

Article 9 – Health and Safety

Section 1. In compliance with campus health and safety policies and procedures, the University shall make reasonable efforts to maintain in safe working condition the workplace and equipment required to carry out assigned duties.

Section 2. The University shall provide first aid kits, information, and training for all ASEs in workplaces that involve the use of or exposure to hazardous materials or who work in a hazardous environment.

Section 3. ASEs shall not be required to work in conditions that pose an imminent threat to health and safety. All work by an ASE shall be performed in conformity with applicable safety standards. Should an ASE become aware of a condition they believe is unhealthy or dangerous, they shall immediately report the condition to a supervisor and/or the Environmental Health and Safety Department.

Section 4. The University shall supply and maintain all equipment, tools, and materials needed to carry out job duties safely.

Section 5. The University shall make reasonable effort to provide and maintain safe buildings and facilities. The University shall assess the hazards to which ASEs are exposed and provide appropriate personal protective equipment, including protective safety glasses where necessary.

Section 6. The University shall make available training to all ASEs in first aid, CPR, use of fire extinguishers, and disaster preparedness.

Section 7. The University will provide as much advance notice as possible to ASEs likely to be affected by an asbestos removal project.

Section 8. The University shall provide the Union with a position on the University-wide health and safety committee. The Union-Management Committee shall also be empowered to discuss health and safety issues.

Section 9. ASEs should contact their supervisor if they believe job procedures or use of University-owned or operated workstations or equipment will cause or exacerbate musculoskeletal injury or discomfort. Office ergonomic evaluations are available by completing the UW Office Ergonomic Evaluation Form.

Requests for ergonomic evaluations for non-office work activities can be made by contacting the Environmental Health & Safety Department (EH&S) at ehsdept@uw.edu.

Request for an ergonomic evaluation due to a diagnosed medical condition must be made with the Disability Services Office at DSO@uw.edu.

Ergonomic guidelines and resources can be referenced on the University of Washington's Environmental Health and Safety Department's (EH&S) website www.ehs.washington.edu.

Although the University does not provide ergonomic assessments for non-University-owned or operated work environments, EH&S can provide consultation and information for the site owner and UW employee and supervisor to arrange for an on-site evaluation by a UW contractor. Employees who are required to be remote and whose official work location is their personal residence are encouraged to discuss their equipment and ergonomic assessment needs with their supervisor. Employees who are required to be remote and whose official work location is their personal residence can refer to the ergonomics information on the UW HR employee telework website.