

ARTICLE 25. Safety

- A. It is the duty of the University to make a reasonable effort to provide and maintain a safe place of employment. The Union will cooperate by encouraging all employees covered by this Agreement to perform their work in a safe manner.

It is the duty of all employees covered by this agreement, in the course of performing their assigned duties, to be alert to unsafe practices, equipment, and conditions, and to follow the safety regulations and requirements of the University, and to report any unsafe practices or conditions to their immediate supervisors. An employee shall not be required to perform work which he/she reasonably believes is unsafe, until the safety concern of the employee has been reviewed by the designated University safety official. Management shall contact the designated University safety official, and the employee may be reassigned to perform other work. If the work in question is determined to be safe by the designated University official, the employee may be ordered to perform the work. If the safety matter is not resolved satisfactorily, the Union may consult with the Labor Relations Manager, who shall investigate the safety matter and advise the Department and the Union of any findings or recommendations.

- B. Disputes concerning this Article shall not be subject to the Arbitration procedure of this Agreement.