

ARTICLE 19 - SAFETY

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4 19.1 The District and Association agree to abide by the Occupational Safety and Health Act  
5 Standards, OSHA.  
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7 19.2 It is the responsibility of all unit members to report unsafe conditions to their supervisor  
8 immediately.  
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10 19.3 Bargaining unit members regularly assigned to maintenance, grounds, food services,  
11 custodial services and the warehouse, and are exposed through the course of their  
12 employment to the possibility of foot injury, shall be required to wear safety shoes which  
13 meet California Occupational Safety and Health Act Regulations. This provision shall  
14 apply specifically to the following classifications:  
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- 16 1. Mechanic
- 17 2. Maintenance Worker
- 18 3. Warehouse/Delivery Person
- 19 4. Grounds Maintenance Worker
- 20 5. Custodian
- 21 6. Food Services Employees

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23 This section shall also apply to such other classifications as the District and the  
24 Association may concur.  
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26 19.4 The District shall provide safety shoes or reimburse unit members for the purchase of  
27 safety shoes for an amount not to exceed \$150 per fiscal year. Proof of purchase must  
28 be provided before reimbursement will be made.  
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30 19.5 Unit members shall have their safety shoes replaced at least once each year.