

**CFA Proposal on Safety Article  
February 4, 2021**

**HEALTH AND SAFETY**

37.1 The CSU recognizes the importance of procedures for the protection of health and safety of faculty unit employees. The CSU shall endeavor to maintain conditions that are conducive to the health and safety of the employees. The CSU shall endeavor to ensure that faculty unit employees will not be required (a) to work in unsafe conditions or (b) to perform tasks that endanger their health or safety.

37.2 Safety equipment shall be provided to a faculty unit employee when it is deemed necessary by the President, **or advised by local or state health agencies**, to maintain safe and healthful conditions.

37.3 A faculty unit employee shall endeavor to maintain safe working conditions and shall adhere to CSU-established safety rules, regulations, and practices. The CSU shall inform faculty unit employees of all campus safety policies, including information about employee safety training, by electronic mail or otherwise. **On all campuses, the CSU shall maintain emergency alert programs for the purpose of notifying faculty members (by cell phone and email) of known campus closures, natural disaster declarations, viral outbreaks, and other emergencies that impact travel to and work on campuses.**

37.4 A faculty unit employee who observes or detects any safety hazard shall report it to the appropriate administrator as soon as possible. All work-related injuries and illnesses shall be reported immediately to the appropriate administrator.

37.5 Recommendations and suggestions regarding safety and requests for safety equipment presented by a faculty unit employee shall be considered. When such recommendations and suggestions are submitted to the appropriate administrator in writing, the appropriate administrator shall respond in writing.

37.6 When a faculty unit employee believes in good faith that ~~s/he is~~ **they are** being required to work under unhealthy or unsafe conditions, ~~s/he~~ **they** shall notify the appropriate administrator. The appropriate administrator shall investigate as soon as possible the alleged unhealthy or unsafe conditions and shall immediately communicate with the faculty unit employee in writing, as to the results of such an investigation and, if deemed necessary, the steps that shall be taken to correct the condition.

37.7 A faculty unit employee may request a temporary reassignment when ~~s/he believes~~ **they believe** in good faith that ~~his/her~~ **their** present assignment presents a clear danger to ~~his/her~~ **their** health and safety. The appropriate administrator shall promptly respond to such a request in writing. Such a request shall not be unreasonably denied during the preliminary aspect of any investigation. If such an unsafe or unhealthy condition is found during such an investigation, the temporary reassignment shall continue until a remedy is implemented.

37.8 One (1) employee from the bargaining unit shall be designated by CFA to represent the safety interest of employees in the bargaining unit. Such representation shall be by membership on the existing campuswide safety committee. Such a representative may submit agenda items

related to health and safety. This provision shall not preclude other bargaining unit employees from serving on the campuswide safety committee when appointed by means other than those provided in this provision.

**37.9 On all campuses, the CSU shall designate a person or persons, other than campus police, to respond to non-criminal health and safety concerns including, but not limited to classroom disruptions and interpersonal conflicts among campus community members.**

**37.10 On all campuses, the CSU shall designate at minimum one Unit 3 ombudsperson who is trained in dispute resolution for faculty complaints against other CSU employees and/or students. There shall be a minimum 0.4 timebase appointment for every 500 Unit 3 faculty members on a campus per academic term. The ombudsperson shall attend at least one CFA training on anti-racism within one year of ratification. Faculty unit employees shall not be required to seek resolution through mediation.**