

Article 43 - Health and Safety

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, 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 UVMHC 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. UVMHC shall replenish or repair such supplies and equipment when notified. Bargaining unit employees are responsible for taking good care of all safety equipment.

7. UVMHC will make available patient de-escalation and workplace safety training to all bargaining unit employees who request it.

B. Only bargaining unit employees trained to work with hazardous materials shall do so. UVMHC 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 UVMHC will be required to follow all written UVMHC policies and procedures affecting health and safety.

E. UVMHC 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. UVMHC shall maintain an updated policy on audiovisual capture or recording of patients and employees, which shall include, but will not be limited to, a response process to inappropriate audiovisual capture by patients and visitors. Department specific policies or guidelines regarding audiovisual recording may be more (but not less) restrictive than the UVMHC policy.

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