

1 their jobs safely. In addition, if necessary, training will be provided to employees
2 on the safe operation of equipment prior to use.

3 **20.4** Each Employer will form joint safety committees, in accordance with WISHA
4 requirements, at each work location where there are eleven (11) or more employees.
5 Meetings will be conducted in accordance with WAC 296-800-13020. Committee
6 recommendations will be forwarded to the appropriate appointing authority for
7 review and action, as necessary. Employee participation in joint safety committee
8 meetings held during the employee's work time will be considered time worked.
9 Employees may request work schedule adjustments to participate. No overtime or
10 compensatory time will be paid as a result of participation in joint safety committee
11 meetings held during the employee's non-work hours.

12 **20.5** The Employer encourages employee wellness. The Employer will provide
13 employees access to wellness facilities and resources consistent with other
14 employee groups. Employees will not pay higher rates than other employee groups
15 for access to wellness facilities or resources. Employee-requested schedule changes
16 may be granted in accordance with Article 7, Hours of Work, for participation in
17 wellness activities.

18 **20.6 Ergonomic Assessments**

19 At the request of the employee, the Employer will ensure that an ergonomic
20 assessment of the employee's work station is completed by a person trained to
21 conduct ergonomic assessments. Solutions to identified issues/concerns will be
22 implemented within available resources.

23 **20.7** At least once every two years, the Employer will provide Emergency Preparedness

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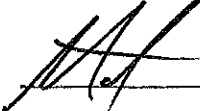
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training, which will include how to respond in the event of an “active shooter.”

TENTATIVE AGREEMENT REACHED


FOR THE UNION:

 9/3/2020

DATE

MARK HAMILTON

FOR THE EMPLOYER:


Sept 2, 2020

DATE

JANETTA SHEEHAN