

ARTICLE [x]. Working Conditions

Section 1. Health and Safety.

Oregon Tech is committed to providing a safe and functional working environment that enables bargaining unit faculty members to carry out their assigned work duties.

Bargaining unit ~~F~~faculty members have a right to a healthy and safe workplace. Bargaining unit ~~F~~faculty members shall immediately report any workplace health and safety or other maintenance issues to the appropriate contact person and/or their immediate supervisor. The Employer shall make reasonable efforts to make timely repairs and necessary upgrades in order to ensure healthy, safe, and adequate work spaces. The Employer shall comply with all state and federal law, as well as existing university policy, rules, standards, manuals or procedures regarding healthy and safe workplaces.

The Association' President shall appoint a representative to the Safety Commission at Oregon Tech to ensure bargaining members' concerns are being considered in relation to health and safety.

No bargaining unit faculty member shall be retaliated against for identifying and/or expressing concern about a workplace safety issue, including reaching out to appropriate state or federal agencies when workplace safety issues persist.

Section 2. Training.

~~Bargaining unit ~~F~~faculty members shall receive all necessary health and safety information, education, and training appropriate to their job duties. This includes ready access to up-to-date MSDS sheets, current best practices guides, safety manuals, and any other relevant safety information. Safety training will be paid and occur during regular work hours.~~

~~Bargaining unit members shall follow the health and safety rules that apply to their jobs and shall wear any personal protective equipment (PPE) required and provided by the Employer. The Employer shall respond in a timely fashion to a bargaining unit faculty member or to OT-AAUP's request for safety equipment or material.~~

~~The Employer shall notify all affected faculty members of any potentially hazardous chemicals that they may be exposed to in the normal performance of their duties, including in the potable water accessible to all employees.~~

Section 2. Imminently Hazardous or Dangerous Assigned Tasks.

Bargaining unit faculty members are not required to perform imminently hazardous or dangerous work, defined as work under conditions whereby a reasonable person would believe the performance of an assigned task under current conditions would risk the employee's death or serious physical injury. Bargaining unit faculty members shall immediately report imminently hazardous or dangerous work conditions.

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If the Environmental Health and Safety Office agrees the task is imminently hazardous or dangerous to life or health, then the Employer University must shall provide to the complaining party take a timeline and appropriate steps to remedy the situation.

If the Environmental Health and Safety Office does not find the work imminently hazardous or dangerous, as defined above, the bargaining unit member may be asked to complete the task as directed. In such cases, further failure to perform the task may subject the bargaining unit member to discipline procedures as outlined in Article ____ : Disciplinary Procedures.

If the bargaining unit faculty member disagrees with Oregon Tech's Environmental Health and Safety Office assessment regarding work that is imminently hazardous or dangerous, the member may file a complaint with the Oregon's Occupational Safety and Health or similar state office.

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*OT-AAUP reserves the right to add to, modify, or amend proposals during the course of negotiations.

