

8.10.23 2:00 pm. GSU-UE Counter to 8.10.23 12:00 pm University Proposal on Health and Safety

ARTICLE _ – HEALTH AND SAFETY

Section 1. Intention

The University shall continue to provide a safe workspace for GSEs. GSEs shall not be required to work in conditions that pose an unreasonable threat to their health and safety. The University shall maintain policies that promote a safe workplace and take reasonable steps to proactively promote GSE health and safety. Such reasonable steps may include but are not limited to providing equipment, and resources, as well as training in the safe and proper use of equipment necessary for the work, as applicable. GSEs are required to take all practical steps necessary to maintain a safe work environment for themselves and others.

Section 2. Compliance with Relevant Standards

The University shall provide working conditions and workplace protections that meet all applicable state or federal laws and regulations governing workplace safety. The University shall comply with all such applicable state and federal laws and regulations regarding health and safety. GSEs shall perform their duties in compliance with applicable University policies related to workplace health and safety standards and shall use personal protective equipment as required by law or University policies or practices. For purposes of this Section, GSE compliance with workplace health and safety standards includes attendance at all required health and safety trainings and compliance with any and all required health and safety standards.

Section 3. Reporting of Safety Concerns

The University will maintain an appropriate reporting mechanism (e.g., UCAIR), and GSEs are expected to report through UCAIR when they reasonably feel there is an unsafe condition or a violation of this Article or any applicable University policy. When a GSE reports conditions they reasonably believe to be dangerous to their health and safety through appropriate University channels, the University shall respond to the report within forty-eight (48) hours. In cases where there is an imminent danger to the GSE, the GSE shall not be expected to resume work under the reported conditions until investigated and, if required, appropriate corrective action is taken. The University shall not retaliate against any GSE for such reporting.

Section 4. Laboratory Safety

- (A)** Both the University and the Union recognize that laboratory safety is the responsibility of everyone in the lab.
- (B)** The University shall make all reasonable effort to minimize the workload placed on GSEs for the administration of laboratory safety. No GSE shall be required by the University to assume managerial responsibilities related to laboratory safety. GSEs uncomfortable with lab safety enforcement responsibilities may discuss concerns with their supervisor.

The Union reserves the right to add to, modify or withdraw its proposals at any time.

(C) Regarding high risk tasks or exposures, the University will follow regulatory standards, which would include conducting exposure assessments as required and placing GSEs in medical surveillance programs when indicated.

Section 5. Public Health Safety

GSEs shall be provided safe office and laboratory work environments during epidemic or pandemic infectious disease conditions, as declared by local, state or federal authorities.

This may include following federal, state, and local recommendations for indoor spacing, masking, and testing during local high transmission of SARS CoV-2.