

## FAM, AAUP-AFT Counter to Miami University

March 13, 2024

### HEALTH, SAFETY AND SECURITY

1. ~~The Union and all bargaining unit faculty members will comply with all University policies, rules and regulations relating to workplace safety.~~ The University ~~will continue to~~shall provide a healthy, safe, and secure working environment in accordance with its policies and applicable law. The University shall ensure that bargaining unit members will not be required to work in unsafe conditions and/or perform tasks that endanger their health, safety, or security.
2. Personal protective equipment shall be provided by the University to a bargaining unit member when the member deems it necessary to maintain healthy, safe, and secure conditions. A bargaining unit member shall not be disciplined or otherwise punished for work not completed under unsafe conditions.
- 2.3. The University shall provide a single point of contact for reporting Bargaining unit faculty members will immediately report in writing to Campus Security, Environmental Health and Safety, or their Chair or Dean, as appropriate, all workplace-related matters regarding safety, security, and/or hazardous conditions of which they are aware. The University shall make available to the university community multiple means for contacting this single point of contact including but not limited to phone, text, email, web form, and in-person.
4. The University shall investigate any report of unhealthy, unsafe, and/ unsecure conditions immediately. The member(s) who reported such conditions and the Union shall be notified in writing of any resolution within five (5) business days.
5. The University will provide timely, appropriate training to bargaining unit faculty members who are required to perform duties that involve potential hazards to safety and health, ~~as determined by the University.~~ The parties recognize that trainings may be required for performance of certain job duties. As such, bargaining unit faculty members shall complete all trainings necessary to perform duties that involve potential hazards to assigned safety, as assigned by the department/program chair trainings.
6. When University Police seek to interview a bargaining unit member, the member has no obligation to participate. However, if the member chooses to participate, the member has the right to be accompanied by a Union representative. Nothing in this section shall limit the rights of members to be represented by an attorney when interacting with University Police.
7. Departments will provide lactation spaces to bargaining unit members who request them. These locations can be the employee's private office, a private office not in use, or any area

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The Union reserves the right to add to, delete from, alter or amend this proposal. This proposal is made without precedent or prejudice to existing rights and entitlements, regardless of the character or source of same. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.

other than a bathroom where the employee can have privacy from others. The University shall make the locations of all lactation spaces on campus known to the campus community through searchable, up-to-date, web-based information. Upon request, the campus Human Resources office shall inform bargaining unit members where the nearest lactation space is located. If bargaining unit members are unable to access adequate lactation spaces, the member or the Union may notify Human Resources. The University shall inform the Union in writing and within thirty (30) days of its plans for addressing the issue. Departments are to ensure the availability of cold storage space. The employee may provide their own portable cold storage device or have access to a refrigerator located in the department of building. The University shall grant reasonable flexible scheduling to accommodate lactation needs.

3.8. The University agrees to provide at least one (1) gender-inclusive restroom for every two (2) floors in all campus buildings. The University shall make the locations of all gender-inclusive restrooms known to the campus community through searchable, up-to-date, web-based information.