

University Counterproposal

July 8, 2026

Health & Safety (Staff)

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.
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 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. **Safety Grievances.** For any ~~dispute concerning whether the Employer is providing a safe working environment in accordance with university policy and law, alleged violation of Section 2.1 of this Article,~~ the Union has the right to present a grievance in writing to Step Three of the grievance procedure, and a

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Step Three grievance meeting shall be convened within three days to hear the grievance.

5. Training.

5.1 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.

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

6. **No Retaliation.** No bargaining unit employee will be subject to discrimination, discipline or termination for reporting unsafe working conditions.

7. **Personal Protective Equipment.** Bargaining unit employees may wear PPE masks freely at the workplace.

8. **International Travel.** If a bargaining unit employee conducts required work outside of the United States, the Employer will make available information about international guidelines and international emergency services that are offered to all other University employees.

9. Facilities and Testing.

9.1 - 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 right to deny the request for testing. Union members of the Labor-Management Committee should be offered the opportunity to be present when such testing takes place, when circumstances permit.

9.2 The Employer shall provide and maintain emergency stations at each worksite in accordance with existing laws, rules, regulations and policies, including eyewash stations, showers, properly maintained ventilation, and detectors.

~~Bargaining unit employees may post signs to denote private areas not open to individuals outside of the University community without authorization. In work spaces not managed by the employer, employees may post such signage to indicate that spaces are private when permitted by the building's management.~~

~~9.3 In work spaces managed by the Employer, the Employer will post signage indicating when spaces used by bargaining unit employees are private (i.e., not~~

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~~open to the general public), such as bargaining unit employee offices, lounges, lab spaces, and other workspaces. In other work spaces, employees may post such signage to indicate that spaces are private when permitted by the building's management.~~

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