

MFT Filename: Art. 12 Public Safety: Clean Schools Proposal

The following proposals made by the Minneapolis Federation of Teachers, based on input from educators, parents, students, and community members, are subject to modifications and additions throughout the bargaining process. It is mutually understood that all dates will be updated in the contract as part of any agreement.

Rationale for proposed language:

The District and MFT agree that students deserve clean schools to keep them healthy and learning. The terms and conditions of employment of MFT members are impacted by the cleanliness of buildings in which they work.

The District and MFT agree that custodial staffing levels have declined over the last fifteen years from around 500 to 237 in 2017 making it more difficult to maintain clean and safe bathrooms, classrooms, hallways, and floors, which accounts for nearly 8 million square feet of district facilities.

The District and MFT agree that compromised handwashing due to lack of staffing to refill soap, paper towels, results in greater propensity for spreading of illnesses (i.e. colds, norovirus, influenza) resulting in greater student and staff absences.

The District and MFT acknowledge that schools with inadequate cafeteria space may feed students in classrooms. This practice attracts rodents, such as deer mice and house mice that are common to Minnesota, into classrooms. Direct contact with or inhaling dust from surfaces exposed to infectious waste of rodents increases the risk of transmitting disease, such as Hantavirus Pulmonary Syndrome (HPS) and Lymphocytic Choriomeningitis (LCM).

The District and MFT agree the following language should be added to **Article X2, Section A. Subd 2** that reads: **"The District will provide appropriate and adequate staffing and supplies to ensure clean, healthy, and safe learning environments for students and staff."**

Language Proposal:

ARTICLE XII. WORKING CONDITIONS

Air quality, lighting, noise level, safety and security and other environmental factors may greatly impact the performance of some students and staff in a school or other work location. The District has statutory obligations to maintain a safe working environment. Both the District and the Minneapolis Federation of Teachers are committed to continuing to work together to assess and develop the quality of school and other work environments so that students and staff may achieve their best performance. The Minneapolis Federation of Teachers and the District have obligations under the Americans with Disabilities Act (ADA) to consider accommodation requests from disabled employees and make reasonable accommodation according to the statute.

Environmental issues are becoming an increasing concern for the health and safety of students and staff. An environment as free as possible of fragrances such as strong cleaning agents, perfumes, cologne, or scented lotions would be appreciated by those affected. While personal choice in the matter of scent is respected, the increasing number of students and staff who have an adverse reaction to these chemicals in their environment is growing. Cleaning agents, perfumes, colognes, scented lotions, and hair sprays can

cause symptoms including breathing problems, lethargy/depression, headaches, irritability, hyperactivity, muscle aches. These reactions are not simply aversion or discomfort but are medical in nature and can cause loss of time at school or can even result in life-threatening situations. Compliance is voluntary in this matter.

Section A. Environmental Health and Safety.

1. Joint Committee: The Minneapolis Federation of Teachers and the District ~~shall~~ **will** establish a joint committee consisting of members of the Minneapolis Federation of Teachers Environmental Health and Safety Committee and representatives from the District's Office of Environmental Health and Safety, Facilities, Office of Equality and Civil Rights, Operational and Security Services Department, Division of Human Resources, **Plant Maintenance, Plant Operations** and other groups the committee deems appropriate. The committee ~~shall~~ **will** meet a minimum of three times per year and thereafter as needed. The purpose of the committee shall be to cooperatively review statistics of reported complaints and corrective actions taken by the District and solves problems involving but not limited to:

Accident and injury reduction	Infectious waste
Asbestos	Lead in construction and water
Blood borne pathogens	Lockout/tag out
Chemical storage	Minnesota Right-to-Know
Compressed gas	Playground safety
Emergency preparedness	Radon
Employee safety and security	Respiratory protection
Forklift safety	Technology education (ergonomics)
Hearing conservation	Underground storage tanks
Indoor air quality	Chemical hygiene
Infectious disease	Chemical sensitivity/allergies

For more information, your MFT office has research and resources, or you can consult the Joint Labor Management Teachers Environmental Health and Safety Committee referred to in Section A.1 above.

2. The District will provide appropriate and adequate staffing and supplies (e.g.: classrooms, stairwells, offices, common areas, and computer labs swept/mopped daily, bathrooms re-stocked no less than once per day, quarterly or, if required, more frequent, pest control, etc.) to ensure clean, healthy, and safe learning environments for students and staff.

[Renumber subsequent paragraphs accordingly]

2. 3. Notification Process for Major Work Site Construction: To ensure that major renovation and major repair work is being conducted safely and without significant disruption to education and the health and wellbeing of children and staff, representatives from Facilities and/or the project manager from the construction company ~~shall~~ **will** inform staff through the site leadership team and building steward at least two weeks prior to the

onset of the work. Regular, relevant updates from construction meetings may will be shared with staff through ~~the~~ written communication, and/or direct reports to the staff as needed, weekly or more frequently when fumes or air particulates are produced.

~~3.~~ **4. Non-retaliation:** No teacher shall be discharged or in any way discriminated against because such teacher has filed a complaint or followed any procedures pursuant to the Minnesota Right-to-Know statute or Section A.45 of this article.

~~4.~~ **5. Complaints Regarding Work Conditions:** As environmental health, safety or ADA-related issues arise at the site, staff will use the following procedures to resolve the issue. ~~It is~~The goal of this process is to resolve issues related to health and safety.

Step 1: The affected employee or union steward will ~~2~~nform the principal and head engineer or senior custodian of concerns in writing.

Step 2: If the matter is unresolved, the teacher, union steward and/or the principal are encouraged to will submit a written report to the Office of Environmental Health and Safety and copy an MFT Business Agent at the same time. If the unresolved issue is such that the teacher reasonably believes it presents an imminent danger of death or serious harm to the teacher, the teacher or union steward must immediately report the danger to the principal or designee and make arrangements to ensure the safety of any children in that teacher's care. ~~The~~All teachers and students may will leave the area of danger and/or the facility as needed.

Step 3: Any issue that arises under this section that needs further resolution shall will be referred to the Associate Superintendent for the school or site for problem-solving.

~~5.~~ **6. Reporting a Work Injury/Illness:** If a teacher receives an injury or illness that arises out of and in the course of employment, a First Report of Injury form will be completed by the employer once the employer is made aware by the teacher that the injury or illness is being claimed as work related. The injured teacher will file the First Report of Injury in the event the employer is not available to assist the teacher.

The First Report of Injury form is available in the site office, online at <https://www.dli.mn.gov/wc/PDF/fr01.pdf>, or the report can be filed over the telephone by calling 1-866-261-5793. Assistance is also available through the Division of Human Resources.

A **First Report of Injury** form must be filed for an injury or illness incurred at the work site or during a work-related activity, including but not limited to, physical accidents and assaults, exposure of infectious substances, and environmental factors.

If loss of work time is incurred because of a work-related illness or injury the teacher will notify the Division of Human Resources at the District office and procedures will be followed as per state law.

