

Article 43 – Health and Safety

A. The Hospital 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, the Hospital agrees to protect the health of the bargaining unit employees and provide a safe work environment. To that end, the Hospital 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 the Hospital, 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 needed to protect bargaining unit employees as recommended by the CDC guidelines and/or the Vermont Department of Health and/or as required by Hospital policies and procedures, state and federal law.
6. The employee is responsible for using appropriate safety equipment when required and will contact their supervisor when safety supplies or equipment are depleted or in disrepair. The employer shall replenish or repair such supplies and equipment when notified. 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. The Hospital 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 the Hospital will be required to follow all written Hospital policies and procedures affecting health and safety.

E. The Hospital 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 two (2) members of the Environment of Care Committee, one (1) member of the PPE Committee, one (1) member of the Biobranch Committee, one (1) member of the Workplace Violence Committee, and two (2) members of the Safe Mobility Program Committee.

The Safe Mobility Program Committee will review any current policies and programs and develop a comprehensive program to teach and support correct patient handling. The committee will make recommendations addressing equipment, training, protocols and procedures.

G. For the protection and safety of employees, patients and families, and confidential medical information, the hospital will update and implement a behavioral warning process for patients and/or families photographing, audio recording, and video recording staff.