

## **MIAMI UNIVERSITY and FAM/AAUP-AFT - TENTATIVE AGREEMENT**

**April 26, 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 will investigate such reports as it determines is necessary to maintain safe working conditions.
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 safety trainings as assigned.
4. Bargaining unit faculty members shall comply with all University drug and alcohol policies, including those relating to reasonable suspicion and post-accident drug and/or alcohol testing.
5. The University will provide personal protective equipment to bargaining unit faculty members consistent with their job duties, as determined by the Office of the Vice President for Research and Innovation, or its equivalent, as applicable. Any bargaining unit faculty member may request additional PPE from the ORI, if necessary to maintain a healthy, safe, and secure working environment, as determined by the University.
6. 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.

Miami University and FAM reserve the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. 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, (2) the Union membership has ratified the full collective bargaining agreement and (3) the University Board of Trustees has approved the full collective bargaining agreement.

The University also reserves the right to amend or withdraw any proposal that conflicts with pending legislation, including S.B. 83 - Ohio Higher Education Enhancement Act.

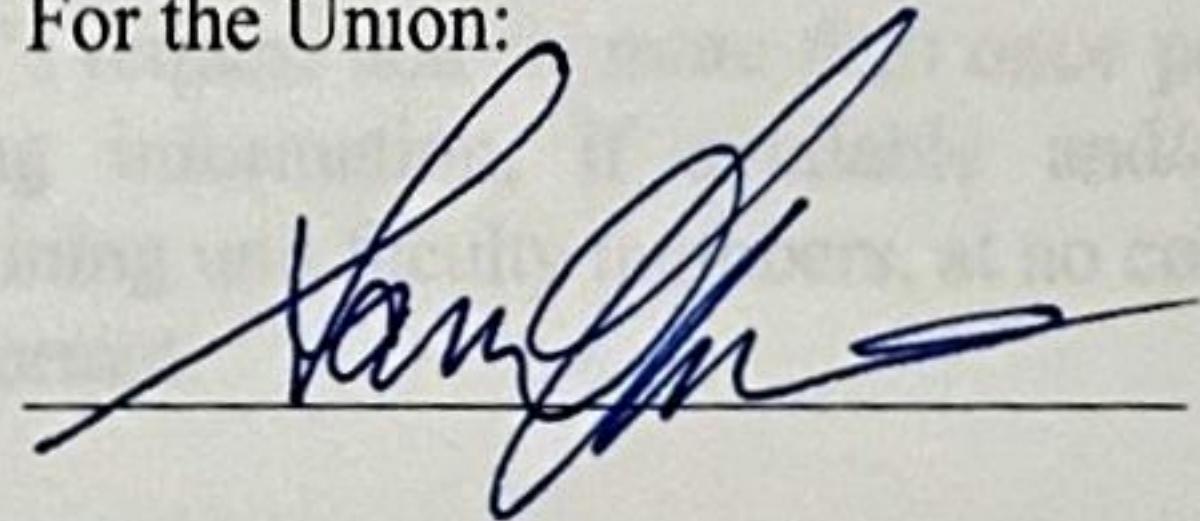
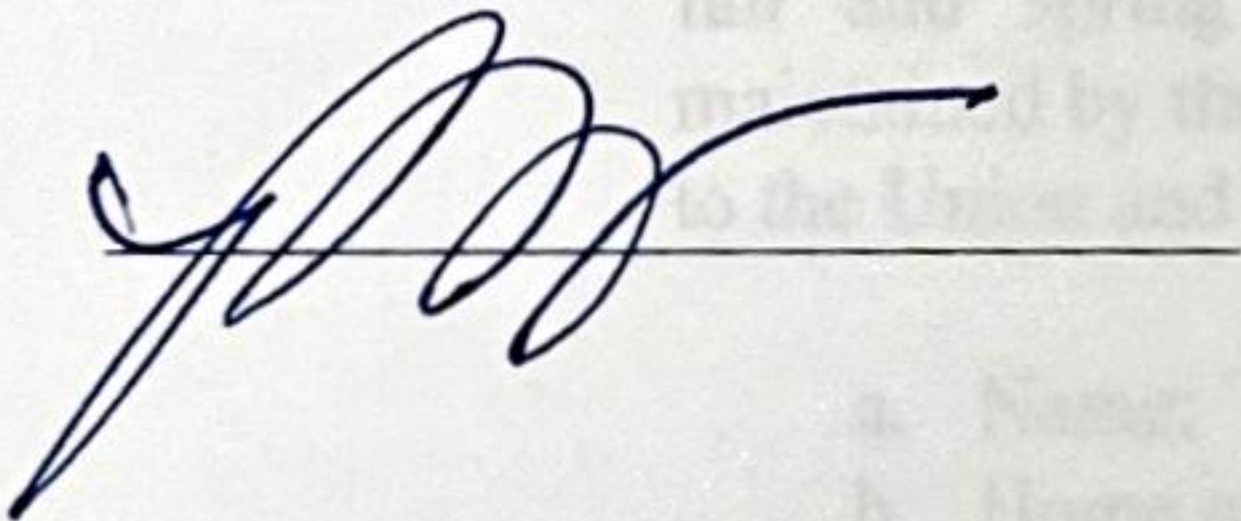


7. The University agrees to provide at least one (1) gender-neutral restroom for every two (2) floors in all campus buildings, when and where practicable, as determined by the University. The University shall make the locations of gender-neutral restrooms known to the campus community.

I. Bargaining Unit Information

For the University:

For the Union:



- a. Name;
- b. Home or mailing address;
- c. Email address;
- d. Phone number;
- e. Academic school, campus, and department, as applicable;
- f. Rank;
- g. Tenure status (tenure-track, untenured, etc.);
- h. Gender;
- i. Race and ethnicity;
- j. Birth date;
- k. Degree and date of positive letter, as applicable;
- l. Base annual salary; and
- m. Leave status.

2. The Union may request the above information no earlier than September 15 for the fall semester and February 15 for the spring semester, respectively.

3. The University shall notify the Union of approvals and denials of requests for access no later than June 1.

II. Orientation

The Union shall be provided an opportunity to meet with new faculty members and the orientation of new faculty orientates.

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