

ARTICLE 5 HEALTH AND SAFETY

- 5.1** The University will provide a work environment in accordance with safety practices and standards established by applicable federal and state governing agencies and University policy. The University shall make reasonable efforts to maintain safe working conditions in the workplace including equipment required to carry out assigned duties.
- 5.2** All ASEs are expected to perform their work in conformity with applicable safety standards. The University will not require nor will an ASE work in an unsafe environment. Should an ASE become aware of a condition they believe is unhealthy or dangerous, they are expected to immediately report the condition to a supervisor and/or Environmental Health and Safety. Such environments will be promptly investigated.
- 5.3** Safety committees are established and conducted in accordance with [WAC 296- 800-13020](#). The Union retains the right to elect ASE representatives to serve in the University-wide Safety, Health and Security committee structure, as outlined in the [Safety Policies and Procedures Manual \(SPPM\) 1.35](#). Attendance at safety committee meetings will be considered time worked.
- 5.4** The University shall assess the hazards to which ASEs are exposed and take steps to provide a safe work environment. The University shall supply and maintain all Personal Protective Equipment (PPE), equipment, tools, and materials needed to carry out job duties safely, including first aid kits and hazard spill kits. ASEs are encouraged to raise questions or concerns over necessary PPE, equipment, tools, and materials with their advisors, supervisors, Environmental Health and Safety, or through safety processes and committees at the work unit and/or department level.
- 5.5** The University will provide notice to ASEs of any known hazards in their workplace as required by applicable law. ASEs may also subscribe to applicable campus/area facility event notifications and alerts to receive information regarding University facilities, including issues or projects that may impact safety and health. The University will provide as much advance notice as possible to ASEs in the event that a university project may impact health and safety, such as asbestos abatement.
- 5.6** The University shall provide applicable information and safety training for all ASEs, including trainings regarding general safety, applicable building hazards, use of or exposure to

hazardous materials, safety issues related to field/lab/clinical work, or work in other hazardous environments in accordance with [SPPM 2.18](#). Participation in preapproved safety trainings will be considered time worked.