Article 8: EMPLOYEE SECURITY/HEALTH AND SAFETY

The University will endeavor to provide a healthy and safe work environment for the Residents and Fellows and comply with state and federal health and safety laws. To achieve these goals the Residents and Fellows will be:

1. Integrated into the University’s infection control program. The literature, seminars, and other educational tools prepared by this program, when appropriate for Residents or Fellows, shall be made available to them. The protocols for blood borne pathogens, developed by the infections control program, shall be given to Residents and Fellows. Residents and Fellows shall be educated on the University’s needle-stick protocols and the University shall ensure that proper follow-up and treatment is available to Residents and Fellows.

2. Provided with personal protection equipment that consists of masks, gloves, gowns, goggles, access to eye wash stations, and other appropriate equipment as needed shall be available on each patient unit.

3. Provided reasonable security by the University for themselves and their property in the Residents’ and Fellows’ areas of work assignment and travel throughout University complexes. When feasible and practical, such security shall include all patient care areas and other University owned or controlled facilities, such as parking.

Alleged violations of this article may be grieved up to the Step 2 level but shall not be subject to the arbitration procedure under this Agreement.