

ARTICLE 43 Health and Safety

Section 1. Purpose

Both management and the union recognize the importance of providing a safe and healthy work environment for ESC employees. The Parties are committed to complying with all applicable rules, regulations, policies, and procedures intended to provide a healthy and safe work environment.

Section 2 Unsafe or Unhealthy Conditions

- A. In the course of performing assigned work both in the office and in the field, employees will be alert to the presence of unsafe or unhealthful conditions. It is an employee's right to report unsafe or unhealthy working conditions to the appropriate officials.
 - 1. In an imminently dangerous or unsafe situation as defined in 29 CFR 1960.2(u), the employee will make reports to their supervisor or another management official by the most expeditious means available.
 - 2. The employee has the right to decline to perform assigned work because of a reasonable belief that, under the circumstances, the task poses an imminent risk of death or serious bodily harm coupled with a reasonable belief that there is insufficient time to seek effective redress.

Section 3 Regional Safety Officer

The Regional Safety Officer will have access to the Region 9 designated safety, health, and environmental management official ("Region 9 DSHEMO")

Section 4. Annual Review

- A. The Employer will take steps, on at least an annual basis, to ensure that employees are familiar with the proper emergency procedures.
- B. The Union will assist in this effort by encouraging its members to follow established procedures and to serve as monitors/coordinators, where such duties exist.

Section 5 Emergency Training

- A. The Employer will inform employees on at least an annual basis of the procedures to use to contact the local emergency management system (e.g. building security, Federal Protective Service, paramedics, fire departments, police departments, ambulance services, etc.).

- B. Subject to management discretion and budgetary constraints, the Agency will offer first aid, cardiopulmonary resuscitation (“CPR”) training, and defibrillation training to interested employees as can reasonably be scheduled. The Union will encourage its members to take the trainings.

- C. The Agency agrees to disseminate health and safety information on Region 9’s Intranet.

Section 6 Safety Equipment and Procedures

Subject to management discretion and budgetary constraints, the Agency will provide safety-related equipment to be used for employees’ protection in the performance of their job.

Section 7 Ergonomics

Subject to management discretion and budgetary constraints, upon request, the Agency will provide ergonomic evaluations for employees.

Section 8 Earthquake Supplies

Subject to management discretion and budgetary constraints, the Agency agrees to provide earthquake supplies for EPA leased space in Region 9.

Section 9 – Health and Safety Committees

In accordance with 29 CFR 1960.37, the Agency may elect to utilize a Health and Safety Committee. The Health and Safety Committee established in Region 9 by a charter approved November 15, 2016 may remain in effect.

FOR ESC:

FOR EPA: