

Union-University Counter Proposal: Health & Safety (Staff)

August 20, 2025

September 11, 2025

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 investigation results must be provided to the Labor-Management Committee.
3. **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 ~~occur at least once per academic year. If either party has a concern, they can call additional meetings by informing the Labor-Management Committee not exceed three per year, except by mutual agreement of the parties.~~ 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 representatives. The number of additional participants in the HS meetings shall be mutually agreed upon by the parties.
4. **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.

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.

~~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.~~

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

7. International Travel. If a bargaining unit employee conducts ~~assigned or necessary~~required work outside of the United States, the Employer will ~~make available~~ provide them with information about international guidelines and international emergency services ~~that are offered to all other University employees, consistent with current practices.~~, 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. 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. ~~The Employer retains the discretion to deny the request for testing.~~ Testing must occur at the Employer's expense at the earliest available opportunity, and members of the 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.~~

8.2. The Employer shall provide and maintain emergency stations ~~appropriate to each worksite in accordance with existing laws, rules, regulations and policies, including, but not limited to,~~eyewash stations, showers, properly maintained ventilation, and detectors.

~~8.3The 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.~~

8.5. **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.