

## FAM, AAUP/AFT Counter to Miami University

April 17, 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 provide a safe working environment in accordance with its policies and applicable law.
2. 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 and/or hazardous conditions of which they are aware. The University shall investigate any report of unhealthy, unsafe, and/or unsecure conditions immediately.
3. 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 ~~assigned~~ safety trainings as assigned.
- ~~Bargaining unit faculty members shall comply with all University drug and alcohol policies. The University reserves the right to conduct reasonable suspicion and post-accident drug and/or alcohol testing.~~
4. The University will provide personal protective equipment (PPE) to bargaining unit faculty members consistent with their job duties, as determined by the Office of the Vice President for Research and Innovation (ORI), or its equivalent, as applicable. Any bargaining unit member may request additional PPE from the ORI in order to maintain a healthy, safe, and secure working environment, and any such request shall not be unreasonably denied.
5. The University agrees to work to ensure that lactation rooms are accessible, private, and clean. In the event that a bargaining unit faculty member needs access to a secure room for the purpose of expressing milk after the birth of a child, they should inform their Chair or other department head, as applicable. The University will work with the bargaining unit faculty member to designate a room for this purpose within the building where the bargaining unit faculty member is located, or nearby, if there is no designated space within the bargaining unit faculty member's building.
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.

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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.

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

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