

Article ___: Working Conditions

Section 1. Reporting. Oregon Tech is committed to a work environment where bargaining unit members have a healthy and safe workplace. Oregon Tech will comply with all applicable law and university rules, policies, standards, manuals, or procedures.

Bargaining unit members shall immediately report any workplace health and safety, injury or illness, or maintenance issues to the appropriate contact person and/or their immediate supervisor.

Section 2. Imminently Hazardous or Dangerous Assigned Tasks. Bargaining unit members shall immediately report any assigned task they believe is imminently hazardous or dangerous, such that a reasonable person would believe the performance of the task would risk the employee's death or serious physical injury.

Upon receiving a report of imminently hazardous or dangerous work, Oregon Tech may either choose to reassign the faculty member to other work or have the task evaluated by the Oregon Tech's Environmental Health and Safety Office. If the Environmental Health and Safety Office agrees the task is imminently hazardous or dangerous, as defined above, then the University must take appropriate steps to remedy the situation.

If the Environmental Health and Safety Office does not find the work imminently hazardous or dangerous, as defined above, the bargaining unit member may be asked to complete the task as directed. In such cases, further failure to perform the task may subject the bargaining unit member to discipline procedures as outlined in Article ___: Disciplinary Procedures.

Bargaining unit members who report suspected safety issues in good faith shall be protected from retaliation.

Section 3. Training. Bargaining unit members shall be provided and complete all necessary health and safety education and/or trainings required for their job duties. Bargaining unit members shall follow the health and safety rules that apply to their jobs and shall wear any personal protective equipment (PPE) required and provided by the Employer.

Section 4. Workspace. The University will furnish and maintain workspaces, furnishings, information technology, tools, and equipment necessary to carry out assigned work, including access to private meeting space sufficient for meeting with students, which may need to be reserved according to established guidelines.

*Oregon Tech reserves the right to add to, modify, or amend proposals during the course of negotiations.

Bargaining unit members shall use appropriate safeguards and equipment if exposed to hazards.

Section 5. Transfer of Faculty Office Space or Location. Unless there is mutual agreement to the contrary or an emergency situation, the University must provide at least fourteen (14) calendar days' notice when assigning a bargaining unit member to a new office space within a given campus (Klamath Falls, Portland-Metro, or Everett).

Unless there is mutual agreement to the contrary or an emergency situation, a bargaining unit member may be directed to move to another campus or location upon notice of no less than one (1) academic term.

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