

# UNIVERSITY OF OREGON COUNTERPROPOSAL

COLOR KEY: Reinstated / Moved / New Language | ~~Deletion~~ | Status Quo / Accepted

## ARTICLE 13. HEALTH and SAFETY

**Preamble.** The University of Oregon is noted for its strong tradition of collegiality and support for all members of the institution. Hostile, intimidating, or abusive behavior damages the strong sense of community so valued at UO. We should all work to ensure that each member of our community benefits from a respectful and inclusive working and learning environment. We expect that everyone will make a conscious effort to model the behavior necessary to create an inclusive and respectful climate for all.

**Section 1.** Bargaining unit faculty members have the right to work in a safe and healthy workplace that meets the safety and health requirements of the Oregon Safe Employment Act, OSHA, state and university policy, and is an environment that is not hostile, intimidating, or abusive. Bargaining unit faculty members shall not be required to work under conditions that violate applicable safety or health laws or regulations.

A bargaining unit faculty member may report a condition that they believe does not comply with applicable safety or health laws or policies. The University ~~has~~ **will** establish a reporting mechanism at <https://safety.uoregon.edu/> ~~through the Office of the Vice President of Research and Innovation~~ that allows bargaining unit faculty to anonymously report unsafe or hazardous conditions. The ~~OVPR~~ **university** ~~will~~ **provide annual** ~~post~~ **notices to faculty** ~~in each lab space~~ on how ~~they~~ **faculty** can anonymously report unsafe or hazardous conditions.

The University will assess all reports they receive. Upon conclusion of the assessment, the University shall inform the bargaining unit faculty member (in writing if the report was made in writing), if identified, of the conclusion and what, if any, action is being taken.

~~On September 1, the University will send the Union a report detailing all reports they received, and the actions taken to resolve the conditions in the previous year.~~

**Section 2.** Bargaining unit faculty members will attend all required training on workplace health and safety offered by the University. Bargaining unit faculty members will be paid for attendance at required trainings.

Upon reasonable request, a bargaining unit faculty member will be provided instruction on how to safely operate equipment provided by the University for use by the bargaining unit faculty member in the performance of their duties.

**Section 3.** The Union may appoint two representatives to the Safety Advisory Committee.

**Section 4.** No bargaining unit faculty member will be subject to discrimination, discipline, or termination for reporting that they have experienced workplace violence or the threat of workplace violence.