

PAUSD to CSEA 11/8/23 12:27 p.m.
CSEA to PAUSD 11/8/23 1:00
PAUSD to CSEA 12/13/23 11:40 a.m.
CSEA to PAUSD 12/13/23
PAUSD to CSEA 1/19/24 11:00 a.m.
CSEA to PAUSD 2/6/24
PAUSD to CSEA 2/22/24

ARTICLE XII

Safety

The district and CSEA are committed to safety which encompasses both physical and mental health issues. As a shared goal to ensure the health and safety of the school community, CSEA and the district will focus on creating a health and safety conscious environment. ~~Every employee should only perform work they have been trained to do to avoid unsafe situations.~~ Appropriate trainings ~~shall~~ may be offered to employees to ensure safety may be maintained in the workplace.

A. Safe Working Conditions

1. All employees shall maintain safe conditions in their work areas of responsibility. ~~Supervisors will respond to all necessary work and supply needs in order to ensure safe conditions.~~
2. All employees will report, on the District's Safety Reporting form, any practice or condition that poses a threat to the health or safety of any person associated with the district. The District's Safety Reporting form shall be submitted to the employee's immediate supervisor (and the Principal at the secondary level), with a copy submitted to the ~~District's risk management officer~~ **Safety, Security and Disaster Preparedness Manager**. The immediate supervisor shall investigate the reported practice or condition as soon as possible and if he/she determines that the practice or condition is unsafe, he/she will take the necessary steps to correct the situation.
3. ~~If the safety concern is not resolved at this level within twenty (20) five (5)~~ **If the employee has not received a response from their supervisor or designee regarding their safety concern within ten (10) working days, the employee may put the concern in writing and give a copy direct it to the Administrator that oversees that Supervisor. ; Business Manager or designee. He/she shall respond in writing within twenty (20) five (5) ten (10) working days of receipt of the concern.**
4. At least twice each school year a District manager responsible for safety conditions will ~~schedule a meeting~~ with the CSEA Safety Representative **upon request**, in order to review and discuss District safety programs, procedures, and the coordination of safety efforts.

5. The District Safety Reporting form will be available online through the District website and/or from the District's risk management officer.
6. All employees shall only perform duties within their job description, training or under the supervision of an appropriately trained supervisor. ~~All employees shall on perform duties in which they have been properly trained.~~
- ~~7. Members who are asked to perform a duty inside of their job description that they feel they do not have appropriate training for may, without retribution, turn down the request until adequate training has been provided and the employee feels confident in their ability to complete the duty safely.~~

B. Security Cameras

1. The District will not use video recordings to determine work performance. The primary intent of security cameras is for safety purposes and to deter criminal activity.
2. The District shall provide CSEA, at least annually, with a listing of the number and location of known security cameras in use. CSEA shall be notified in advance of any new security camera installations during monthly **Employee Employer Relations Committee (EERC)** meetings.
3. When the District has installed security cameras, signs will be posted to notify students, employees, and visitors that recordings may occur at the District.
4. No security cameras will be installed where there is a reasonable expectation of privacy, in accordance with applicable law, such as bathrooms and locker rooms.
- ~~5. No security cameras shall be recording during normal business hours.~~
6. Security camera video recordings shall not be stored for more than ~~14~~ 90 days. If recordings are being used in disciplinary proceedings, CSEA shall be notified **3 days** in advance and shall have the right to review the recordings. Recordings may then be stored longer than the ~~14-90~~ day limit but not longer than the proceedings, unless required per evidentiary guidelines.
- ~~7. District security cameras shall record only video images. No audio recordings shall be made~~
- ~~8.~~ 6. Access log will be provided to CSEA upon request. ~~A log shall be shared with CSEA when cameras have been accessed, on a the first Tuesday on the month, including:~~
 - ~~▪ Who Accessed~~
 - ~~▪ Date Accessed~~
 - ~~▪ Location Accessed~~ ~~A log shall be shared with CSEA when cameras have been accessed, including:~~
 - ~~○ Who accessed~~
 - ~~○ Date accessed~~
 - ~~● Purpose for Access~~

● ~~Location accessed~~

7. ~~All cameras and recordings may only be accessed by authorized personnel. Video and Audio equipment shall not be removed from any district vehicle without a specific incident and notifications to the CSEA Chapter President and Labor Relations Representative prior to removal.~~
8. A list of authorized personnel shall be provided to CSEA upon request monthly.
9. In the event live footage is made available to the district for access there shall not be access without a valid safety concern. ~~only if driver is unable to be reached.~~

C. Health and Safety ~~Committee~~

1. ~~The District and CSEA shall establish a labor/management health and safety committee of equal representation which shall meet on a regular basis to discuss and consider appropriate means of resolving safety issues.~~ Safety and Health concerns should be reported to the District Administrator who oversees that specific Health and or Safety Department. Safety and Health concerns can also be addressed in EERC Meetings between CSEA and PAUSD. ~~Any recommendations having an impact on the collective bargaining agreement shall be referred to the Negotiating Teams of the impacted parties.~~
2. Safety concerns not responded to within the 20-day period established as stated under Article XII.A.3 shall be responded to by an emergency EERC meeting or direct conversation between district and CSEA leadership, to be held within 2 working days.
3. ~~Alleged violations of Section (2) "Safe Working Conditions" shall be referred to the Health and Safety Committee within forty eight (48) hours for review to determine whether an unsafe condition exists or whether the performance of the work endangers the health, safety or physical well-being of any unit member performing the work alleged to be in violation of this section. The Health and Safety Committee shall issue a determination within five (5) calendar days of receipt of the notice of violation. During review of the alleged violation by the Health and Safety Committee, no unit member shall be required to perform the work alleged to be in violation of this section.~~
4. ~~The Labor/Management Health and Safety Committee shall develop recommendations addressing the following issues: (1) The development of programs that will teach pupils and staff techniques for identifying and resolving conflicts without violence; (2) The development of training programs for school staff and administrators to support and promote conflict resolution and mediation techniques for resolving conflicts between and among pupils; (3) The development of a safety checklist and procedures to provide safe and non hazardous working conditions for the staff in order to conform to appropriate governmental standards so as to promote the health, safety, and well-being of staff and their students.~~

- ~~5. The recommendations developed by the Committee shall be submitted to the Superintendent and CSEA and to the extent needed to be provided to the respective negotiating teams.~~
- ~~6. The Committee may request from the District, data and information that may contribute to the implementation of this article, and to meet the goal of providing for safe schools and the prevention of violence against District employees and students.~~
- ~~7. The Health and Safety Committee and any experts the parties may designate shall have access to all schools and other District work sites to which unit members are assigned for the purposes of investigating and assessing allegedly unsafe working conditions. If possible, such visits shall be made in a manner that minimizes disruption to the facility.~~
- ~~8. The unit members of the Health and Safety Committee shall be allowed reasonable release time to carry out their obligations under this section.~~
- ~~9. The Health and Safety Committee will consider any complaint brought to its attention in writing and shall issue a written response as to whether a hazardous and/or unhealthful condition exists and how it shall be addressed. Unit members shall not be discriminated against, nor retaliated against for exercising their right to a safe and healthy workplace or for any reporting of safety or health violations.~~