

UO Safety Advisory Committee

Meeting Date: August 21, 2025

Attendees (“X” indicates meeting attendance):

Name	DEPT		Name	DEPT		Name	DEPT	
Charles Dougherty	Athletics		Brittany Jayne	ELR	X	Lisa Taylor	RISK	
Krista Osburn	Athletics		Celia Marie Nittmann	ELR		Gary Malone	SEIU	
Devon Shea	Athletics		Mike Barr	EMU		Chris McLaughlin	SEIU	
Jeffrey Billington	CoD	X	David Flock	EMU		Theodora Ko Thompson	SEIU	X
Phil Chesbro	CPFM		Wade Young-Jelinek	EMU		Ruby Thompson	SEIU	X
Kevin Farthing	CPFM		Steven Harris	FS*	X	Alonzo Costilla	Teamsters	
Michael Philly	CPFM		Christina Cauley	GTFF	X	David Catherwood	Teamsters	
Julie Quelch	EC Cares		Errol Kaylor	GTFF		Rhonda Reed	TS	X
Kersey Bars	EHS	X	Leslie Selcer	GTFF		Shawn Kahl	UA**	
Ben Bythell	EHS		Lynn Alvarez	Housing		Kate Mills	UA	
Laurie Graham	EHS		J R Frankfurt	Housing		Dean Walton	UA	
Haily Griffith	EHS		Adrian Sampedro Cruz	OA*** Council	X	Emily Hooten	UHS	
Jenny Kane	EHS	X	Kyle Harshbarger	OHAZ		Debra McLaughlin	UHS	
Nicole Nesser	EHS		Al Dias	PE & REC		Ashley Dougherty	UOPD	
Steve Stuckmeyer	EHS		Cody Weaver	PE & REC	X	Carl Peaster	UOPD	X
Laura Taggart-Murphy	EHS	X	Kelly Fondren	RISK	X			
Justin Zunker	EHS	X	Trisha Lijana	RISK				
*Fleet Services								
**University Advancement								
***Officers of Administration								
Chairperson								
Guests								

Appendix A: Since the subcommittee will be addressing the concerns raised in the various bike, E-bikes, scooters, E-scooters, and pedestrian safety concerns, they have been consolidated into Appendix A, which is located at the end of the meeting minutes.

INJURY REPORT

INCIDENT 14: Theo asked “what is Unger. And was individual working alone.”, Kersey explained that Unger is the brand and when employees are doing window washing, they work in pairs, so they can alternate.

INCIDENT 22: The committee shows appreciation for level of detail in the recommendation.

INCIDENT 31: Carl said that this injury likely happened when UOPD was doing practice drills in Hamilton before its demolition and that the sledgehammers are being replaced with something more similar a ram. Christina added that it sounds much safer than the hammer, which Ruby agrees.

INCIDENT 54: Steven wanted more information. Justin added that including wearing long sleeves and having less exposed skin will help prevent bites. Steven said that it would be nice to see more of a question to look for recommendations if the employee/supervisor is uncertain what can be done.

INCIDENT 46: Christina asked for more information. Kersey explained that she reached out to Julie at EC Cares who explained that their procedure for home visits has occupants containing their animals and that this employee had been to the home previously and elected to meet the dog. Additionally, the procedures for EC Cares state that employees can leave home visits for any reason should they feel their physical or emotional safety is at risk.

INCIDENT 58: Christina asked for more information and Kersey shared that from what she had heard, there was a communication breakdown between the owner of the building and the building occupants, which is being worked on. Christina asked for additional follow up.

REVIEW MINUTES

July 2025 Meeting Minutes have been approved.

OLD BUSINESS

FLOODING PROTOCOL: Dean asked if there was information or protocol that we provide to people about flooding. Haily shared that the Incident Management Team (IMT) has protocols for catastrophic floodings but is not sure if there is safety information for when we have heavy rain fall that results in flooding. Haily extended an ask to the other members of the committee to think about the things that are likely to happen during heavy rainfall.

UPDATE (04/17): Haily shared that there is a safety sheet and protocol in development.

NON-FACILITIES TRAINING: Haily explained that EHS has training for employees who work in a non-facilities/industrial environment every year, but few people attend. As such, she is requesting that members of the committee think about whether there is interest in this type of training and share ideas that could help boost attendance. Theo suggested a campus-wide invite, as many staff are deskbound, and it would be great to have supervisors allow release time for participation.

EC CARES DUMPSTER DIVING: Julie shared that people dumpster dove in the area prior to the ice storm and hauled it to EC Cares where it was left and froze over and is curious about the best practices for disposal. They blocked it off until it thawed, used shovels, and did not touch anything with their bare hands. Haily said if it is anything beyond a small clean up, then it should be reported to Work Control. Julie asked if there is a proper category in the call log for this type of clean up. If you are not certain of the category, then pick the one that you believe is best. If it is not the correct category, then Work Control will change it.

