

Tentative Agreement  
Between  
The Palomar College Council of Classified Employees CFT/AFT Local #4522 (CCE)  
And  
The Palomar Community College District (District)  
For The  
2021-2022 Reopener Negotiations

May 17, 2022

**ARTICLE 25 – HEALTH AND SAFETY**


**25.8 Footwear Safety**

**25.8.1 Employees who, as determined by the District and in accordance with OSHA Regulation 1910.136, are required to wear steel toe footwear shall be entitled to reimbursement for up to \$145 per fiscal year. The employees shall submit their receipt for reimbursement within 45 days of purchase. Reimbursement shall be provided to the employee no later 20 days from the date of their receipt submission.**

**25.8.2 Employees who, have determined that they need specific safety footwear to safely perform their job duties and whose immediate supervisor has concurred, shall be entitled to reimbursement up to \$145 per fiscal year. The employees shall submit their receipt for reimbursement within 45 days of purchase. Reimbursement shall be provided to the employee no later 20 days from the date of their receipt submission. All requests and approvals must be based on relevant statutory requirements (e.g., CalOSHA).**


*\*All other sections of the Article not listed herein shall remain the same.\**

Dated: May 17, 2022

  
Anel Gonzalez (May 17, 2022 16:38 PDT)

Anel Gonzalez  
CCE/AFT #4522 President

Dated: May 24, 2022

  
David Joseph Montoya III (May 24, 2022 07:41 PDT)

David Joseph Montoya III  
Vice President, Human Resources  
District Chief Negotiator

# CCE Article Article 25 Health And Safety 21-22 TA

Final Audit Report

2022-05-24

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