

Distributed on August 22, 2022

7. SAFETY AND WORKERS' COMPENSATION

7.1 Safety

The County shall expend every effort to see to it that the work performed under the terms and conditions of this Memorandum of Understanding is performed with a maximum degree of safety consistent with the requirement to conduct efficient operations and provisions of State and Federal Law.

The County agrees to provide such safety equipment and protective clothing as is required to conform to this Section. American National Standards Institute (ANSI) approved safety glasses are considered the basic minimum protective eyewear required for employees engaged in work assignments or in areas with potential eye hazards. Glasses must have a protective side-shield to comply with the ANSI standard for safety glasses. The term "safety glasses" includes both prescription and non-prescription safety glasses, with side shields, which meet the requirements the existing ANSI standard "American National Standard Practice for Occupational and Educational Eye and Face Protection." The side shield includes a device commonly attached to spectacles that provides side exposure protection to the eyes.

The County will provide prescription safety glasses from a County-designated supplier for those employees required to wear them at a maximum cost of ~~\$300~~three hundred fifty dollars (\$350.00). Lenses will be replaced by said provider when prescription changes occur. Lost or broken prescription glasses will be replaced by the County no more frequently than once every two years. Alternatively, employees may elect to go to their own optometrist and seek reimbursement for prescription safety glasses, new lenses when prescription changes occur, or replacement of lost or broken prescription glasses, under the same conditions and guidelines detailed above, provided the glasses they choose to purchase meet the same safety guidelines as those provided by the County-designated supplier.

~~In the event that any employee's prescription safety glasses cost more than the maximum reimbursement amount of \$300three hundred fifty dollars (\$350.00) as stated in the paragraph above, the Appointing Authority with concurrence of the Human Resources Director, may provide additional reimbursement not to exceed an additional \$50. The parties agree that this additional reimbursement is for unique and rare circumstances in which specialized frame sizing or lens types are specifically prescribed by the employee's doctor.~~

Employees who are furnished safety equipment as required by their jobs are expected to wear/use such equipment whenever performing tasks requiring such use.