



## ▶ ASDCE: THE BASICS

# Safety First! IT'S IN THE MOA!

You Have the Right to a Safe & Healthful Workplace!

### ■ We Agree to Work Safe

In ARTICLE 10 of the Memorandum of Agreement (MOA). "The Association of San Diego County Employees and the County both agree that safe working conditions are the mutual responsibility of each employee and supervisor."

Safety First & Foremost! Protecting your safety at work is the most important labor issue that ASDCE monitors and enforces. No employee should ever be injured on the job trying to earn a living.

### ■ Safety First - Work Safe - Take Safety Seriously

Have a good safety attitude and take responsibility for your safety. Have a genuine concern for the safety and well being of your coworkers. Feel the duty to maintain a safe work environment. The County pays you to be safe, so don't cut corners, take the time to work safe, be safe and stay safe. Outcomes are better if we work safe together!

## ▶ How to Handle Unsafe Working Conditions?

### STOP UNSAFE WORK IMMEDIATELY

Each employee has the right and responsibility to immediately stop work for an unsafe working condition.

### IMMEDIATELY REPORT AN UNSAFE WORKING CONDITION TO YOUR SUPERVISOR

Each employee has the responsibility to immediately report an unsafe working condition to his or her supervisor.

## IT'S IN THE MOA!

### ARTICLE 10



Report Unsafe Working Conditions immediately to your supervisor! Stop Unsafe Work Immediately!



Don't use unsafe tools or equipment! Get unsafe tools replaced ASAP. "No employee shall be obligated to work in a facility or worksite, with any machinery or on equipment which is not safe."



Get Involved! All employees shall be entitled to participate in the development of safety programs. Be a good partner for safe working conditions.

## IT'S IN THE MOA!

### ARTICLE 8

### ■ Wear Personal Protective Equipment:

In the MOA, the County of San Diego as your employer, agrees to supply all protective clothing, protective equipment and protective supplies determined by the management to be necessary for the employee to perform his/her job. The County will provide personal protective equipment and pay for hard-toe safety shoes, non slip safety shoes, prescription safety glasses, back belts, personal fall protection and more.

Workplace Safety is the Law **Cal/OSHA** [www.dir.ca.gov/dosh](http://www.dir.ca.gov/dosh).

### SUPERVISOR RESPONSIBILITY

Your supervisor has the responsibility to investigate an allegation that a working condition is unsafe. The contract agreement (MOA) states the process to address safety concerns.

### DID YOUR SUPERVISOR ADDRESS THE SAFETY ISSUE?

If your supervisor does not address the safety concern call your **ASDCE** representative **877-922-7323** as soon as possible or call **Cal-OSHA** in San Diego **619-767-2280** to report violations.