to employee and/or work place health and safety, exclusive of information defined as "confidential" or "personal" pursuant to the Information Practices Act of 1977. Nothing in this provision shall require the Employer to draft new or unique reports at the request of the Union.