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490 - PROTECTIVE EYEWEAR

It is the shared responsibility of the school district and the employee to maintain safe working practices and working conditions.

Because of the potential for unique hazards to exist which might jeopardize an employee's sight, employees may be sometimes required by the school district to wear appropriate, protective eyewear whether the employee wears prescription glasses for corrective vision or not. In cases where the employee is required by the school district to wear either safety glasses or goggles, the district agrees to participate in the cost sharing, or in the case of non-prescription safety glasses or goggles, the complete cost. As a condition of employment, one directed to wear either safety glasses or goggles shall be responsible to wear the appropriate eye protection the district determines to be appropriate and shall be subject to disciplinary action if they fail to wear the glasses while engaged in tasks as an employee of the school district which require wearing such protective devices. The school district, under some circumstances, may in turn be subject to punitive action and fines by OSHA and other regulatory agencies if they have employees performing various tasks without adequate eye protection where such eye protection is required.

The degree of cost sharing for prescription safety glasses or goggles may vary from one employee group to another dependent on existing collective bargaining agreement or by policy. At a minimum, the district will pay up to \$90 towards the cost of appropriate protective eyewear for employees who are directed to wear same.

Prior written approval must be obtained by each affected employee by the business manager of the school district before the reimbursement is authorized for the purchase of safety glasses.