

WAWU'S PROPOSAL RE HEALTH AND SAFETY

1/29/24

Article 14. Health and Safety

- 14.1 Responsibility for Safety.** The University, ESEs and the Union share responsibility for workplace safety. ESEs shall not be required nor will an ESE work in an unsafe environment. All work by an ESE shall be performed in conformity with applicable safety standards. Should an ESE become aware of a condition they believe is unhealthy or dangerous, they shall immediately report the condition to a supervisor and/or the Environmental Health and Safety Department.
- 14.2 Right to Information.** As required by applicable law, the University will make available information to ESEs about hazards and potential hazards in their workplaces and rest facilities. The University's website addressing workplace hazards and safety information can be found here: <https://ehs.wvu.edu/>.
- 14.3 Safe Working Environment.** The University will provide a work environment that complies with applicable safety standards established by the Washington Industrial Safety and Health Act (WISHA) or other controlling authority.
- 14.4 Safety Equipment.** The University will determine the required safety devices, personal protective equipment and safety apparel ESEs will be required to wear and/or use. Required safety devices, personal protective equipment, and safety apparel (which does not include normal clothing items), will be provided by the University
- 14.5 Safety Training.** The University will provide ESEs with orientation and/or training to perform their jobs safely. In addition, if necessary, training will be provided to ESEs on the safe operation of equipment prior to use. ESEs may raise with their supervisor concerns regarding job safety. If the concerns are not resolved by the supervisor, the University will, upon request by the ESE, promptly conduct a safety assessment of the ESE's work responsibilities through the University's Environmental Health and Safety Department.
- 14.6 Supplemental Training.** Employees not required to be trained/certified in first aid, CPR, and/or mental health first aid may request this training, with supervisor approval. The University encourages as many employees to be current in first aid, CPR, and mental health first aid training as is reasonably practicable in light of operational and/or budgetary limitations.
- 14.7 Rest Facilities.** Access to adequate lunchrooms, washrooms and toilet facilities will be provided and available for use of ESEs, regardless of gender. These facilities are not to be used for any other purpose (e.g., storage, office space, etc.) which would render them inadequate.

- 14.8 Health and Safety Committee.** The Union may select a representative who will sit on the University-wide Central Health and Safety Committee. The Union-Management Committee [reference to UMC article] shall also be empowered to discuss health and safety issues.