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Management reserves the right to modify this proposal

Management Counter Proposal
"Workplace Safety"

Initial Proposal dated 5/12/2025

Tentative Agreement
9/3/25 5:05
Jonathan Duvhous
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[Signature]
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ARTICLE 16 – HEALTH AND SAFETY

Please refer to the National Agreement, Section 1.J - Workplace Safety

A. General

The Employer shall take measures to promote the safety and health of employees ~~agrees to make reasonable provisions for the safety and health of employees~~ during the hours of their employment, to promptly review safety or health concerns brought to the Employer's attention, and to take whatever reasonable corrective action it determines to be necessary by the appropriate safety committee regardless of care delivery setting.

1. Appropriate protective equipment and clothing shall be provided by the Employer for all employees engaged in work where such devices and clothing are necessary to meet the requirements of all applicable laws, and the Employer will review recommendations of regulatory agencies and implement those that are appropriate.
2. The Employer shall provide adequate orientation, training, and education for employees who may be routinely exposed to potentially hazardous substances and harmful biological and/or physical agents in their jobs.
3. Employees assigned to locations where exposure to ionizing radiation is possible in the course of the work assignment shall be issued a film badge or similar detection device upon employee request. The Employer will maintain records of employee exposure.
4. The Employer will provide all commonly accepted or governmentally required and recommended tests and immunizations for exposure and contact with infectious diseases and hazards in the workplace at no cost to the employee or Bargaining Unit.
5. The facility specific safety committees will regularly review Safety Hazard Identification Forms and Incident Reports to determine whether the areas are unsafe and will promptly notify employees of all areas designated as unsafe and the specific hazardous conditions and engage in resolution of the problem.

6. The Employer agrees to make reasonable provisions for the safety and health of employees during the hours of their employment, to promptly review unsafe conditions

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~~brought to its attention, and to take whatever corrective action it determines to be necessary. Management~~ The employer shall take a reasonable ~~measures~~ provision for safety and health to prevent employees from being in an isolated situation with a member ~~who is a known~~ safety risk.

PERSON

POTENTIAL

1. ~~To protect employees from potential harm, the employer shall purchase and maintain a service that removes employee personally identifying information from the internet for all employees.~~

~~6.7.~~ The employees acknowledge their responsibility to familiarize themselves with and to observe all safety procedures and policies established by the Employer. All proper safety devices and clothing required and provided shall be used and worn according to policies. The Employer, the Union and the employees recognize their obligations and/or rights under Federal and State laws, regulations and recommendations with respect to safety and health.

~~7.8.~~ Facility specific safety committees, with an equal number of Employer and employee representatives, which reflect the general composition of the workgroup will regularly meet and formulate plans for implementation on how to eliminate hazards and unsafe work practices and to improve accident and illness prevention programs, including maintaining a map identifying all safe rooms in each facility that are available to all employees. In the event an employee believes an unsafe environmental condition exists, the employee shall immediately bring the situation to the attention of their supervisor. The employee may report the condition in writing to the Safety Officer and the Safety Committee Chairman. All information shall be promptly forwarded to the appropriate facility specific safety committee for its investigation and a copy of the report and final decision shall be returned to the initiating department and employee.

~~8.9.~~ It is understood that some departments (for example, Continuing Care Services) have unique health and safety issues. A department or facility Committee of Labor and Management will be established within 30 days of ratification of this contract to evaluate and create policies and procedures for managing high risk care environments. If this committee fails to come to an agreement, these employees would have recourse to the resolution procedures established under the National Partnership Agreement.

~~9. The employer will provide an annual report to OFNHP of all managers who have completed training on available resources to maintain employee safety.~~