

Proposed adjustments to the Proposed Employee Bill of Rights 4/12/21

Section 3. The Right to Work in a Safe Environment

Employees should be provided with all protective equipment, information, and training. ... The material condition of working rooms, kitchens, warehouses, offices, shops, and transportation vehicles are to be.... Defective or damaged equipment and tools will be replaced or repaired before use to ensure safety for all employees in their work assignments.

Section 7. The Right to Professional Autonomy, Voice, and Support

New second paragraph to be added:

FCPS will ensure that all employee members and candidates for FCPS sponsored advisory councils, commissions, committees, RFP's, and SAC's that deal with employee working conditions, benefits, pay, and other programs related to their employment will be granted the necessary leave to attend the meetings and to participate in the discussions of these groups. The employees' participation will not be restricted by program managers or staffing restrictions of individual working groups so that FCPS will equitably capture the voice and concerns of all working groups of employees in the formulation and adjustments of policies, regulations, programs, and procedures that apply to them. An employee or employee group may request of the Chief Equity Officer that meetings and discussions of such groups be suspended or moved to more appropriate times until nominated employee members are able to attend if leadership feels the needs of the business would prevent such individuals from participating. A denial of such request may be submitted further to the Governance Committee of the School Board for further consideration if necessary.

Section 11. The Right to Voice Concerns without Fear of Retaliation

Add following the first sentence: ... The School Board and Leadership Team supports the right of employees to contact and seek the support of the Office of the Ombudsman, the Auditor General's Office, and any council, committee, association, or task force dealing with employee issues and concerns without the fear or possibility of reprisal or retaliation. In their role...