

USA Proposal #04

Article 25 - HEALTH AND SAFETY PROCEDURES

USA Proposal to management 10/23/2024

SECTION 1-3: No Change

SECTION 4.

~~Eye shields, ear guards, or other protective face guards shall be furnished without cost to all employees, where required, for their work in the units represented by the Association. If an employee loses these eye shields, then the employee shall assume all costs of replacement.~~

If the University Office of Environmental Health and Safety determines that protective clothing, equipment, personal protective equipment (PPE), or related tools or materials are required by an employee's assignment, the University will furnish without cost to the employee such as protective clothing or equipment, or PPE following the protocol of the PPE program through EH&S. Adequate first aid equipment will be provided in appropriate locations.

Rationale - the first (original) language states the university will provide PPE as needed for employee to do their work, not EH&S

SECTION 5 -18: No Change

SECTION 19

Within thirty (30) days of the execution of this Agreement, the appointing authority and the Association agree to create a joint Health and Safety Committee (JHSC) consisting of two (2) representatives chosen by the appointing authority and two (2) representatives chosen by the Association. The Committee shall meet at least semi-annually and may recommend safety and training programs to the appointing authority. The union may request that representatives from the University's Office of Equity and Inclusion, Accessible Workplace, or similar office or officials, attend JHSC meetings to discuss potential diversity, equity, inclusion, and justice matters to improve the work environment.

Rationale - including representatives from relevant university offices to facilitate more robust conversations on a healthy and safe work environment.

SECTION 20. No Change

NEW SECTIONS

SECTION 21. Employee Refusal to Work in Unsafe Environment

No employee shall be forced to work in a situation which presents a serious threat to their health or safety. An employee who believes they have been assigned tasks that present a threat to their health or safety shall immediately inform their supervisor for an assessment of the situation. The employee's refusal to work in such circumstances shall not be just cause for discipline until an investigation has been performed. Nothing in this paragraph shall limit the employee's option to contact EH&S for an assessment. If the University Office of Environmental Health and Safety determines that such a situation exists, the threat will be removed or the employee's work site will be changed within a reasonable period of time. If a work site is closed for health or safety reasons and the employees are not moved to an alternate work site and are not able to work remotely, the affected employees shall be released from work responsibilities without loss of wages, benefits, or privileges and will not be required to use any accrued leave.

Rationale – Members should not be required to use their own time if due to no fault of their own their worksite is unsafe.

SECTION 22. VENTILATION

At the request of a bargaining unit member, the University shall assess the air quality in the bargaining unit member's University-provided work area(s), including assessing the presence of chemical and biological hazards, air filtration and rate of air changes. The assessment shall be completed and the results shared with the bargaining unit member and union within 30 calendar days of the request.

In cases where unsafe levels of chemical and biological hazards are found, as defined by state health authorities, the University shall take all necessary steps to remediate the air or provide an alternative workplace within 30 calendar days from the results of the study.

For cases where no unsafe levels of chemical and biological hazards have been found, but where the rate of air changes is less than five (5) air changes per hour the University may provide and maintain portable air filtration devices to provide the equivalent of at least five (5) air changes per hour in the work area, until such time as the existing air circulation system can be improved to at least five (5) air exchanges per hour, instead of providing an alternate work location. Air filtration efficiency, whether centrally or through portable air filters, shall meet the Minimum Efficiency Reporting Value (MERV)-13 or better.

Commented [CK1]: This is PSU language

Commented [RA2R1]: can this comment be resolved?

SECTION 23. ACCESSIBLE BATHROOMS

Bathrooms: The University and Union recognize the importance of having safe and accessible bathroom facilities. The University will post and maintain a campus map of all accessible and accessible gender-neutral bathrooms. The University will not prevent workers from using a workplace bathroom appropriate to the worker's gender identity. The university will ensure the existence of accessible and accessible gender-neutral bathrooms within reasonable proximity to an employee's workplace.

SECTION 24. PREGNANCY AND LACTATION

The University shall provide workplace accommodations for pregnancy-related conditions in accordance with federal and state law and university policy. The University shall provide a reasonable amount of break time for employees to express breast milk for the nursing child each time such employee has need to express the milk. The University shall provide a space that is clean, shielded from view, and free from intrusion from coworkers and the public that may be used to express breast milk in reasonable proximity to the lactating parent's work location. The University shall maintain a webpage that includes a lactation room map listing the established lactation stations of which the University is aware and will endeavor to develop uniform locks and lactation stations.

Section 25. HEALTH PROMOTING UNIVERSITY

The University recognizes its commitment to being a Health Promoting University requires that the University supports the efforts of unit members to participate in and benefit from the Okanagan Charter Collective's efforts, including but not limited to directing supervisors to grant release time to allow unit members to participate in campus efforts to improve their own health and wellbeing as well as the health and wellbeing of the University community as a whole. The University will support the following efforts:

1. [Data collection about the health and wellbeing of staff.]
- ~~1.2.~~ Embed wellbeing for staff across all levels of Human Resources.
- ~~2.3.~~ Reduction of food insecurity experienced by staff and their families.
4. Create a campus wide system for evaluation and feedback of supervisors by their direct and indirect reports.

Commented [CK3]: <https://www.acha.org/resources-programs/data-solutions-assessments/national-faculty-staff-health-assessment/>