INCIDENT 31 (APRIL 2025): An employee experienced gastric and respiratory inflammation/irritation after contact with butter that was used for brushing wheat pretzels. Dean is curious about the procedures in the kitchens for labeling which products are safe for cooking and safe for consumption. Kersey shared that this incident was discussed at the Food Service (FS) Safety Committee and that the committee believes that the employee was eating food on their break when they contacted the butter but will follow up at the next FS committee meeting about their labeling procedures.

UPDATE (05/15): Dean asked if there had been follow up for this incident. Kersey said the May 2025 Food Service Safety Committee, which she was going to bring Dean's questions to, had not yet happened and that she will be able to report out at the June 2025 SAC meeting.

UPDATE (06/12): Kersey shared that part of food safety code requires that only products that can be eaten are stored in food containers, so the butter and lye would have been stored in different containers. Also, the Food Service Safety Committee believes this incident to be an allergic reaction. Kersey added that members of the Food Service Safety Committee explained to her that they have color-coded equipment for preparing gluten free food. Wade asked if there is a label on the color-coded equipment for those who are color blind. Kersey does not know, so she will reach out to Ruben.

2025 2ND QUARTER BUILDING INSPECTION: Ruby announced that our second quarter building inspection is at Esslinger Hall. Kersey will be sending a meeting invite.

UPDATE (07/17): Kersey shared that the report is in progress for this inspection.

WILDFIRE SMOKE AND HEAT ILLNESS: Haily shared that Oregon is getting ready to enter wildfire smoke and heat season and we offer annual training on these topics for those who are required and those who are curious. If you are curious about your status (exempt, partially exempt, required), please reference the Wildfire Smoke and Heat Illness trainings.

NOTE: This will remain in the meeting minutes through Wildfire Smoke and Heat seasons.

E-BIKES THAT ARE PURCHASED/OPERATED BY DEPARTMENTS: Steven asked if Safety and Risk Services is aware of any departments/units that have purchased e-bikes for departmental use. Haily is unaware and Steve added he is not aware of a policy that specifically mentions departmental purchase and the only guidance would be in the bike policy. Oregon law says that if you are over the age of 18, then you are not legally required to wear a helmet for pedal bike. OSHA says that we are required to follow manufacturers' recommendations, and all bike manufacturers recommend wearing a helmet. Steve thinks that there is a state law that requires e-bike users to wear a helmet. Ruby recommends that we connect with Lisa for the risk perspective. Steven is aware of an e-bike that has been purchased by a department for official use and Ruby will connect with Lisa. Haily thanked Steven for starting the conversation. Theo added in the chat, "good question! any UO e-bike for safety consciousness for charging, etc...and for those with personal motorized bikes and similar to wearing a safety vest for water-related activity, fun or for work."

UPDATE (08/2025): Ruby will give an update in September.

Incident 17 (JUNE 2025): Theo was curious about the procedure for purchasing and thinks it is medical supplies. Haily explained that it is a Campus Planning and Facilities Management (CPFM) custodial closet and CPFM works with a vendor who stocks the supplies. Ruby said that the custodial closet is small, and Ruby and Haily will talk offline.

UPDATE (08/2025): Ruby explained to the committee that the vendor stocks the supplies.

Incident 51 (JUNE 2025): Steve is curious about this incident. Justin has not followed up but can report out at the next meeting. Justin shared that we discussed in our incident review and believes that the radio is an AM/FM radio to listen to music. Outlets in kitchen are GFCI (Ground Fault Circuit Interrupter), so it would have blown before the electrical shock.

UPDATE (07/17): Justin shared that he followed up and the injury was from an AM/FM radio, which had a frayed cord. A new radio has been purchased and there was a recommendation for the radio to be battery powered.

NOTE: This follow-up has been resolved and will be removed from the minutes.

INCIDENT 29 (JULY 2025): Julie wanted to know if the pipe is low lying, then is there something that we can use to cover it. Nicole agreed and added especially if it is a storage area. Justin will be following up.

ONYX EHS MOVE: Dean asked if the move for the EHS office in Onyx Bridge was permanent, which Steve explained is temporary until the renovation is complete. The EHS office is temporarily located on the 4th floor of Onyx Bridge.

NOTE: This will stay on the meeting minutes until the construction is complete.

NEW BUSINESS

MONTHLY TRAINING

September Safety Training (In Person):

Slips, Trips, & Falls

Slips, trips, and falls (STF) are one of the leading causes of injury! This training will cover examples of hazards found around campus and ways to prevent STF injuries.

