

## UNIVERSITY OF PITTSBURGH PROPOSAL TO USW

January 9, 2023

### Health and Safety

- A. The parties will abide by all applicable City, County, State and Federal laws and regulations as well as all University rules, policies, and programs regarding safety. The Employer will continue to provide a safe working environment in accordance with University policy and law, if applicable. The Employer may promulgate work rules and operational policies with respect to health and safety and will provide the Union with notice of any changes to University-wide Administration and Operations (AO) and Community Standards (CS) policies relating to workplace safety. Such notice shall not be subject to the Grievance and Arbitration procedure in Art. \_\_\_\_.
- B. Bargaining unit faculty members shall immediately report in writing any and all working conditions that they can reasonably identify as unsafe in accordance with University policy and training.
- C. The Labor-Management Committee shall hold dedicated Health and Safety (HS) meetings to address issues related to workplace health and safety. These meetings shall be in addition to the regularly scheduled Labor-Management Committee meetings for each term (see Article \_\_\_\_). The number of HS meetings shall not exceed three (3) per term except by mutual agreement by the parties. In addition to the regular Labor-Management Committee members, participants in the HS meetings may include bargaining unit faculty members on the relevant internal Union committees and additional Employer representatives. The number of additional participants in the HSE meetings shall be mutually agreed upon by the parties.
- D. The Employer will make training on health and safety available to bargaining unit faculty members consistent with their job duties. The parties recognize certain trainings may be required for performance of certain job duties.
- E. No bargaining unit faculty member will be subject to discrimination, discipline or termination for reporting unsafe working conditions.

The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.