

## **Article XX. Health and Safety**

### Section 1.

In compliance with campus health and safety policies and procedures, the University shall make reasonable efforts to maintain in safe working condition the workplace and equipment required to carry out assigned duties.

### Section 2.

The University shall provide first aid kits, information and training for all employees in workplaces that involve the use of or exposure to hazardous materials or who work in a hazardous environment.

### Section 3.

Employees shall not be required to work in conditions that pose an imminent danger to health and safety. All work by employees shall be performed in conformity with applicable safety standards. Should an employee 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.

### Section 4.

The University shall supply and maintain all equipment, tools and materials needed to carry out job duties safely. The Employer shall provide at no cost to the employee, such medical tests, health examinations and surveillance/monitoring as may be required as a condition of employment and/or as a result of regulated hazards encountered after employment.

### Section 5.

The University shall make reasonable effort to provide and maintain safe buildings and facilities. The University shall assess the hazards to which employees are exposed and provide appropriate personal protective equipment, including protective safety glasses where necessary.

### Section 6.

The University shall make available training to all employees in first aid, CPR, use of fire extinguishers and disaster preparedness.

### Section 7.

The University will provide as much advance notice as possible to employees likely to be affected by an asbestos removal project.

### Section 8.

The University shall provide the Union with a position on the University-wide health and safety committee. The Union-Management Committee shall also be empowered to discuss health and safety issues.

Section 9.

The Employer and the Union will encourage and support employee participation in appropriate programs including the UW Care Link Services through which employees may seek confidential assistance in the resolution of chemical dependency or other problems that may affect job performance. UW Care Link Services may presently be reached at 1-866-598-3978 (business hours) or 1-800-833-3031 (24 hour line). No employee's job security will be placed in jeopardy as a result of seeking and following through with corrective treatment, counseling or advice providing that the employee's job performance meets supervisory expectations.

Section 10.

The University will provide training and equipment for staff to safely perform job functions and avoid injury. Employees should contact their supervisor if job procedures, equipment or workstations lead to risk of injury or work-related musculoskeletal disorders. Further ergonomic guidelines shall be referenced on the Environmental Health and Safety website [www.ehs.washington.edu](http://www.ehs.washington.edu). Employees have the option to request the University of Washington Environmental Health and Safety to perform an ergonomic assessment of their work station.

Section 11.

The University will periodically inspect the worksite for the identification of recognized hazards, including ergonomic conditions, and put in place appropriate and feasible mitigations for any identified conditions that may be hazardous to health and safety. Such mitigations may include the use of engineering controls, administrative controls, the use of personal protective equipment, and/or increased training. The organizational unit will determine the appropriate frequency of the inspections and such frequency shall be an appropriate topic for Union Management meetings.