

### Article. 13 Health and Safety

- 13.1 ~~The University will not require nor will an ASE employee work in an unsafe environment. Such environments will be promptly reported and duly investigated.~~ The University will provide a work environment in accordance with safety practices and standards established by applicable federal and state governing agencies and University policy. The University shall make reasonable efforts to maintain ~~in~~ safe working conditions in the workplace including ~~and~~ equipment required to carry out assigned duties.
- 13.2 All ASEs are expected to perform their work in conformity with applicable safety standards. The University will not require nor will an ASE employee work in an unsafe environment. Such environments will be promptly reported and duly investigated. Should an ASE become aware of a condition they believe is unhealthy or dangerous, they are expected to immediately report the condition to a supervisor and/or the Environmental Health and Safety Department. Such environments will be promptly investigated.
- 13.3 Safety committees are established and conducted in accordance with WAC 296-800-13020. The Union retains the right to elect ASE representatives to serve in the University-wide Safety, Health and Security committee structure, as outlined in SPPM 1.35. ~~on safety committees at any of the four levels laid out by~~ Attendance at safety committee meetings will be considered time worked.
- 13.4 The University shall assess the hazards to which ASEs are exposed and take steps to provide a safe work environment. The University shall supply and maintain all PPE, equipment, tools, and materials needed to carry out job duties safely, including first aid kits and hazard spill kits.
- 13.5 The University will provide notice to ~~newly employed~~ ASEs of any known hazards in their workplace as required by applicable law including issues related to asbestos, and provide updates to all ASEs regarding any changes to these hazards. ASEs may also subscribe to applicable campus/area facility event notifications and alerts to receive information regarding University facilities, including issues or projects that may impact safety and health. The University will provide as much advance notice as possible to ASEs in the event that a university project may impact health and safety, ~~such as asbestos abatement~~ such as asbestos abatement.
- 13.6 The University shall provide applicable information and safety training for all ASEs, including trainings regarding general safety, applicable building hazards, use of or exposure to hazardous materials, safety issues related to field/lab/clinical work, or work

in other hazardous environments in accordance with SPPM 2.18. Participation in ~~necessary preapproved~~ safety trainings will be considered time worked.