



UNITED ACADEMICS PROPOSAL

ARTICLE 35 HEALTH and SAFETY

Section 1. All faculty have the right to work in a safe, healthy, respectful, and dignified workplace. Faculty shall not be required to work under conditions that violate safety or health rules applicable to the University of Oregon. Working conditions shall remain consistent with obligations under OSHA and any other state, federal or local law or regulation.

(a) Whenever a faculty member reports a condition that he or she feels represents a violation of safety or health rules and regulations, the appropriate administrator shall promptly investigate such conditions.

(b) The appropriate administrator shall reply to the concern as soon as practicable. The reply shall be in writing, if the faculty's concern was communicated in writing. Upon conclusion of the investigation, the administrator shall inform the bargaining unit member of what action is being taken, if action is necessary.

(c) Faculty shall not suffer any adverse employment action(s) for making a report under this section.

Section 2. All faculty will be properly instructed and supervised in the safe operation of any machinery, tools, equipment, or process which they are authorized to use or apply during the course of their employment. This training will be provided at the faculty member's regular rate of pay.

Section 3. When OR-OSHA inspects or plans to inspect university facilities where faculty work, the Union shall be contacted to designate a union representative to participate in the inspection process. The Union shall be notified as soon as possible prior to the inspection. A Union official or designee, upon request, shall be allowed to accompany the inspector.

Section 4. The Administration and the Union agree to maintain the joint labor-management Safety Advisory Committee (SAC) composed of an equal number of employer-selected members and employee-elected or volunteer members consistent with Oregon law. Employer-selected members must include at least one representative authorized to ensure correction of safety and health issues.

This committee will be charged with assisting the Administration to develop policies and practices that provide a safe and healthy workplace for all faculty, staff and student workers, including, but is not limited to, the following:

- a) working with management to establish, amend or adopt accident investigation procedures that will identify and correct hazards;
- b) having a web-based system that allows employees an opportunity to report hazards and make safety and health related suggestions;
- c) establishing procedures for reviewing inspection reports and for making recommendations to management;
- d) evaluating all accident and incident investigations and making recommendations for ways to prevent similar events from occurring;
- e) making safety committee meeting minutes available for all employees to review;
- f) evaluating management's accountability system for safety and health, and recommending improvements.

Committee members must be provided training in the principles of accident and incident investigations for use in evaluating those events and training in hazard identification.

Recommendations for providing a safe and healthy workplace for all faculty, staff and student workers shall be made to the Vice President of Finance and Administration. The Vice President of Finance and Administration will respond in writing to all recommendations within twenty (20) days.

Section 5. The Administration and the Union, through the SAC, agree to develop a written comprehensive workplace violence prevention program that is consistent with OSHA guidelines.

At a minimum, the written workplace violence prevention program shall establish a clear policy regarding workplace violence, verbal, and nonverbal threats and related actions. All faculty shall be informed of the policy. No faculty member will be subject to discrimination, discipline, or termination for reporting that he or she has experienced workplace violence or the threat of workplace violence.

The program shall outline how to promptly report incidents and suggest ways to reduce or eliminate risks, require records of incidents to assess risk and measure progress, and outline a comprehensive plan for maintaining security in the workplace.