

University Counterproposal

Health & Safety (Staff)

November 10, 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.
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. ~~Unusual and Elevated Risks. Any bargaining unit employee who observes a situation that they reasonably believe to pose an unusual and elevated risk of serious injury or illness may engage their supervisor and Union representative and communicate their specific safety concerns. Upon notification of the concern(s)~~

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~~to their supervisor and Union representative, it is the responsibility of the supervisor, if needed, to assess the situation with the employee(s), consult with the Employer's Department of Environmental Health & Safety (and other Employer representatives, as appropriate), and Local Union Health, Safety and Environment Committee Representative(s) to review the situation and confirm that the potential risks as identified do or do not exist. The supervisor may assign substitute job tasks or an alternate work location to the employee during this process, and the bargaining unit employee shall not be assigned to work in a way that would expose them to the safety concern until the investigation is completed. If, after the investigation is completed, the Union and the Employer do not agree whether a potentially unsafe or unhealthy condition exists, the Union has the right to present a grievance in writing to Step Three of the grievance procedure, and a Step Three grievance meeting shall be convened within three days to hear the grievance.~~

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4.5. Training.

4.5.1 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.

5.4.2 The Employer will inform all bargaining unit employees of their obligation to report unsafe working conditions, ~~of their right to decline work for safety reasons~~ invoke the procedures in Paragraph 4, and of the procedures for obtaining Workers' Compensation.

5.6. 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 pose an unusual and elevated risk of serious injury or illness~~ invoking the procedures in Paragraph 4.

6.7. 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.

7.8. 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.

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8.9. Facilities and Testing.

8.9.1 - 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, ~~but requests that are reasonable under the circumstances shall not be denied. At the discretion of the Employer, Union~~ members of the Labor-Management Committee ~~should~~ may be offered the opportunity to 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. [Union would withdraw this paragraph if paragraph 4 is accepted.]~~

~~8.38.2~~ . 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.

~~8.4The 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.~~

9.10. 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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