

Article XX. Health and Safety

Section 1.

In compliance with University health and safety policies and procedures, the University shall make reasonable efforts to maintain work practices, work environments and, access to facilities which do not endanger the health or safety of employees.

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Section 2.

The University shall provide personal protective equipment, equipment, materials, tools, information and training for all employees to promote and maintain safe work practices and environments.

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Section 3.

Employees shall not be required to work in conditions that pose an imminent danger to health and safety. All work by employees shall be performed in conformity with applicable safety standards. Should an employee become aware of a condition they believe is unhealthy or dangerous, they shall immediately report the condition to a supervisor and/or the Environmental Health and Safety Department.

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Section 4.

The Employer shall provide at no cost to the employee, such medical tests, health examinations and surveillance/monitoring as may be required as a condition of employment and/or as a result of regulated hazards encountered after employment.

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The University shall make reasonable effort to provide and maintain safe buildings and facilities. The University shall assess the hazards to which employees are exposed and provide appropriate personal protective equipment, including protective safety glasses where necessary. ¶

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Section 7.

The University will provide as much advance notice as possible to employees likely to be affected by conditions in their workplace that may significantly impact the health and safety of employees.

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The University shall make available training to all employees in first aid, CPR, use of fire extinguishers and disaster preparedness. ¶

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Section 8.

The University shall provide the Union with a position on the University-wide health and safety committee. The Union-Management Committee shall also be empowered to discuss health and safety issues.

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The Employer and the Union will encourage and support employee participation in appropriate programs including the UW Care Link Services through which employees may seek confidential assistance in the resolution of chemical dependency or other problems that may affect job performance. UW Care Link Services may presently be reached at 1-866-598-3978 (business hours) or 1-800-833-3031 (24 hour line). No employee's job security will be placed in jeopardy as a result of seeking and following through with corrective treatment, counseling or advice providing that the employee's job performance meets supervisory expectations. ¶

Section 10.

Employees should contact their supervisor if job procedures, equipment or University-owned or operated workstations lead to risk of injury or work-related musculoskeletal disorders. Further ergonomic guidelines shall be referenced on the Environmental Health and Safety website www.ehs.washington.edu. Employees have the option to request the University of Washington

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1 Environmental Health and Safety to perform an ergonomic assessment of their University-
2 owned or operated workstation. The University does not provide ergonomics assessments for
3 non- University-owned or operated work environments. If available, employees may choose to
4 utilize established University outside consultants at a pre-negotiated rate and at their own
5 expense. Employees who are required to be remote and whose official work location is their
6 personal residence are encouraged to discuss their equipment and ergonomic assessment
7 needs with their supervisor. Employees who are required to be remote and whose official work
8 location is their personal residence may request reimbursement for an ergonomic assessment
9 performed by an established University outside consultant.

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11 Section 11.

12 The University will periodically inspect worksites owned and/or operated by the University for
13 the identification of recognized hazards, including ergonomic conditions, and put in place
14 appropriate and feasible mitigations for any identified conditions that may be hazardous to
15 health and safety. Such mitigations may include the use of engineering controls, administrative
16 controls, the use of personal protective equipment, and/or increased training. The organizational
17 unit will determine the appropriate frequency of the inspections and such frequency shall be an
18 appropriate topic for Union Management meetings.

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19 Section XX: University safety policy states that employees are responsible for using required
20 safety equipment, for following safe work practices, and for the safety of other employees and
21 students under their supervision.

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