

Union-University Counter Proposal: Workplace Violence (Staff)

August 20, 2025

September 11, 2025

1. The University of Pittsburgh is committed to maintaining a safe workplace for all faculty, graduate bargaining unit employees, post-doctoral fellows, staff, vendors, contractors, and invited guests; physical violence and/or threatening behavior will not be tolerated. Violent, threatening, intimidating or other wrongful hostile behavior that occurs on property that is owned or controlled by the University, or that is otherwise connected to University employment, programs or interests (e.g., behavior during work-related business trips or that results in adverse media coverage) is strictly prohibited. Prohibited behaviors include, but are not limited to, oral or written threats and/or intimidation, physical acts against persons or property, stalking and unlawful possession of weapons. Such behavior may result in criminal arrest and prosecution and/or disciplinary action up to and including termination of employment. Purported joking or bantering intent will not excuse behaviors that could reasonably be perceived as prohibited.
2. ~~**Zero Tolerance Policy.** The employer and the Union agree that each employee shall be treated with respect and dignity. For the purposes of this Article, workplace violence shall be defined as physical violence and threats of physical violence that occurs on a campus of the Employer, in the course of the Employer's operations, or that is directed toward a student or employee of the Employer. Workplace violence shall not be tolerated. For the protection of bargaining unit employees, the employer shall adopt a zero tolerance policy toward workplace violence which applies to employees, contractors, clients, visitors, and students, regardless of status or position.~~
3. ~~**Incident Reporting and Investigation.** The Employer must inform bargaining unit employees of their right to report instances of workplace violence. Employees shall not be discouraged from reporting instances of workplace violence. Bargaining unit employees who report workplace violence shall not be retaliated against. The identities of bargaining unit employees who report workplace violence shall be kept confidential, unless the employee consents to disclosure. The Union will be notified immediately of any incident involving bargaining unit employees.~~
4. ~~**Review and Prevention.** The Labor Management Committee shall annually review incident data, employee feedback, and best practices to make recommendations for preventing workplace violence.~~
5. ~~**Support for Affected Employees.** Any bargaining unit employee who is affected by workplace violence shall be granted a period of administrative leave with pay, not to exceed six months, to recover from the impact of any physical or psychological harm caused by the action, and such paid absence shall not be~~

The Union reserves the right to add to, delete from, or modify any proposal prior to final agreement. Any withdrawal of a proposal is without prejudice to the Union. Any tentative agreement reached between the parties 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.

~~deducted from any sick leave to which such employee is entitled under this Agreement.~~

~~5.1. The Employer shall provide employees appropriate and adequate Critical Incident Stress Debriefing (CISD). CISD is to be used for critical job-related incidents including, but not limited to, workplace violence, work peer suicide, serious work injury, and/or work-related death of co-workers.~~