



¹**Health and Safety Team**, based on the current FFA contract July 2013-June 2018, is established at the college/bargaining unit employment or office level. This team shall be made up of an administrator co-chairperson and a member co-chairperson; one (1) additional administrator and three (3) additional FFA members form the same college/employment area. Members of the college/employment area will select their co-chairperson and members.

²**Imminent danger** is defined as conditions where there is reasonable certainty that a hazard exists that can be expected to cause death or serious physical harm immediately or before the hazards can be eliminated through regular procedures.

³ The Academic Affairs Laboratory Safety Director position was created within the Academic Affairs Division to address federal, state and local regulatory compliance.

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College of HP Health and Safety Team identifies proposed means to resolve the problem or concern

College of HP Health and Safety Team issues a brief report of each proposal to remedy the situation.

The report of each proposal will be sent to the Dean of the affected college/employment area, the VP for Administration and Finance and VP Academic Affairs and the Department Head of the affected area.

Health and Safety Team meets to review the initial facts of the situation, including reviewing the hazards associated with the situation, the use of personal protective equipment, engineering controls, (such as hoods) and administrative controls such as written procedures, SOP and other documentation

Any data generated by the Academic Affairs Laboratory Safety Director³ shall be made readily available to the teams for analysis

Team will inform affected constituencies of

- All identified hazards in the workplace
- All federal and state recommended standards of safety and
- Remedy for exposure to such hazards

Team shall additionally be charged with

- Implementation
- Promotion of program to educate constituencies about safe work practices and potential dangers

- Failure of the University to implement recommendations that exceed the requirements of applicable state and federal laws, shall not be subject to the grievance procedure and arbitration