

ARTICLE 18
HEALTH AND SAFETY

- 18.1 The CSU recognizes the importance of procedures and policies for the protection of health and safety of Instructors and shall endeavor to maintain such conditions conducive to the health and safety of the Instructors.
- 18.2 In the event of earthquake, other natural disasters, or a state of emergency declared by a President, the CSU shall endeavor to take necessary health and safety measures as required.
- 18.3 An Instructor shall endeavor to maintain safe working conditions and shall adhere to CSU established safety rules, regulations, and practices.
- 18.4 An Instructor who observes or detects any safety hazard shall report it first to his/her immediate supervisor or appropriate administrator as soon as possible, and may report it to the Health and Safety Officer.
- 18.5 Recommendations and suggestions regarding safety presented by an Instructor or the Union shall be considered. When such recommendations and suggestions are submitted to the appropriate administrator and to the Health and Safety Officer in writing, the Instructor shall receive a response in writing giving the disposition of such a recommendation or suggestion.
- 18.6 When an Instructor in good faith believes that the Instructor is being required to work under unhealthy or unsafe conditions, the Instructor shall notify the appropriate administrator. The appropriate administrator shall investigate as soon as possible the alleged unhealthy or unsafe conditions, notify the Health and Safety Officer where appropriate, and shall immediately communicate with the Instructor as to the results of such an investigation and, if deemed necessary, the steps that shall be taken to correct the condition.
- If the unhealthy or unsafe condition is an imminent hazard, as defined by Cal/OSHA, in which there is a reasonable certainty that a hazardous condition could be expected to cause death or serious physical harm, the appropriate administrator shall respond as soon as possible.
- 18.7 An Instructor may request a temporary classroom reassignment when the Instructor believes in good faith that the Instructor's present classroom assignment presents a clear danger to the Instructor's health and safety. The appropriate administrator shall promptly respond to such a request. Such a request shall not be unreasonably denied during the preliminary aspect of any investigation. If such an unsafe or unhealthy

condition is found during such an investigation, the temporary classroom reassignment shall continue until a remedy is implemented. If, after the remedy is implemented, the Instructor still believes the unsafe or unhealthy condition exists, the Instructor may contact the Health and Safety Officer. The Health and Safety Officer shall respond to the Instructor as soon as possible.

- 18.8 A representative from Bargaining Unit 14 may be appointed by the Union to serve on the campus-wide health and safety committee. Paid release time shall be provided for the Bargaining Unit 14 representative to attend committee meetings in the event the representative is scheduled to teach on the day and during the time when the committee meets.
- 18.9 When available, upon the Union's written request, the Employer shall furnish campus disaster plans and the Material Safety Data Sheets on hazardous substances used by the Instructor, and/or to which the Instructor is exposed. Where available, other similar information, such as an Injury and Illness Prevention Program, shall be provided to the Union or an Instructor, upon written request and within the requirements of the law.
- 18.10 New Instructors shall be provided safety training as appropriate for their position as determined by the CSU. As deemed necessary by the President and/or required by Cal-OSHA regulations or final determinations, the CSU shall provide safety training and instruction to minimize illness or injury to Instructors.