

ARTICLE [x]. Working Conditions

Section 1. Health and Safety.

Oregon Tech is committed to providing a safe and functional working environment that enables faculty to carry out their assigned work duties.

Faculty members have a right to a healthy and safe workplace. Faculty members shall immediately report any workplace health and safety or other maintenance issues to the appropriate contact person and/or their immediate supervisor. The Employer shall make reasonable efforts to make timely repairs and necessary upgrades in order to ensure healthy, safe, and adequate work spaces. The Employer shall comply with all state and federal law, as well as existing university policy regarding healthy and safe workplaces.

The Association' President shall appoint a representative to the Safety Commission at Oregon Tech to ensure bargaining members' concerns are being considered in relation to health and safety.

No faculty member shall be retaliated against for identifying and/or expressing concern about a workplace safety issue, including reaching out to appropriate state or federal agencies when workplace safety issues persist.

Faculty members shall receive all necessary health and safety information, education, and training appropriate to their job duties. This includes ready access to up-to-date MSDS sheets, current best practices guides, safety manuals, and any other relevant safety information. Safety training will be paid and occur during regular work hours.

The Employer shall notify all affected faculty members of any potentially hazardous chemicals that they may be exposed to in the normal performance of their duties, including in the potable water accessible to all employees.

Section 2. Facilities.

The Employer shall make all reasonable efforts to furnish and maintain the workspaces necessary for faculty to carry out their assigned duties. In particular, all work areas shall be regularly cleaned, including all chalkboards and whiteboards in classrooms. All work areas shall be maintained at a comfortable temperature. Restrooms and drinking water will be conveniently available near all work areas. Faculty will have access to their offices and primary workspace(s) at all times, including after hours, during weekends or sanctioned university days-off, and over the summer, except for reasons of maintenance or safety. The direct faculty supervisor, in consultation with the faculty member, will determine the appropriate level of access needed.

The Employer shall provide private offices to all full-time faculty with ongoing appointments at a physical location, including satellite campuses. Faculty whose appointment requires them to deliver course work fully online shall have the option for an office on a reasonable campus location. All offices will be furnished with a desk, chairs, bookshelves, and filing space as appropriate. Part-time faculty may be required to share an office, but will still have access to their own desk and filing space.

47 The Employer will provide teaching workspaces (e.g. classroom or laboratory space) appropriate to
48 the needs of the faculty member. Technology and equipment installed in the teaching workspace
49 shall be maintained in good working order. If necessary, the Employer will provide faculty with
50 training on how to use the technology and/or equipment. Technical support will be available.
51 Faculty will be given notice prior to any significant changes to their working space occurring during
52 the term (including classrooms, labs, office space, library, or equivalent). If appropriate, the
53 Employer will provide an alternate working space (for teaching, research, librarianship, or other
54 work assignments).

55

56 **Section 3. Equipment.**

57 The Employer shall provide any and all equipment necessary for faculty to perform their duties.
58 This shall include at least one computer for each faculty member, with software necessary for a
59 faculty's job duties, as well as course management software (e.g. Canvas), email, and access to a
60 printer. In addition, faculty who teach on-line courses will be provided with an additional computer
61 to meet their teaching needs. All personal computers shall be replaced at least every five years.
62 Technical support shall be available to all faculty in a timely manner.

63

64 In laboratories and any other potentially hazardous workspaces, the Employer shall provide and
65 maintain appropriate protective clothing and gear, as well as first-aid kits and any other necessary
66 safety equipment.

67

68 The Employer shall provide and maintain the equipment used in standard laboratory classes. The
69 Employer shall also provide adequate storage space for this equipment when it is not in use.

70

71 **Section 4. Transfer of Faculty Workspace or Location.**

72 Unless there is mutual agreement to the contrary, the Employer must provide at least one academic
73 term's notice when moving a faculty member's office or lab within a given OIT campus or location
74 and/or a significant alteration is planned to their work space. The faculty member shall be consulted
75 to ensure their job duties can be satisfactorily performed in the new or altered work space.

76

77 A faculty member may not be forced to relocate to another campus or location unless such a move
78 is clearly within the requirements of their job duties and/or the faculty member agrees to or requests
79 such a transfer.