

Article 43 - Health and Safety

- A. UVMMC and the VFNHP recognize that bargaining unit employees may be exposed to workplace situations that pose risks to health. Consistent with hospital policies and the requirements of state and federal law, UVMMC agrees to protect the health of the bargaining unit employees and provide a safe work environment. To that end, UVMMC agrees to provide:
1. A program of infectious and communicable disease control as required by state and federal law.
 2. Physical examination health tests and immunizations as required by UVMMC, state and federal law at no cost to the employee.
 3. Material data safety sheets as required by state or federal law.
 4. Needle protection systems as required by state or federal law.
 5. All safety equipment and related training necessary to perform the duties of the position, including appropriate levels of PPE such as masks, gloves, gowns, scrubs, goggles, lead vests/gowns, and any other proper equipment needed to protect bargaining unit employees as recommended by CDC guidelines or the Vermont Department of Health, or as required by UVMMC policies and procedures, and state and federal law. Bargaining unit employees agree to attend related training.
 6. Bargaining unit employees are responsible for using appropriate safety equipment when required and will contact their supervisor when safety supplies or equipment are depleted or in disrepair. UVMMC shall replenish or repair such supplies and equipment when notified. Bargaining unit employees are responsible for taking good care of all safety equipment.
- B. Only bargaining unit employees trained to work with hazardous materials shall do so. UVMMC shall pay for the cost of appropriate training.
- C. Bargaining unit employees may raise safety complaints/concerns at any time without fear of reprisal for making the safety complaint/concern consistent with the Healthcare Whistleblower's Protection Act, 21 V.S.A., Section 507.
- D. Bargaining unit employees and UVMMC will be required to follow all written UVMMC policies and procedures affecting health and safety.
- E. UVMMC shall continue to work with the VFNHP to ensure that written policies, procedures and protocols affecting health and safety are reviewed with the VFNHP, are readily available to bargaining unit employees and updates are brought to the attention of the bargaining unit employees in a timely fashion.

- F. The VFNHP may select one bargaining unit employee to be a member of the Accident and Injury subcommittee of the Environment of Care Committee.

