



**Safety and Health Partnership Agreement
Between
Iowa Department of Administrative Services,
AFSCME Council 61 Local 35, and Iowa OSHA**

I. Purpose

General Service Enterprise (GSE) an enterprise of the Iowa Department of Administrative Services (DAS), AFSCME Council 61 Local 35, and Iowa OSHA will collaborate to design, develop and implement a comprehensive safety and health program management system that identifies and prioritizes the needs of DAS employees and the Capitol Complex facilities.

II. Goals and Strategies

A partnership steering team made up of representatives from DAS, AFSCME, and Iowa OSHA will formally meet at least quarterly to review and update specific safety and health programs, policies, and procedures that impact the safety and health of DAS employees. The safety and health programs will be updated using industry best practices, OSHA and consensus standards. The developed comprehensive safety and health program will serve as a model for other State of Iowa agencies and organizations.

The goals and strategies may be revised as the safety and health needs of DAS employees and Capitol Complex facilities change. All DAS employees are encouraged to play an active role in partnership activities.

III. Performance Measures

A perception survey and review of the existing safety and health programs will be conducted to develop baseline data; subsequent data surveys will be conducted annually to document the impact of partnership activities. The intent of the survey will be to identify gaps between management and employee perceptions, to prioritize safety and health needs, and to assist in setting specific target goals.

Safety and health training will be available to employees, including the steering committee members in hazard recognition and 10-Hour Outreach in both Construction and General Industry standards. The training will be conducted by qualified representatives of this partnership agreement.

IV. Evaluation and Verification

DAS, AFSCME, and Iowa OSHA representatives will conduct an annual evaluation / verification of the effectiveness of the partnership and the continued progress towards the accomplishment of the stated goals. The evaluation will be completed by the anniversary of the signing date on each year. Evaluation tools will include, but not be limited to, the following:

- annual incident rate
- training sessions conducted
- hazards identified and eliminated
- safety and health programs updated
- partnership steering committee participation
- partnership steering committee meeting minutes
- Form 300 data
- networking and industry data

At the conclusion of the evaluations, annual Partnership Evaluation Reports will be completed and each representative will receive a copy of the report.

V. Benefits

The development of an effective process for the implementation of a comprehensive safety and health program management system will increase safety and health awareness among DAS employees and decrease costs associated with illnesses and injuries. The system will serve as a resource to other State of Iowa agencies and local governmental organizations.

VI. Employee and Employer Rights

This partnership does not preclude employees and/or employers from exercising any right provided under the Iowa OSHA Act, nor does it abrogate any responsibility to comply with rules and regulations adopted pursuant to the Act.

VII. Termination and Signatories

This agreement will terminate on September 12, 2010, which is three years from the date of the signing. If any signatory of this agreement wishes to terminate its participation prior to the established termination date, written notice of the intent to withdraw must be provided to all other signatories.

If Iowa OSHA or any of the agreement entities choose to withdraw its participation in the partnership, the entire agreement is terminated. Any signatory may also propose written modifications or amendments of the agreement, which shall be effective upon written agreement of all partnership members.

This agreement is effective on the signing date.

Approval Signatures:



Mollie K. Anderson, Director
Iowa Department of Administrative Services

9-12-07

Date



Danny Homan, President
AFSCME Council 61

9-12-2007

Date



Robert Straker, President
AFSCME Local 35

9-12-07

Date



Stephen J. Slater, Deputy Labor Commissioner
Division of Labor, Iowa OSHA

12 Sep 07

Date