

**Catholic Health
Kenmore Mercy Hospital
Mercy Hospital of Buffalo
Sisters of Charity Hospital – St. Joseph Campus
Communications Workers of America, AFL-CIO
2025 Contract Negotiations**

**Article ____
Health and Safety/Workplace Violence**

Section 1. It is a basic objective of both parties to this Agreement that safe working conditions shall be maintained. The Parties will observe all applicable health and safety rules and regulations. The Employer will provide and maintain safe working conditions.

Section 2. The Union and the employees agree that they will cooperate in promoting safety and will comply with all safety rules. An unsafe condition or hazard should be immediately brought to the attention of a supervisor so that the condition can be investigated and dealt with appropriately. If the unsafe condition or hazard is not addressed, it shall be brought to the attention of the Health and Safety Committee.

Section 3. The Union may appoint one (1) member from each bargaining unit represented by the union to the Health and Safety Committee. One of those members shall be designated as the co-chair. Union committee members shall be compensated as time worked for any time spent in committee meetings. Time spent on assignments designated by the committee are subject to prior approval by the Employer/ Hospital, and shall be paid, as long as it does not incur overtime. Such committee time shall be paid as straight time.

Section 4. The Health and Safety Committee shall meet monthly per year or as mutually agreed to by members of the Committee. The Committee shall determine the nature of all projects and assignments and the amount of time and individuals to be involved with such projects and assignments.

Section 5. No employee shall be expected or permitted to work under conditions which will create an immediate an unduly hazardous threat to his/ her safety or health.

Section 6. The Health and Safety Committee will research and evaluate ergonomic technologies designed to improve workflow and risk reduction associated with errors and injuries; included but not limited to a "minimal lift" and "no lift" work environment.

Section 7. All in house instrument trays in the OR will be twenty-five (25) pounds or less. All external instrument trays in the OR shall be weighed and labeled prior to being brought into the OR.

Section 8. The Employer/Hospital agrees to continue the Workplace Violence Committee which will include no less than one (1) member of the CWA. This committee will meet at least once per month to address any Hospital-wide workplace violence issues and review occurrence reports. The goal of this committee will be to reduce incidents of violence and abuse in the workplace. With mutual agreement of the Union, the Employer/ Hospital may incorporate the Workplace Violence Committee as a sub-committee segment of the Health and Segment Committee at such time as deemed appropriate by the Employer/ Hospital and the Union.