

Adopted: 8-17-20

Revised: \_\_\_\_\_

**NORTH METRO FLEX ACADEMY POLICY No. 4.6.1**  
**HEALTH AND SAFETY**  
**INCLUDING EMPLOYEE RIGHT TO KNOW**

**I. PURPOSE**

The purpose of this policy of **NORTH METRO FLEX ACADEMY** is to provide for its employees, students and members of the public visiting **NORTH METRO FLEX ACADEMY** an environment that is as free from safety and health hazards as is possible, to promote health and safety, reduce injuries, and comply with local, state and federal health and safety law.

**II. POLICY STATEMENT**

It is the policy of **NORTH METRO FLEX ACADEMY** to comply with all local, state and federal laws regarding health and safety. Each employee and independent contractor or vendor shall comply with occupational health and safety standards.

**III. EMPLOYEE RIGHT TO KNOW PROGRAM**

The Board directs the administration to ensure **NORTH METRO FLEX ACADEMY** is in compliance with the Minnesota Employee Right to Know Act of 1983. In that regard, the administration is to ensure the development of and provide ongoing updates through an employee training program that is consistent with the Employee Right to Know Model Program developed by the Minnesota Department of Labor and Industry, Occupational Health and Safety Division, in April, 2009.

**IV. HEALTH AND SAFETY COMMITTEE**

*(NOTE TO USER: This requirement only applies to employers with 25 or more employees.)*

**NORTH METRO FLEX ACADEMY** shall establish a health and safety committee. The membership shall consist of employee representatives chosen by their peers. The employee representatives shall be equal to or exceed the number of management representatives. Being a member of the Health and Safety Committee is considered part of the employee's job and time spent on the committee's work shall be considered as time

worked. Recommendations from the committee shall be considered by the Board; the Board is not required to adopt the recommendations. The Health and Safety Committee must meet in regularly scheduled meetings and records of the meetings and recommendations must be retained for two years.

***Legal References:*** Minn. Stat. §182.65 subd. 1 (Occupational Safety and Health Act of 1973)  
Minn. Stat. §182.65 subd. 1a (Employee Right to Know Act)  
Minn. Stat. §182.6555 (Reducing Exposure to Blood Borne Pathogens through Sharps Injuries)  
Minn. Stat. §182.676 (Safety Committees)  
Minn. Rule 5208.0030 (Membership in Safety Committees)  
Minn. Rule 5208.0050 (Other Duties and Record Keeping)