

Safety Expert and Training Clause

I. OCCUPATION SAFETY AND HEALTH CONSULTATION (hereinafter OSHCON) PROGRAM: Within six months of the effective date of this agreement, Michael Angelo's Gourmet Food, Inc. (hereinafter the Corporation) agrees to request a consultation from OSHCON to evaluate the current safety programs and to identify hazards in the workplace. The consultation will be limited to a review of LOCK OUT/TAG OUT procedures and a walk-through of the Corporation's facility to perform hazard identification. OSHCON has confirmed with the Travis County District Attorney's Office that OSHCON will perform an inspection of the Corporation's facility upon the Corporation's request.

a. Once OSHCON issues the Consultation Report (hereinafter Report) from the review of the Corporation's facility, that Report, along with all communications between OSHCON and the Corporation, shall be provided to the Travis County District Attorney's Office within 30 days of the issuance of the Report.

b. The Corporation shall correct all hazards identified by OSHCON within 90 days. The Corporation shall provide a copy of the corrective action taken on the hazards identified in the OSHCON Consultation Report. In the event the Corporation determines not to take corrective action for an identifiable hazard contained in the Report, the Corporation will detail in a statement of action the reason(s) why the corrective action cannot be implemented and an indication of the action(s) to be taken to deal with the stated hazard. In the event the Travis County District Attorney's Office and the Corporation disagree over any actions taken or not taken as a result of the recommendations in the Report, both parties agree to confer to resolve such disagreement

within a reasonable time.

II. Safety and Health Training: The Corporation shall ensure that all employees (management and labor) and contractors understand the hazards to which they may be exposed and how to prevent harm to themselves and others from exposure to these hazards, so that employees accept and follow established safety and health protections, including safe operating procedures.

a. To ensure that supervisors carry out their safety and health responsibilities effectively, the Corporation will ensure that supervisors understand these responsibilities and the reasons for them.

b. Supervisors shall reinforce the employee training on the nature of potential hazards in their work and on needed protective measures through continual performance feedback and, if necessary, through enforcement of safe work practices.