

## Article 43 - Health and Safety

*Sections B-F: no change*

A. UVMHC 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, UVMHC agrees to protect the health of the bargaining unit employees and provide a safe work environment. To that end, UVMHC 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 UVMHC, 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. needed to protect employees as recommended by the CDC guidelines and/or the Vermont Department of Health and/or as required by UVMHC policies and procedures, state and federal law.
6. 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. The employer shall replenish or repair such supplies and equipment when notified. Employees are responsible for taking good care of all safety equipment.
7. UVMHC will make available patient de-escalation and workplace safety training, currently Pro-ACT and MOAB, to all employees who request the training(s).

\*\*\*\*\*

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

H. All departments will have a minimum of two employees on each shift.

I. The parties share a commitment to ED workplace safety. UVMHC will continue to prioritize action items on the Emergency Department Workplace Safety Plan. The plan will be reviewed at monthly meetings with ED staff and the Union, and UVMHC will share specific progress updates towards plan implementation. At monthly meetings, the parties will collaborate on, but not

limited to, enhanced security presence in the ED, implementation of safe weapons removal and storage procedure, and screening all ED patients for weapons upon entry.

If UVMMC has not implemented enhanced security presence in the ED, a safe weapons removal and storage procedure, and screening all ED patients for weapons upon entry within 6 months of ratification VFNHP may reopen this side letter.