## 2 7-10-13 3 4 **ARTICLE 35** 5 **HEALTH and SAFETY** 6 7 Section 1. Bargaining unit faculty members have the right to work in a safe and healthy 8 workplace that meets the safety and health requirements of the Oregon Safe Employment Act. Bargaining unit faculty members shall not be required to work under conditions that violate 9 10 applicable safety or health laws or regulations. 11 12 (a) A bargaining unit faculty member may report a condition that he or she believes does not comply with applicable safety or health laws. The University will assess the report. 13 14 15 (b) Upon conclusion of the assessment, the University Administration shall inform the bargaining unit member (in writing if the report was made in writing) of the conclusion 16 17 and what, if any, action is being taken. 18 19 Section 2. Bargaining unit faculty members will attend all required training on workplace health 20 and safety offered by the University. Upon reasonable request, a bargaining unit faculty member 21 will be provided instruction on how to safely operate equipment provided by the University for 22 use by the bargaining unit faculty member in the performance of his or her duties. 23 24 **Section 3.** The Union may appoint two representatives to the Safety Advisory Committee. 25 Section 4. The University Administration and the Union agree to develop, through the Safety 26 27 Advisory Committee, a written comprehensive workplace violence prevention policy that is 28 consistent with OSHA guidelines. 29 30 At a minimum, the policy will address avoiding and addressing workplace violence, verbal and nonverbal threats, and similar actions, and will provide a procedure for the prompt reporting of 31 32 incidents. 33 34 The policy will be developed by the Safety Advisory Committee and submitted to the Provost or designee. The Provost or designee will have final authority to establish the policy. If the 35 Provost or designee materially alters the recommended policy, he or she will provide a written 36 37 explanation for the change(s) to the Safety Advisory Committee. The Provost or designee may 38 initiate changes to the established workplace violence prevention policy by informing the Safety Advisory Committee of the change being considered, thereby initiating the process described in 39 40 this paragraph. 41 42 The workplace violence prevention policy will be posted on the Human Resources website.

UNIVERSITY COUNTERPROPOSAL

1

Section 5. No bargaining unit 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.