

ARTICLE 176 - HEALTH AND SAFETY

It is the objective of both parties to the Agreement that safe working conditions shall be maintained. Toward that end, the Hospital will make necessary safety equipment available and promote safe working conditions. Nurses shall follow Hospital safety procedures in order to perform tasks in a safe manner and will correct or report observed safety hazards to the Hospital.

A. Mutual Commitments. The Hospital and Union are committed to:

1. A culture that will reduce staff injuries and enhance overall safety and security in the workplace.
2. Workplace violence prevention.
3. Development and implementation of an assault prevention and protection program for Nurses that includes training on a regular and ongoing basis.
4. The Hospital shall provide employees training on personal safety and de-escalation techniques. Employees shall be paid to attend required safety trainings.

B. Exposure to Serious Communicable Disease. If, in the conduct of their duties, a Nurse is exposed to a communicable disease or has a high-risk exposure to a disease which would require immunization, or testing, the Nurse shall be provided immunization against and testing for such communicable disease without cost to the Nurse if such immunization and testing is obtained through Employee Health.