

BP711

SAFETY POLICY - PENALTY FOR FAILURE TO USE PROTECTIVE EQUIPMENT

If any employee is found to be working without using required protective equipment, the following action will be taken.

1st Offense - Verbal Warning from the supervisor.

2nd Offense - Probation - A written warning shall be prepared by the employee's supervisor and placed in the safety coordinator's file.

3rd Offense - Suspension - An employee may be suspended one work day by his/her supervisor. A suspension notice shall be placed in the employee's safety file. The supervisor shall call a meeting with the employee, supervisor, and safety coordinator.

4th Offense - Dismissal hearing

This policy does not supersede any pre-existing tenure regulations.

Sate law allows workers' compensation claims to remain unpaid of safety equipment required use is willfully disregarded.