Tuesday, September 16th 8:00am – 9:00am or Thursday, September 25th 1:00pm – 2:00pm

1715 Franklin Building, EOC, Rm 271

Instructor: Justin Zunker

Sign up [HERE!](#)

Hearing Conservation (Required training for employees in the Hearing Conservation program)

If you're unsure if you need to be in the Hearing Conservation program, or you're interested in how to protect your hearing, take the class!

Tuesday, September 16th 9:00am – 10:00am or Tuesday, September 23rd 1:00pm – 2:00pm

1715 Franklin Building, EOC, Rm 271

Instructor: Kersey Bars

Sign up [HERE!](#)

If you can't make the in-person Hearing Conservation class, you can take the online training found [HERE](#).

September Safety Sheets (For Department Use):

Week 1: [Hearing Conservation](#)

Week 2: [Threatening Behavior](#)

Week 3: [Injury Reporting](#)

[Injury Reporting \(Spanish\)](#)

Week 4: [First Aid Kits](#)

Please review the [UO Wildfire Smoke](#) and [UO Working and Heat Stress](#) web pages as summer and wildfire season continues.

Carl asked for more information about first aid kits. Kersey explained that first aid kits are required to be available and stocked with supplies that are suitable for the work being done and the number of employees in the area and included the [first aid kit safety sheet](#). Steven added that they are in all UO vehicles.

OSHA 30 – SECOND SESSION: Justin announced that EHS is hosting another session of the OSHA 30 General Industry Course. Typically, this course can cost over \$800 per person, but we're able to provide the course to our campus partners for \$65 per person!

- The combined course is 30 hours and is focused on all basic elements of workplace health and safety programs and regulations.
- The OSHA 30 provides an overview of safety standards and responsibilities that safety leaders have and shares tools to help create a safe workplace environment for their team.
- Many OSHA 30 courses are taught "one size fits all", but this will be taught specifically with University of Oregon departments in mind. EHS is working directly with instructors to ensure that the training material is relevant and relatable to UO employees.
- The course is taught by an OSHA authorized trainer with opportunities to meet and talk to other safety professionals from SAIF and Safety and Risk Services.
- Participants who complete all 30 hours will receive an OSHA 30-Hour General Industry card that never expires and is recognized as an industry staple for training safety leadership.

Register by **September 8th** using the MyTrack link below:

<https://uomytrack.pageuppeople.com/learning/4043>

Cost: \$65/person total (fee is for daily provided lunch and training materials).

Location: 1715 Franklin Blvd. Rm 271 EOC.

Times: 8:30 am - 3:30 pm (11:30am -12:30pm provided lunch).

Dates:

- October 9th
- October 10th
- October 17th
- October 23rd
- October 24th

Please reach out to Justin Zunker (izunker@uoregon.edu) if you have any questions!

UO WEATHER STEM: Kersey shared that the university has recently purchased a WeatherSTEM, which will improve campus resilience by giving live information for the weather conditions for campus. The some of the information provided includes air quality index, temperature, and wind speed.

Appendix A:

HELMETS AND E-SCOOTERS: This is an ongoing concern and will remain in the meeting minutes.

UPDATE (12/21): Eugene and Superpedestrian's contract is dissolving, so the Superpedestrian scooters will be removed from campus.

UPDATE (01/18): Haily reminded the committee members that if they are using a scooter for a work-related purpose and on work time, they need to wear a helmet.

UPDATE (02/15): Rhonda shared that Transportation Services has the equipment ready and are working on installing cages at the Millrace Garage and EMU for people to charge their e-Scooters. Krista asked if they will be the only cages on campus and Rhonda explained that those are the only two locations that are actively in progress but imagines that there will be monitoring of campus to see where the needs are highest. Dean asked if you could charge e-Bikes and Rhonda believes that the chargers will work with e-Bikes, but the intent is e-Scooters. Dean asked what the number of personal transportation devices the cages can hold, and Rhonda is uncertain. Ruby shared that people are upset about the bikes and scooters that are charging at Jaqua. Haily reminded the committee that there was recently a fire in a residence hall because of a lithium battery, so she is excited about the progress of the charging cages.

UPDATE (12/19): Rhonda provided the update that three locations have been decided as charging stations but is uncertain of the specific ones and they are working with UO Fire Marshal for the requirements and installation.

UPDATE (03/20): Haily shared that she has not forgotten about this but has not had the capacity to coordinate and there is more to come. The goal is to have something in place prior to fall term.

UPDATE (04/17): Theo added in the chat that, "New students have an app to orientate them to campus, etc. We could ask to include safety E-scooter, etc - info in the app. The app is one that helps students navigate to buildings for classes they registered for" and "Graduation in the horizon, new students in the fall - orientations, etc. = traffic/safety on escooters included in orientation?". Haily appreciated this, because it is easier to get people to add something that exists than it is to get something new created.

