

HEALTH AND SAFETY

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Section 1. The University acknowledges an obligation to provide a safe, clean, and healthy environment for its employees on any University of Oregon campus and in University owned or controlled facilities, and agrees to do so in accordance with any and all applicable local, State, and Federal laws pertaining to occupational safety and health. Student workers may refuse to work in unsafe spaces, whether or not the space is owned or controlled by the University.

- a) Training: The University shall properly instruct and supervise student workers in the safe operation of any machinery, tools, equipment, process, personal protective equipment, or practice that they are authorized to use or apply during the course and scope of their employment. Student workers will attend all required training on workplace health and safety provided by the University and this training will be provided at the employee's regular rate of pay. Any required training shall be at such times that student workers can reasonably attend.
- b) Equipment: It is the responsibility of the University to provide, at no cost to the student worker, all necessary personal protective equipment (PPE) and training in the proper use of any issued PPE.
- c) The University shall provide for and maintain in safe working condition all tools and equipment required for the execution of student worker duties.
- d) If, after reporting to the supervisor that a specific task or assignment may jeopardize personal health or safety, correction is not made, that employee may refuse to perform such activity without penalty until the appropriate health or safety officer has reviewed the situation and made a finding. The University shall notify the Union of each determination that is made.
- e) When OR-OSHA provides notice that it plans to inspect University facilities where student workers work, the Union shall be notified as soon as possible. A Union official, upon request, shall be allowed to accompany the inspector if possible.
- f) The Union shall be afforded representation on the University Safety Advisory Committee.

Section 2. Student workers who are not taking classes for a term but are enrolled in classes the next term shall have access to the Rec Center free of charge.

Section 3. Residential assistants shall have access to unlimited sessions with a licensed mental health professional, free of charge, after filing any incident report. Residential assistants will have the option to use the first session within two (2) weeks of filing the report. After an incident report is filed, only mental health professionals may contact a student worker about the incident report in regards to the student worker's wellbeing and safety.

Section 4. All student workers shall be allowed to opt-out of being used in University promotional materials without risk of losing hours.

Section 5. Workplace Injuries. [language to come]

44 **Section 6. Building Safety.** If there are repeated safety complaints about a building, a neutral
45 third party (not employees of the University) shall inspect the building. If the building is declared
46 unsafe, student workers will not be required to work in that building. Students will be relocated
47 with no loss of hours or compensation.

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49 **Section 7. Temperature Control.** Temperatures will be maintained between 65 and 75
50 degrees Fahrenheit at all times unless there is a documented need for a room or building to be
51 maintained at a different temperature. If the temperature is not between 65 and 75 degrees,
52 student workers will be told to leave work and will be paid for their remaining shift. If the
53 temperature is not between 65 and 75 degrees, student workers will be informed before their
54 shift begins and will not be required to work that shift, and they will be paid for that shift.

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56 **Section 8. Smoke Inhalation.** The University shall maintain appropriate circulation systems
57 for all worksites. If a worksite does not have appropriate circulation systems, the student
58 workers shall not be required to work and shall be paid for that shift. If there is visible smoke in a
59 building, student workers shall be told to leave work and shall be paid for their entire shift.

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61 **Section 9. Earthquake Safety.** No student workers shall be required to work in any building
62 that is not earthquake-resistance safe, as certified by the Oregon Seismic Safety Policy
63 Advisory Commission (OSSPAC).

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65 **Section 10. Ride Share.** The University shall provide Ride Share for at least one (1) hour past
66 the latest time any student worker works each day.

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68 **Section 11. Workplace Hazards.** Workplace hazards must be indicated with standardized,
69 recognizable signage in visible areas. This signage must be accurate and up to date. If the
70 hazard is something that is safe with periodic maintenance, there must also be a sign stating
71 how to recognize if it is in good condition or a threat, and include relevant contact information if
72 it is a danger.