

Tentative Agreement
SEIU & LVJUSD Negotiations
March 5, 2025

ARTICLE 20: HEALTH AND SAFETY

20.1 District Compliance - The District shall conform to and comply with all legal safety requirements imposed by State or Federal law or regulations adopted under the State or Federal law.

20.2 The District will promote worker safety by addressing workplace hazards using the hierarchy of controls as defined by OSHA and will take whatever action is necessary to address the hazard at the highest level that is feasible. When a workplace hazard is identified, the District will eliminate the hazard wherever possible. When that is not possible, the District will adopt substitution or engineering controls to reduce or eliminate the exposure to the hazard for employees. If those steps are not possible, the District will adopt administrative controls such as training or reassignment. Finally, if nothing else is possible, the District will provide sufficient PPE.

20.3 Employees will report any unsafe working conditions to their immediate supervisor as soon as possible upon discovery. The Director of Facilities Management or Superintendent designee will be contacted immediately if an emergency safety problem arises.

20.4 Employees have the right to refuse work that would violate a safety standard and create a real and apparent hazard to themselves or coworkers. (Labor Code §6311)

20.4.1 Employees must first notify their employer and give them a chance to fix the hazard before refusing work.

~~20.3 Employees will have the right to refuse unsafe work assignments.~~

~~20.34~~ ~~20.5~~ ~~Health and~~ Safety Committee

~~20.34.1~~ ~~20.5.1~~ ~~A District Safety Committee will be established. The District and Union agrees to establish a district-wide Health and Safety Committee designed to address health and safety issues, and implement protocols, and policies related to workplace hazards, violence prevention, and safety training.~~

~~20.34.2~~ ~~20.5.2~~ The District and the Union will appoint their own representatives.

~~20.34.3~~ **20.5.3** The Union shall have a minimum of ~~two (2)~~ three (3) representatives.

~~20.34.4~~ **20.5.4** ~~Said The Health and~~ Safety committee shall meet ~~regularly~~ no less than ~~three (3)~~ two (2) times per academic year and upon the request of either the District or the Union. Meetings shall be called by the Director of Facilities Management or Superintendent's designee.

~~20.34.5~~ **20.5.5** The Director of Facilities Management or Superintendent's designee The Director of Facilities Management or Superintendent's designee ~~The Health and Safety Committee~~ will be contacted immediately if an emergency safety problem arises. ~~immediately if an emergency safety problem arises anytime a workplace hazard is identified, or a violent incident occurs.~~

~~20.4.6~~ **20.5.6** All records of workplace violence hazard identification, evaluation, and correction, training, incident logs and workplace violence incident investigations will be made available to ~~Union representatives on~~ the ~~Health and~~ Safety Committee.

~~20.5~~ **20.6** Employees will receive appropriate training for existing workplace hazards.

~~20.6~~ **20.7** There will be no loss of compensation for employees attending assigned workplace safety and violence prevention training during or after regular work hours.

For the Employer:
Livermore Valley Joint Unified School District
(LVJUSD)

Date: 3/5/2025

[Signature]
Hayla Wasy
Katie Crowe
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Alma Sherma

For the Union:
Service Employees International Union
(SEIU)

Date: March 5, 2025

Sabrina Hankins
Georgie E. Angeles
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Kirsty Gervase
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