UPDATE (05/15): Haily will have a meeting request sent out soon to those who showed interest. Dean asked if there is a posted speed limit on campus. Haily is shared that she is not aware of one, except at the Back 40 (5.5 mph) and that we cannot hold people to expectations that are not clear. David shared that there is a posted speed limit on University Street (15 mph), but it is only visible when going towards the center.

SPEED PROJECTION SIGN: Dean wonders if it would be possible to have a sign that shows how fast bikes are going on campus. A concern was raised that it may cause some to view it as a challenge and encourage them to go faster. Haily likes the idea, since there has been an injury involving an e-Bike and a pedestrian at a different university. In response to the injury, that campus created an only walk zone. Christina suggested signs to remind people to use bells and notify pedestrians when approaching and reminders to ride in designated lane. Justin added signs about walking all e-scooters/scooters and e-bikes/bikes on sidewalks. Shawn asked what speed that is considered a safe speed, and Haily does not know. Haily added that Transportation Services has given a presentation to the committee before. Wade added that the e-scooters that were previously on campus were designed to behave a certain way (speed limits, distance from campus limits, etc.) and were bound by those guidelines and wonders if it is

possible to bring back that partnership with Superpedestrian to flood the area with the behaviors that we want. Superpedestrian has gone out of business, which is what caused the partnership to end. Occupational Health and Safety will be reaching out to our partners in Transportation Services to see what options are available.

UPDATE (10/17): Haily shared that at a different university there have been injuries that are associated with e-scooters and that she has seen multiple people run a stop sign early in the morning. She reminded the rest of the committee that we cannot control other people's behavior, but we – as safety committee members – can share information to improve safety awareness.

E-BIKES: Nicole shared that she has seen people ride e-bikes very quickly in pedestrian-heavy areas. Ruby said that a bill is trying to be passed that will keep e-bikes off sidewalks and paths. Steve added that he read an article that it is based off classification of the bike and top speed and if the bill passes then a class 3 e-bike would have to be in the street. Christina explained that the classifications are not that clean cut, and a class 2 can go 20 mph without pedaling, the top speed of a class 3 is achieved by pedaling, and a pedal bike can go 20 mph. Also, the issue is with behavior, and it is difficult to control behavior. Haily said that Transportation Day is during the fall and wants to partner with Transportation Services for communications about how to safely ride e-bikes on campus. Christina added an idea to share the information with students during orientation. Dean advises extending communication to other personal transportation devices, because anything that can go fast poses a hazard and that we should find out how fast people are traveling to have data to make recommendations. Phil said that it feels a lot more dangerous when people are approaching at 15+ mph. Steven wonders if it would be possible to rent a radar trailer and put it on 13th to track the speeds in the area to display the speed in the area. Wade says that we should pair this with something to encourage the behavior that we want to see. Dean shared an article from the emerald where everyone interviewed said that they had had a close call with an e-bike. Nicole said that some people may not know the rules and likes the idea of having an informational campaign. Christina said that it is important to think about how we get “buy in” from people and provided the example of Eugene increasing their population density has caused an increase in e-bikes and that shaming e-bike use is in direct conflict with the university's messaging about green ways to get to campus. Also, Christina mentioned the idea of posting more signs that show our expectations. Ben said that this approach is naïve, and people who like the risk and want to get there quickly and do not care about the impact on others. Haily shared that there have been injuries and fatalities at other institutions involving e-bikes. Haily extended an offer to create a subcommittee about this concern and Rhonda and Christina agreed to participate.

UPDATE (06/12): The subcommittee had their first meeting and started doing assessments to see if the perceptions match the reality. They found that there are about 200 bike riders in 1 hour, which was consistent for all three days. E-bikes were more likely to be perceived as going too fast and there were differing thoughts on how fast is too fast. Peace Health riders had the lowest helmet usage, and many people were wearing headphones. Haily added that they have another meeting scheduled for June and the goal is to have the engagement pieces ready prior to fall term.

SCOOTER STORAGE: Michael asked for information about storing a personal transportation device in a UO building, since an employee uses one to travel around campus. Haily requested that Michael contact her about it to discuss the situation further. Steve advised that Michael could connect with Dave Reesor

and Zach Earl who can authorize indoor storage area. Also, Steven said that there are swing-shift vehicles available for use and encourages there to be advocacy for their use. Cody added in the chat, "Dave Reesor proposed these changes to the personal transportation devices. Not sure if those changes have been adopted or where in the process these amendments may be.

Proposed policy edits in red:

C. Parking, Storage and Impound

*(1) Personal Transportation Devices shall be parked only in areas specifically designated for storage of such devices and in accordance with facility-specific policies and procedures. Indoor storage of motorized or electronic Personal Transportation Devices is prohibited in university owned or controlled property, **unless in a designated location.***

*(4) Charging of electronic Personal Transportation Devices is prohibited in university owned or controlled property except at designated charging stations **or locations.***" Steve said if that is not already part of the policy library, then it should be there soon."