

Article 22. Safety – Sanitation

The Union holds the right to make additional proposals regarding safety

22.2 Safety Committees. The parties will encourage their members to work in a safe manner, will support efforts to change unsafe work habits of employees and recognize that disciplinary action may be imposed for just cause in matters involving violations of safety rules and procedures. To that end safety committees shall be established within the various operations of the City. Each committee shall be composed of a minimum of five (5) representatives, two (2) representatives designated by the City, two (2) by the Unions represented in the work unit(s) covered by the committee, and a fifth picked by the four (4) representatives. Each union represented by a committee will be afforded a minimum of (1) membership position. Structure and membership of the Safety Committee shall be in compliance with applicable State and OSHA regulations; namely safety committee memberships may be expanded appropriately for the size of the work unit and to accommodate all unions represented, however no more than 50% of membership shall be management or management designees. The committee shall assist, make recommendations to and cooperate with a safety representative of the City, who shall be an ex-officio member of such committee. The employees designated for this committee shall be employees who have knowledge of practices of the operations and who have worked for the City a minimum of one (1) year. The functions of such committee shall be advisory only. Committees in the City's maintenance and field operations work units shall meet once a month with minutes of meeting prepared by management and a copy thereof furnished to the Unions Other committees shall meet as necessary. Committee members shall serve a term of one (1) year or until replaced, but may not serve more than five (5) consecutive years.

22.14.3 CDL Premium. A premium of 3% shall be applied to the base wage of all hours worked for those who maintain the Commercial License (CDL) with all the required endorsements, as determined by the Bureau and perform duties of a commercial driver for the City as needed. Employees who receive the premium must also participate in the City's CDL drug testing program to utilize their CDL for city work assignments.

22.14.16 Parking. Employees reporting to work in person will be reimbursed for up to four (4) parking passes per pay period at City garages and City Smart Park locations.

22.14.17 Trauma Leave and Training. The City will work to incorporate Trauma Informed Care training for all staff, including supervisors and managers, and establish Crisis Incident Response processes in order to assist employees who experience a traumatic event at work in processing the event and giving management feedback after an incident. Employees that experience a traumatic event at work will work with their supervisors, and if appropriate, will be extended limited Administrative Leave for up to two (2) days per event at the discretion of management. An employee has the right to immediately appeal a denied request to their Bureau Director.

Hold for additional proposal addressing first response Bureaus.

Xx. Contamination. Employees will be allowed adequate time to clean-up on City time if in the course of their duties they have encountered contaminants.