

ARTICLE XX Health & Safety

Section XX.1. All Graduate Employees have the right to work in a safe and healthy workplace that meets local, state, and federal safety and health requirements and that is free from hostility, intimidation, and abuse. GEs shall not be required to work under conditions that violate any safety or health laws or regulations ~~or otherwise threaten their safety or health~~. No GE will be subject to discrimination, discipline, or termination for reporting violations of health and safety requirements, or for reporting workplace violence or the threat of violence in the workplace. Graduate employees must be provided with ~~adequate work~~ space that ensures compliance with applicable air quality standards, fire safety regulations, and overall health and safety laws, regulations, and requirements, ensuring that ~~no employee is subject to unsafe working conditions~~any University facility used by GEs will be in compliance with applicable local, state, and federal health, safety and environmental regulations.

Section XX.2. Each building or workspace containing laboratory space will provide a standardized laboratory operating procedure, training, and/or new GE orientation that denotes building emergency procedures and core facility and laboratory space management information. Laboratory supervisors or their designee shall make training specific to the laboratory or work environment in which the work is being conducted available to their GE. This training shall be considered part of the GE's work-related duties.

Section XX.3. Adequate, properly maintained, and serviced first aid equipment, fire extinguishers, Stop the Bleed Kits and heart defibrillators will be provided in buildings used by GE's based on occupancy and relevant standards developed by appropriate first responders. The University shall supply and maintain all appropriate equipment, tools, materials, and personal protective equipment (PPE) to GEs needed to carry out job duties safely, including but not limited to protective safety glasses and gloves. The University shall provide first aid information or information to access first aid training to GE's upon request.

~~**Section XX.4.** All GE's shall be notified with appropriate information prior to any mandatory work assignments away from the UNH campus the GE is based on. Appropriate information includes any information regarding the safe and successful~~

~~completion of the work; and any information regarding the safe travel to and from worksites.~~

~~GEs will receive this information as soon as possible and no later than twenty (20) days before off-campus travel. If notified less than twenty (20) days before off-campus travel, the GE may accept or decline the assignment without penalty.~~

~~GEs have the right to decline travel to unsafe work locations without being penalized, including domestic states that are unsafe for pregnant individuals, LGBTQ+ individuals, or any individual belonging to a protected class as defined in Article XX.~~

Section XX.5. The University will provide ~~an advance~~ notice ~~of thirty (30) days~~ to affected GEs for asbestos removal project(s) in their immediate work area.

Section XX.6. In cases of injury to a Graduate Employee while at work, the GE shall assist their Supervisor in filing an Incident Report as soon as possible in accordance with University procedures. The GE shall file a Worker's Compensation claim in accordance with University procedures and state law. ~~The determination of Worker's Compensation will be made via a third-party mediator.~~

Section XX.7. Any GE may report a condition that they believe does not comply with applicable safety and health laws or that otherwise pose a threat to general safety and health. The GE shall report the condition immediately to the supervisor or the Office of Environmental Health & Safety. ~~In cases where there is a clear and present danger to the GE, they shall not resume their work until appropriate corrective action is taken or an alternative safe work location is provided to the GE.~~ The University shall not retaliate against any GE for such reporting. The University shall respond to reports within fourteen (14) days, ~~either by confirming receipt of the report or by describing any corrective action(s).~~

Section XX.8. ~~In accordance with Section XX.7, when a GE contests the health and safety of their workplace and informs the Office of Environmental Health & Safety (OEHS), or the Union, OEHS and the Union must inform the other within twenty-four (24) hours.~~ The Union shall retain the right to request and access past data and reports from EH&S, including but not limited to toxic chemicals, water tests, mold tests, microplastics, PFAS, lead paint, lead pipes, seismic safety, air quality, air filtration ratings, a workspace's air changeovers per hour, CO₂ measurements, and asbestos

UNH Counterproposal to
GEU-UAW Counterproposal to
UNH Counterproposal 10/7/2024
December 12--16, 2024
March 4, 2025

~~reports.~~ Such existing data and reports shall be provided to the Union within fourteen (14) calendar days following a request.

~~**Section XX.9.** The University will ensure all GE workspaces have proper air conditioning and heating to maintain a temperature between 60F and 80F degrees at all times, except in areas where different temperature is needed (for example, lab spaces with experiments). This includes GEs' labs, offices, meeting rooms, and teaching classrooms. If a room is outside the above temperature range, the University will immediately correct and repair the issue, and provide an alternative work location for the GE to complete work-related duties until the issue is corrected.~~

Section XX.10. The University and Union recognize the importance of having safe and accessible bathroom facilities. ~~The University will not prevent GEs from using a workplace bathroom of the GE's choice, regardless of gender. GE's shall have access to a gender-neutral bathroom within the GE's building.~~

~~**Section XX.10.a:** The University shall regularly replenish menstrual products in bathrooms used by GEs at no cost to the GEs. Additionally, menstrual products shall be provided in all such bathrooms regardless of gender.~~

Section XX.11. The University and Union recognize the importance of providing reasonable accommodations for all GEs who have a physical or mental disability. ~~In accordance with the Americans with Disabilities Act (ADA), under the request of a GE, the University will provide personalized support to ensure the GE can meet essential requirements or perform their job duties.~~ Examples of ~~personalized reasonable~~ accommodations may include but ~~is~~ are not limited to, ensuring all accessible workspaces where GE's complete their duties, ~~have facility enhancements (e.g., ADA accessible entrances, ergonomic workspaces, ADA accessible restrooms, ramps, access to elevators), flexible work schedules,~~ modified or accessible equipment (e.g., alternative keyboards, screen readers, voice recognition, live captions), or assistance (interpreters, readers or other personal assistance), ~~and permission to bring assistance animals (e.g., emotional support or medical support).~~

~~**Section XX.12.** GEs who test positive for or are experiencing potential symptoms of an infectious disease (e.g. COVID-19, Influenza, etc.) will not be required to work in person~~

UNH Counterproposal to
GEU-UAW Counterproposal to
UNH Counterproposal 10/7/2024
December 12--16, 2024
March 4, 2025

~~until at least 24 hours after their symptoms end, nor until 24 hours after a negative test, whichever comes later. The GE shall receive full pay during this absence.~~

Section XX.13. During public health emergencies, the University will follow the guidance provided by local public health organizations. ~~email the entire University of New Hampshire community informing everyone of the risks, dangers, and precautions that can be taken. Public emergencies include but are not limited to:~~
~~When the local, state, or national government declares a Public Health Emergency.~~
~~When the New Hampshire Department of Public Health declares an outbreak in New Hampshire or the Centers for Disease Control reports an outbreak in New England or nationwide.~~
~~The Additionally, at the beginning of each semester (Fall, Spring, Summer), the University shall make available, at no cost to the GE's, N95 or equivalent masks, and rapid tests on campus. Such preventative measures shall be available in a heavily foot-trafficked public location (e.g., in front of Dimond Library or Memorial Union Building) and shall be available University-wide. The University shall send campus-wide emails to inform the University of New Hampshire community of the importance of preventative measures, the availability of on-campus resources, and the location(s) of such resources.~~