

HEALTH AND SAFETY

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

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

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

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

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

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42 **Section 5. Workplace Injuries.** In the event that a student worker is injured on the job, they
43 may take the time needed to assess and remedy their injury. If medical care is needed, they will
44 be paid for the remainder of their shift and provided access to the necessary care. Student

45 workers who receive University treatment for a workplace injury will not be charged for any
46 treatment provided. If medical attention off campus is required, the University will provide
47 transportation to an appropriate location free of charge to the injured student worker.

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49 As soon as is reasonable given the injury, the affected student will be given a way to notify the
50 University of what occurred. The University will then take steps to prevent similar injuries in the
51 future.

52 ~~[language to come]~~

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

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

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

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

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

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