

TENTATIVE AGREEMENT #2

ARTICLE VIII – HEALTH AND SAFETY

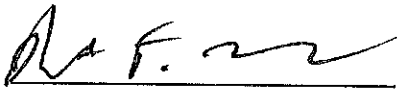
Section 1. General Statement

It is the College's responsibility to provide safe and sanitary working conditions, including equipment, in all present and future facilities (indoor and outdoor), and to otherwise maintain a safe workplace. Furthermore, it is the College's responsibility to ensure that all employees receive adequate training regarding safety procedures. The Union recognizes that each employee has a responsibility to follow the agreed upon safety procedures and work to see that all safety and health regulations are properly adhered to.

Section 2. Health and Safety Committee

The College already has an established Safety Committee that is tasked with designing, implementing, and maintaining a comprehensive safety program that supports and encourages a safe work environment for all employees and is compliant with all external laws and regulations. Accordingly, the parties agree that the Union shall appoint one (1) representative to serve on the College's Safety Committee.

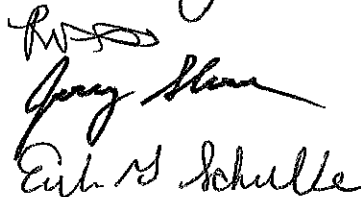
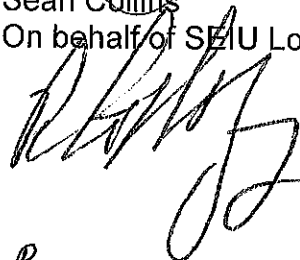
Agreed to: May 5, 2023



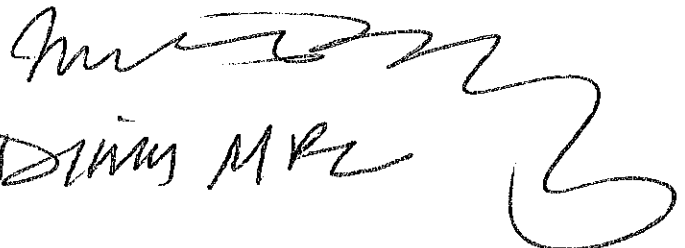
Robert F. Manfredi
On behalf of Skidmore College



Sean Collins
On behalf of SEIU Local 200 United



Gary Shinn
Erik Schulle



Dianna M. R.