



1 UNITED ACADEMICS PROPOSAL  
2 7-22-13  
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4 ARTICLE 35  
5 HEALTH and SAFETY  
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7 **Preamble.** The University of Oregon is noted for its strong tradition of collegiality and support  
8 for all members of the institution. Hostile, intimidating, or abusive behavior damages the strong  
9 sense of community so valued at UO. We should all work to ensure that each member of our  
10 community benefits from a respectful and inclusive working and learning environment. We  
11 expect that everyone will make a conscious effort to model the behavior necessary to create an  
12 inclusive and respectful climate for all.

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14 **Section 1.** Bargaining unit faculty members have the right to work in a safe and healthy  
15 workplace that meets the safety and health requirements of the Oregon Safe Employment Act  
16 and is an environment that is not hostile, intimidating, or abusive. Bargaining unit faculty  
17 members shall not be required to work under conditions that violate applicable safety or health  
18 laws or regulations.

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20 (a) A bargaining unit faculty member may report a condition that he or she believes does  
21 not comply with applicable safety or health laws. The University Administration will  
22 assess the report.

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24 (b) Upon conclusion of the assessment, the University Administration shall inform the  
25 bargaining unit member (in writing if the report was made in writing) of the conclusion  
26 and what, if any, action is being taken.

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28 **Section 2.** Bargaining unit faculty members will attend all required training on workplace health  
29 and safety offered by the University Administration. Bargaining unit faculty members will be  
30 paid for attendance at required trainings.

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32 Upon reasonable request, a bargaining unit faculty member will be provided instruction on how  
33 to safely operate equipment provided by the University Administration for use by the bargaining  
34 unit faculty member in the performance of his or her duties.

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36 **Section 3.** When OR-OSHA inspects or plans to inspect university facilities where faculty work,  
37 the Union shall be notified as soon as possible. A Union official or designee shall be allowed to  
38 accompany the inspector.

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40 **Section 3 4.** The Union may appoint two representatives to the Safety Advisory Committee.  
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1 **Section 4 5.** The University Administration and the Union agree to develop, through the Safety  
2 Advisory Committee, a written comprehensive workplace violence prevention policy that is  
3 consistent with OSHA guidelines.  
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5 At a minimum, the policy will address avoiding ~~and addressing~~ workplace violence, verbal and  
6 nonverbal threats, and similar actions, and will provide a procedure for the prompt reporting of  
7 incidents.  
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9 The policy will be developed by the Safety Advisory Committee and submitted to the Provost or  
10 designee. The Provost or designee will have final authority to establish the policy. If the  
11 Provost or designee materially alters the recommended policy, he or she will provide a written  
12 explanation for the change(s) to the Safety Advisory Committee. The Provost or designee may  
13 initiate changes to the established workplace violence prevention policy by informing the Safety  
14 Advisory Committee of the change being considered, thereby initiating the process described in  
15 this paragraph.  
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17 The workplace violence prevention policy will be posted on the Human Resources website.  
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19 **Section 5 6.** No bargaining unit faculty member will be subject to discrimination, discipline, or  
20 termination for reporting that he or she has experienced workplace violence or the threat of  
21 workplace violence.  
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