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ARTICLE 26 – SAFETY

Section 26.1 Safe Work Environment Partnership. The City and COBEA agree to cooperate with each other in the implementation of safety rules and regulations per local, state and federal requirements. The City shall provide a safe work environment, and employees shall work in a safe manner at all times and in accordance with City safety programs.

Section 26.2 Notification of Safety Concerns. All safety concerns shall be reported immediately to a supervisor. It is clearly understood that the City shall take no reprisals against employees for reporting issues. Upon notification, the supervisor will notify the appropriate division manager and safety personnel.

Section 26.3 Safety Committee. The City will support safety committees and will review issues reported in Section 26.2 above. Minutes from safety committee meetings shall be posted in affected areas.

Section 26.4 Security Cameras. The City may install video surveillance camera systems throughout facilities in specific public, shared work-space, and cash handling areas. The purpose of installing and operating video surveillance systems is to ensure the safety and security of Employees, Community Members, and City Facilities. Video surveillance cameras will not be placed in areas where there is a reasonable expectation of personal privacy, such as restrooms.

Section 26.5 The City may not randomly review security camera footage for the purpose of employee discipline. No employee may be disciplined or discharged based solely upon information received from video recording or data unless the employee engages in dishonest misconduct. The City must confirm by direct observation or present other additional evidence or information for any proposed discipline or discharge. In the event of proposed discipline, the assigned Staff Representative and COBEA shall have access to any related data, information, and/or evidence. Tampering with or disabling the camera system may be grounds for discipline. Nothing in this article modifies any provision in Article 10, Coaching, Counseling, and Formal Discipline.

Section 26.6 Any dispute between the Association and the City concerning the interpretation, application or alleged violation of any term of this article shall be subject to the Grievance Procedure set forth in Article 11 of the parties' CBA.