

## TENTATIVE AGREEMENT

The Parties tentatively agree to the following provision:

### ARTICLE \_\_ HEALTH AND SAFETY

1. The University shall provide and maintain safe buildings and facilities with heating, ventilation, and air conditioning systems, and access to potable water.
2. All Unit Members shall be provided with a safe and healthy workspace, consistent with Section 5 of the Occupational Safety and Health Act ("OSH Act"), and are encouraged to report to their HOL, the University Laboratory Safety and Environmental Health department (LS&EH; [labsafety@rockefeller.edu](mailto:labsafety@rockefeller.edu) (internal – x8324)), and/or their Laboratory's Safety Officer any conditions that, based on scientific evidence, pose a threat to their health and safety, including threats to their reproductive health and safety. In the event such conditions are reported, the Unit Member shall not be required to continue working in such conditions until an investigation is completed. The University shall provide the Unit Member with a report of that incident and any subsequent investigation and/or actions taken as described above, and shall provide written notice to the Union of such conditions. No Unit Member shall be subjected to retaliation for reporting or inquiring about any health and safety concern.
3. In order to maintain a safe and healthy work environment, the University shall comply with all applicable local, state, and federal laws and regulations pertaining to health and safety and safety training, including but not limited to the OSH Act and Occupational Safety and Health Administration ("OSHA") standards and regulations, and the University's health and safety policies, procedures, and training requirements.
4. The University shall supply and maintain all equipment, tools, and materials, and shall provide all training needed to carry out job duties safely.
5. The University shall provide first aid equipment at appropriate locations and information for all Unit Members in workplaces that involve the use of, or exposure to, hazardous materials or who work in a hazardous environment.
6. The University shall provide all safety training to Unit Members that is necessary for their work and work environment at no cost, including but not limited to first aid training, CPR training, use of fire extinguishers training, and disaster preparedness training. Additionally, the University shall facilitate, at no cost, the issuance of the Certificate of Fitness for Non-Production Chemical Laboratories (C-14) by the New York City Fire

Department to all Unit Members who require the C-14 Certificate of Fitness for their work and work environment.

7. The University shall provide Unit Members with appropriate personal protective equipment (PPE) deemed necessary in accordance with University policies, OSHA standards or regulations, or any local, state, and/or federal regulations or laws, for safely performing their duties. Training shall be provided in the proper use of protective equipment at no cost to the Unit Member.
8. The University shall make reasonable efforts to address health and safety, including but not limited to ergonomic, issues and questions that arise in the workplace.
9. The University shall notify the Union and Unit Members of any hazards in the workplace (e.g., asbestos, radioactive isotopes, corrosives) in accordance with local, state, and federal laws and regulations, and/or University policies. The Union and Unit Members will be notified in writing at least seven (7) calendar days in advance of the start of any asbestos abatement in accordance with Title 15, Chapter 1 of the Rules of the City of New York.
  - 9.1. Upon request and in accordance with local, state, or federal law, the University shall provide affected Unit Members with required information regarding toxic chemicals and/or asbestos to which they may have been exposed.
10. Unit Members shall have one (1) representative included on the Rockefeller University Safety Committee (RUS). The Union shall designate such representative, and the representative shall be granted reasonable release time for participation in the RUS.
11. The Union and the University agree to the formation of a sub-committee of the Union-Management Committee, titled the Environmental Health and Safety Committee (the "EHS Committee"). Its functions shall be to discuss health and safety complaints and to make recommendations to the University to resolve reported health and safety problems. Upon the Union's request, the EHS Committee will meet up to three (3) times in the calendar year as soon as practicable at a mutually convenient time. The Parties shall use best efforts to set agendas for EHS Committee meetings, with sufficient detail to make such meetings productive, that shall be mutually agreed to at least seven (7) business days prior to individual EHS Committee meetings. The Parties may add additional meetings by mutual agreement. Both the Union and the University shall be entitled to have four (4) representatives on the EHS Committee, and the Parties will designate their own representatives to the EHS Committee. Unit Members shall be provided reasonable release time to attend EHS Committee meetings, subject to approval of the Unit Member's HOL. Approval shall not be unreasonably denied. In case of emergency, the EHS Committee shall be convened within twenty-four (24) hours, unless such meeting will impact the University's ability to respond to the emergency, in

which case the meeting shall be held no later than within three (3) business days thereafter.

12. When an OSHA inspector inspects a worksite in which Unit Members are located, a Union representative has the right to be present at the opening conference and to accompany the inspector during the walkaround inspection. The Parties will comply with applicable law regarding OSHA inspections.
13. Unit Members who become injured or ill as a result of work shall be eligible for Workers' Compensation consistent with and subject to New York State law.
14. When endemic, epidemic, or pandemic infectious disease conditions are present, any required or available officially recommended PPE, vaccination, or testing pursuant to federal, state, or local government agency mandatory guidelines, regulations, or laws, and/or University policies, shall be provided at no cost to Unit Members.
15. The University shall maintain and make available the latest safety data sheet (SDS) received from the vendor. The University shall maintain such information in an electronic form readily accessible to Unit Members on the University's intranet website.
16. The University shall provide all Unit Members with the information needed for pregnant Unit Members to assess their exposure to potential hazards, including reproductive hazards, in their workspace, including but not limited to chemicals, biohazards, and radiation hazards, that may negatively impact their health, including their reproductive health. The University LS&EH shall assist a pregnant Unit Member upon request in identifying their research-related risks, discuss potential mitigation strategies with them, and assist them in implementing reasonable mitigation strategies to maintain their health and safety, including their reproductive health and safety, to the extent that such reasonable mitigation strategies do not cause the University an undue hardship as defined under applicable local, state, and federal law.

For the University:

For the Union:



**Timothy O'Connor**  
Executive Vice President,  
The Rockefeller University

02-23-2026

Date



**Sebastián Vivancos**  
Bargaining Representative  
for United Postdoctoral  
Researchers of Rockefeller  
-UAW Local \_\_\_\_\_

02/18/2026

Date

***The Parties tentatively agree to this provision. All Tentative Agreements are conditioned upon reaching agreement on an entire Collective Bargaining Agreement as well as ratification of such Agreement by both Parties.***