

ARTICLE XX.
HEALTH AND SAFETY

Red is Union language from Union's proposal of 6-30-25

Yellow is new University language

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

Section B. While the ~~Corporation~~ University is responsible for providing and maintaining safe and healthy working conditions for all Employees, it needs the cooperation of all Employees in meeting this obligation. Nothing in this Article precludes the University from establishing and revising from time to time health and safety rules for the workplace. ~~Accordingly, all Employees shall adhere to all health and safety policies and procedures and shall perform their duties in a safe manner using appropriate health and safety equipment provided by the University.~~ Employees shall report to the ~~Corporation~~ University, including supervisors 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 an ~~unnecessary~~ threat to their health or safety taking into account the nature of the job.
2. Employees will have access to medical professionals within Occupational Health Services for consultations about workplace hazards or activities.
3. Employees shall not face any discipline or retaliation for reporting a health or safety concern.

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

Section D. ~~Where required by regulation,~~ The ~~Corporation~~ University will provide CPR/AED and/or first aid training and supplies to ~~impacted~~ Employees where appropriate. ~~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.~~ The Corporation University 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. In case of a medical emergency, all Employees are instructed to call 911.

Section E. ~~Depending on the Employee's job location and duties, t~~The Corporation University shall offer all appropriate safety training to ~~such~~ Employees at no cost on safety topics relevant to the safe performance of their work. The Corporation University may in its discretion also ~~shall~~ offer periodic, opt-in training to Employees on a variety of 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 University 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 make readily available N-95, KN-95, or equivalent masks upon request to all Employees, upon request. The Corporation shall make best efforts to ensure that masks provided allow for proper fit.~~ Where required by regulation and determined via a job hazard analysis (JHA), Employees will be provided with appropriate respiratory protective equipment. Employees wishing to enter a voluntary respiratory use program may do so through consultation with their supervisor and the Environmental Health & Safety department. ~~The Corporation shall make readily available medical face masks to all Employees, upon request. The Corporation University shall make best efforts to ensure that masks provided allow for proper fit.~~

Section H. The Corporation University shall notify and provide affected Employees with information regarding toxic chemicals, health hazards, and/or asbestos to which they may have been unknowingly or unwittingly exposed ~~when a duty to notify is present.~~

Section I. ~~The Employee has a duty to comply with occupational safety and health standards and any rules, regulations and orders issued under the OSH Act that are applicable to their actions. This means employees must follow University safety policies and procedures, use provided safety equipment, and report hazards. The Union shall have one (1) representative included on the Laboratory Safety Committees.~~

Section I. ~~When an OSHA inspector inspects a worksite in which Employees are located, a Union representative may be present and may accompany the inspector during the walkaround inspection.~~

Section I. The University will follow OSHA regulations regarding the right of Employees to authorize third parties to serve as their representation during an ~~Union representative to be present and accompany when an OSHA inspector when they inspects~~ inspection of a worksite in which Employees are located. Consistent with these regulations, Employees may authorize a Union representative to serve as their third-party representative. ~~; a Union representative may be present and may accompany the inspector during the walkaround inspection.~~

Section J. Doxxing and threats to personal safety.

1. When an Employee notifies the ~~Corporation~~ University that they have been targeted in a doxxing occurrence that relates to their position as an Employee, the ~~Corporation~~ University shall arrange a meeting ~~promptly meet~~ with the affected Employee within five (5) ~~three (3)~~ business days to offer and discuss possible supportive measures. These may include, but are not limited to ~~necessarily required~~, the removal of the Employee's contact information from public websites; provision of an alternative unlisted email; assistance with email monitoring; access to personal information removal services and online presences scrubbers; installation of a door peephole or emergency button. Employees are also encouraged to review University policies regarding on-line harassment and doxxing.
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. Employees may notify the ~~Corporation~~ University that they have been targeted in a doxxing occurrence that relates to their position as an Employee by contacting their supervisor or the Office of Labor and Employee Relations (labor_and_employee_relations@harvard.edu).

Section K. Crisis Response Following a crisis such as an active shooting event or natural disaster the ~~Corporation~~ University shall ~~include meet with at least one~~ a Union representative in all discussions of the Corporation's response to the crisis within one (1) week to discuss the impact of the event on the Employees.

Section L. Mental Health Support. If an Employee has experienced or witnessed work-related violence or the threat of work-related violence, the ~~Corporation~~ University shall arrange a

meeting, upon the request of the Employee or Union, with the affected Employees within five (5) business days to offer and discuss possible supportive measures. ~~provide, in addition to behavioral health services covered by the Employee's health insurance plan, twenty (20) no-cost, confidential mental health sessions in the initial six months following such an incident. the Corporation shall provide, in addition to behavioral health services covered by the Employee's health insurance plan, thirty (30) no-cost, confidential mental health sessions in the initial six months following such an incident.~~ EAP assistance is available to the Employee as well as behavioral health services covered by the Employee's health insurance plan.

Section M. Lactation Accommodation. An Employee who is lactating after returning to work shall be provided reasonable and appropriate break time to express milk during work hours. The ~~Corporation~~ University will make a private room (not a restroom) available for the Employee to express milk at or near their office facility. The room must have a door lockable from the inside, a 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. 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~~ University will maintain an online directory for available lactation rooms across campus.