ARTICLE 7 HEALTH AND SAFETY

7.1 The Employer will continue in its effort to provide education and products to reduce occupational injuries. OFNHP and the employer recognize a joint commitment to workplace safety and further acknowledge all employees have a responsibility to report any safety concerns to their immediate supervisor as soon as they are identified.

7.1.1 The Employer shall provide a safe and healthy work environment.

7.1.2 The Employer shall work proactively with employees to prevent safety and health hazards, and to protect the Hospital's and employees' financial resources by minimizing long-term costs of workplace injuries.

7.1.3 The Employer shall provide a safe and healthy patient care environment.

7.2 The Employer will provide, free of charge any Employer required vaccinations to those employees who desire immunization.

7.3 The Employer agrees to abide by standards of safety and health in accordance with federal and state regulations and will ensure that employees are provided with appropriate information and training in order to comply with such regulations and with applicable Employer policies and procedures.

7.4 Violence in the Workplace:

7.4.1 For patients or guests that are known to have a history of violence, **or that exhibit threatening behavior as defined by the Violence in the Workplace Policy (#200.23),** a safety plan can be made to care for the patient including having a second person present during the course of care. Any employee who experiences violence from a patient or visitor may immediately disengage with the patient and notify their manager, supervisor or house supervisor. The employer will take action for any hostile or combative patient or guest including following the Violence in the Workplace Behavioral Management Process. This may result in the patient or visitor being excluded from care and/or security involvement.

7.5.1 The Employer will offer de-escalation and personal safety training to all bargaining unit employees. As part of the Employer's trauma informed approach to Code Grey training, employees may seek opt-out accommodations from practicing physical skills through the Code Grey training team prior to registration or onsite with the training facilitator.

7.5.2 Unless otherwise required, at the time of hire, and throughout employment, employees may request Employer-provided training **regarding the Violence in the Workplace Behavioral Management Process.** and Employer-provided training

regarding Security Alerts. If training is approved by management, it may be done on work time.

7.6 Safety Committee

7.6.1 The Hospital will continue its Employee Safety Committee. Employees are encouraged to join. The Union may appoint one represented member to the committee. Employees who participate will be paid for time spent attending committee meetings. The parties acknowledge that any employee who participates in the Committee must respect the confidentiality obligations of all employees on the Committee.