

EBMUD - LOCAL 444

JOINT LABOR/MANAGEMENT SAFETY COMMITTEE

CHARTER

The parties agree to establish a Joint Labor/Management Safety Committee (Committee). The Committee acts only in an advisory capacity to EBMUD. Its members do not assume EBMUD's exclusive responsibility for providing a safe workplace and, by this Agreement, have no authority to mandate safety practices or activities at EBMUD. The Committee is established pursuant to Article 26, Safety, of the MOU between EBMUD and Local 444. The parties understand that the term "General Safety Committee" in the MOU is synonymous with the term "Joint Safety Committee" and that "Central Safety Committee" is synonymous with the term "Local Safety Committee".

Purpose. The Committee shall promote awareness of occupational safety and health among the employees represented by Local 444. Its purpose shall include reviewing and recommending improvements regarding EBMUD's safety program, and cooperating with EBMUD in developing and implementing its illness and injury prevention program, and doing each of the following:

1. Promoting safety awareness throughout the District
2. Reviewing health and safety complaints not resolved at the Local Safety Committee (LSC) level and making recommendations for improvements.
3. Reviewing summary illness and injury reports and making recommendations.
4. Reviewing Local Safety Committee performance.

Meetings. The Committee shall be scheduled to meet quarterly and shall meet at least twice a year and may meet more often if deemed necessary by the co-chairs. One meeting will occur in the beginning of the calendar year to review the safety performance of the prior year and the general goals and objectives of the coming year. The second meeting will occur around the third quarter of the calendar year.

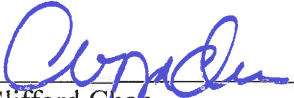
Committee Organization and Composition. The Committee shall be sponsored by the Director of Operations and Maintenance and the Director of Wastewater who shall designate two representatives from Management. Local 444 shall designate two representatives. The Committee will be co-chaired by one management and one union representative. The Committee shall be supported by the Regulatory Compliance Division, Manager of Regulatory Compliance (ex-officio member), Manager of Workplace Health and Safety (ex-officio member), and appropriate staff. The District will provide support staff to record minutes and action items, and distribute agendas.

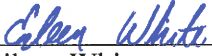
Notifications. Both EBMUD and Local 444 will inform employees of the purpose of the Committee. The Committee will email an agenda five days prior to the meeting and provide minutes of meetings available to staff.

Quorum. A quorum is required at each meeting and is defined as two EBMUD representatives and two Local 444 representatives.

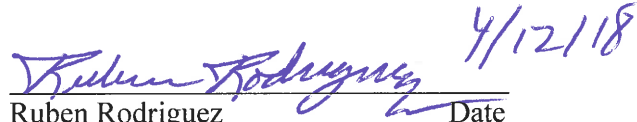
Committee Actions. The Committee shall work to achieve consensus on all actions and recommendations within its authority and purpose. Approval of such items requires a simple majority. Tie votes will be decided by the Director of Operations & Maintenance.

Orientation. Every Committee member shall be oriented on EBMUD’s Safety Program including RSPs, training programs, IIPP, safety notification procedures, and applicable laws and rules.

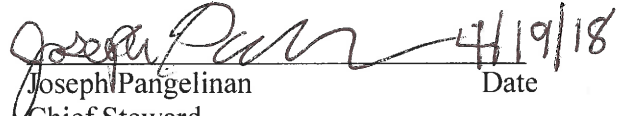
 5/2/18
Clifford Chan Date
Director of Operations and Maintenance

 4/27/18
Eileen White Date
Director of Wastewater

 4-12-18
John Briceno Date
President, AFSCME, Local 444

 4/12/18
Ruben Rodriguez Date
1st Vice President, AFSCME, Local 444

 4/19/18
Dwight George Date
2nd Vice President, AFSCME, Local 444

 4/19/18
Joseph Pangelinan Date
Chief Steward