

ARTICLE 23. WORKPLACE SAFETY

Section 1. Safe Working Conditions

RAICES shall make reasonable efforts to provide safe working conditions, including but not limited to: implementation of workplace violence prevention plans, providing employees with necessary training, adequately staffing facilities, and maintaining safe physical structures and equipment.

In every existing facility at the time this agreement is ratified or any new facility that RAICES purchases or leases, RAICES will conduct air quality testing and share the results with the Union. RAICES will perform such corrective measures, if any, as are required under the Occupational Safety and Health Act.

If workplace safety incidents (such as personal injury, being a witness to violence, being threatened with violence) do occur, employees must complete an incident report form and submit it to their supervisor as soon as possible. Reporting should not delay necessary medical care.

Employees shall not be retaliated or discriminated against for reporting accidents, injuries, or other safety-related complaints, or for requesting to see safety incident logs. Employees shall not be obligated to put their safety or health at risk on the job, including but not limited to being asked to interfere to break up fights or using unsafe equipment. Employees shall not be disciplined for refusing to complete tasks that they reasonably believe will endanger their health and/or safety.

Section 2. Accommodations for Health Concerns

An employee may send a request to HR to work remotely full-time on a temporary basis on account of health concerns.

Section 3. Office Closures for Inclement Weather and Other Emergencies

RAICES may close one or more offices if the office is within an area where the federal, state, county, or municipal government declares a weather or other emergency. RAICES will make every effort to promptly communicate the closure and the nature of the emergency to employees in the office or offices that are closed. Absent circumstances beyond the employees' control preventing remote work (for example, power outages or loss of internet) employees assigned to offices that are closed may either: (1) work remotely; or, (2) use PTO. When an office is closed and remote work is impracticable due to circumstances beyond the employees' control preventing remote work, employees affected by the closure shall use an emergency closure pay code and shall be paid at the normal rate, up to a maximum of 24 hours per calendar year.

RAICES shall not require employees to commute to the office or any other work site when it is not safe to do so, as a result of weather or other emergencies. If employees are at an office or other work site and a weather or other emergency is imminent in that area or the area where the employee lives, RAICES shall immediately release employees.