

# University Counterproposal

July 28, 2025

## Health & Safety

1. The University of Pittsburgh is committed to providing a safe work environment for all.
2. Standards and Reporting.

2.1 The parties will abide by all applicable city, county, state and federal laws and regulations as well as all university rules, policies, and programs regarding safety. The Employer will continue to provide a safe working environment in accordance with university policy and law, if applicable, and not reduce the health and safety standards at the university. The Employer may promulgate work rules and operational policies with respect to health and safety and will endeavor to provide the Union with notice of any changes to university-wide Administration and Operations (AO) and Community Standards (CS) policies relating to workplace safety.

~~2.2~~ Bargaining unit employees shall immediately report in writing any and all working conditions that they can reasonably identify as unsafe in accordance with University policy and training. Under emergency circumstances, such reports may initially be made orally. Reports may be made anonymously via the Pitt Concern Connection or a similar service. ~~All reports will ultimately be provided to the Employer's Environmental Health and Safety department. All investigation results must be provided to the Labor-Management Committee.~~

~~3.2.2~~ **Labor-Management Health and Safety Meetings.** The Labor-Management Committee shall hold dedicated Health and Safety (HS) meetings to address issues related to workplace health and safety. These meetings shall be in addition to the regularly scheduled Labor-Management Committee meetings for each term (see Article \_\_\_\_). HS meetings shall ~~not exceed three per year, occur at least once per academic year. B except by mutual agreement of the parties. If either party has a concern, they can call an additional meeting(s) may be scheduled by informing the Labor Management Committee.~~ In addition to the regular Labor-Management Committee members, participants in the HS meetings may include bargaining unit employees on the relevant internal Union committees and additional Employer

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representatives. The number of additional participants in the HS meetings shall be mutually agreed upon by the parties.

#### **4.3. Training.**

4.1 The Employer will make training on health and safety available to bargaining unit members. Such trainings will be consistent with their job duties. The parties recognize certain trainings may be required for performance of certain job duties.

4.2 ~~The Employer will inform all bargaining unit employees of their obligation to report unsafe working conditions, of their right to decline unsafe work, and of the procedures for obtaining Workers' Compensation.~~

~~4.3 The Union's Health, Safety & Environment Conference may be attended by the Union and Employer members of the Labor Management Committee. Arrangements for attending the conference, including payment of registration fees, lodging, per diem, travel and payment of time (attendance and travel days), etc., shall be paid by the Employer for both the Union and Employer representatives.~~

**5.4. No Retaliation.** No bargaining unit employee will be subject to discrimination, discipline or termination for reporting unsafe working conditions, ~~or refusing work the bargaining unit employee reasonably believes to be unsafe.~~

**6.5. Personal Protective Equipment.** Bargaining unit employees may wear any PPE masks freely at the workplace. ~~The Employer will make high filtration (N95 or KN95) respirators available to bargaining unit employees at no cost.~~

**7. International Travel.** ~~If a bargaining unit employee conducts assigned or necessary work outside of the United States, the Employer will provide them with information about international guidelines, State Department reports, and information on how to seek and obtain medical treatment, including information about the Employer's global emergency services provider (currently ISOS). The Employer will provide such bargaining unit employee, at no cost, with testing and proactive medications and/or immunizations that are required or recommended by the Centers for Disease Control for the location where the employee will be working.~~

#### **8.6. Facilities and Testing.**

8.1 ~~Bargaining unit employees may request environmental testing (including air, water, asbestos, or noise) at a specific location at any time by submitting a written request to the Labor Management Committee. Testing must occur at the Employer's expense at the earliest available opportunity, and members of the~~

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Labor-Management Committee should be present when such testing takes place. Results of such tests must be shared with the Labor-Management Committee, who will provide a recommendation for corrective action, if necessary.

8.2A bargaining unit employee who feels that they cannot safely continue work due to environmental factors may request that their supervisor temporarily reassign them to a different location, and such requests will not be unreasonably denied.

8.3. The Employer will post signage indicating when spaces used by bargaining unit employees are private (i.e., not open to the general public), such as bargaining unit employee offices, lounges, lab spaces, and other workspaces.

9.8.2 **Pedestrian and Cyclist Safety.** The Employer will conduct pedestrian and cyclist safety studies when an incident occurs, or at the request of the Labor-Management Committee, and will provide the full study results to the Labor-Management Committee. In order to enhance pedestrian and cyclist safety, the Employer will promptly comply with governmental recommendations regarding locations of shuttle stops. The Labor-Management Committee's recommendations to improve pedestrian and cyclist safety will be given careful consideration by the Employer.

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