

ARTICLE XX.
HEALTH AND SAFETY

Section A. The Corporation shall provide and maintain safe and healthy working conditions for all Employees.

Section B. All Employees shall be provided with a safe workspace and are encouraged to report to the Corporation, including supervisor and Harvard Environmental Health and Safety any conditions that pose a threat to their health and safety, the health and safety of their fetus, or the health and safety of others.

1. No employee shall be required to work in a situation which presents a threat to their health
or safety.
2. Employees shall not face any discipline or retaliation for reporting a concern.

Section C. The Corporation shall supply and maintain all equipment, tools, and materials needed to carry out required job duties safely, and the Corporation shall provide proper training for the use of said equipment, tools, and materials.

Section D. The Corporation shall provide first aid equipment and information for all Employees in workplaces that involve the use of, or exposure to, hazardous materials or who work in a hazardous environment.

Section E. The Corporation shall offer all safety training to Employees at no cost on safety topics including, but not limited to, first aid, Cardiopulmonary resuscitation (CPR), use of an Automated External Defibrillator (AED), use of fire extinguishers, disaster preparedness, and active shooter preparedness.

Section F. The Corporation shall provide appropriate personal protective equipment (PPE) deemed necessary in accordance with Harvard policies, the Occupational Safety and Health Administration (OSHA), and/or local, state and/or federal regulations for safely performing their duties. Training shall be provided in the proper use of protective equipment at no cost to the Employees.

Section G. The Corporation shall provide Employees with N-95 or equivalent masks. In the event that an Employee requires a different brand of mask due to poor fit of Corporation-issued masks, the Corporation shall reimburse the Employee for the cost of Employee-purchased masks.

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Section H. The Corporation shall notify and provide affected Employees with information regarding toxic chemicals, health hazards, and/or asbestos to which they may have been exposed.

Section I. The Union shall have one (1) representative included on the Laboratory Safety Committees.

Section J. When an OSHA inspector inspects a worksite in which Employees are located, a Union representative has the right to be present and to accompany the inspector during the walkaround inspection.

Section K. Doxxing and threats to personal safety.

1. When the Corporation becomes aware of a doxxing occurrence, the Corporation shall contact the affected Employee within 24 hours to offer supportive measures, as outlined below.
2. The Corporation shall maintain a designated contact person for providing information and supportive measures to doxxed employees, including but not limited to technological support.
3. Upon request, the Corporation will remove an Employee's contact information from public websites and provide an alternative unlisted email.
4. If a documented doxxing or other cyberharassment event has resulted in email harassment, an Employee may request assistance with email monitoring. Such requests shall not be unreasonably denied.
5. The Corporation shall provide Employees who have been doxxed, or who have expressed fear of violence, an office door peephole and emergency alarm button for inside their office or laboratory. Employees who have expressed a fear of violence due to doxxing may request and the Corporation shall provide a temporary or permanent office relocation. This office shall be unlisted upon request.
6. In order to protect the privacy and prevent further harassment of Employees who have experienced doxxing and threats, the Corporation shall provide at no cost to the Employee access to personal information removal services and online presence scrubbers.

Section L. Crisis Response Following a crisis such as an active shooting event or natural disaster, Employees shall receive paid time off until impact bargaining with the Union has concluded. The

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Corporation shall meet with the Union within twenty-four (24) hours to negotiate supportive measures for affected employees, including but not limited to paid time off.

Section M. Mental Health Support. If an Employee has experienced or witnessed work-related violence or the threat of work-related violence, the Corporation shall provide, in addition to behavioral health services covered by the Employee's health insurance plan, no-cost, confidential mental health services for the initial six months following such an incident.

Section N. Lactation Accommodation. An Employee who is lactating after returning to work shall be allowed to express milk during work hours. The Corporation will make a private room (not a restroom) available for the Employee to express milk at their office facility. The room must have a door lockable from the inside, a comfortable chair, an electrical outlet, and the ability to block transparent windows and doors. This may include the Employee's office or another private office that is not being used. Expressed milk can be stored in the Employee's office kitchen refrigerator. If at any time the room is being used for a purpose other than expressing milk, the space must be relinquished to the Employee needing it for lactation. Nothing in this article will limit an Employee's ability to use lactation rooms elsewhere on campus or the ability for the Employee to request additional lactation accommodations. The Corporation will maintain an online directory for available lactation stations across campus.