

ARTICLE \_\_  
TRAINING

**Section 1.** The University shall provide each individual appointed to a GW position with training that is needed to fulfill the GW's assignment.

**Section 2.** Each building or workspace containing laboratory space will provide a standardized laboratory operating procedure, training protocol, and/or new graduate worker orientation that includes but is not limited to;

- 1) denotes important building landmarks including but not limited to locations of:
  - a. Safety/building managers and important personnel contact information;
  - b. Hazardous and non-hazardous waste material pick-up and drop-off;
  - c. Package delivery and interdepartmental mail stations;
  - d. Emergency showers, first aid kits, emergency response manual, and power shut-off/light shields;
- 2) denotes core facility and laboratory space management including but not limited to:
  - a. Use, care, and general etiquette of shared, core vs private, lab-owned equipment;
  - b. How to request trainings for equipment and safety (i.e. basic, biosafety, bloodborne pathogen, or other trainings including those referenced in Article \_\_, Health & Safety, Section 3);
  - c. Reporting accidents and equipment malfunctions;
  - d. Maintaining a safe and clean work environment;
  - e. Appropriate laboratory notebook, if applicable, and sample documentation protocols;
  - f. General laboratory courtesies and standard operating procedures

Training should be specific to the laboratory or work environment in which the work is being conducted.

**Section 3.** All GWs, prior to commencing work, shall complete an anti-bias, anti-racism, and sexual harassment and discrimination training. The content and delivery of training shall be agreed upon by the University and the Union within sixty (60) days of ratification.

**Section 4.** All training pursuant to this Article shall be considered part of the GW's required workload.

**Section 5.** If a GW identifies additional training that can enhance their work, they may propose such training to the University for good-faith consideration. If approved, such trainings will be provided at no cost to the GW and shall be considered part of the required workload of the GW.

**Section 6.** The Union Management Committee may make recommendations to the University to address insufficient or overlapping training concerns brought to its attention by GWs.