

UO Safety Advisory Committee

Meeting Date: December 19, 2024

Attendees (“X” indicates meeting attendance):

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

INJURY REPORT

Haily commented that there were several burn injuries, which shows that Food Service has reporting injuries as part of their safety culture. This indicates that they have a strong safety culture. Haily added that we see the same safety culture with our childcare facilities too.

INCIDENT 25: Theo requested more information and Laurie explained that there is a technique to handle the mice and guesses that this is an employee who is still learning the technique. Steven provided the context that there are animal laboratories on campus and Laurie confirmed there are laboratory mice, and the head bar is used to immobilize the mouse to take readings on their neurons. Haily added that there is a service on campus to remove pests, but this was a mouse in a lab.

INCIDENT 32: Theo requested more information about this incident. Haily said that it is an older building and likely has a walk-in fridge/freezer and probably has an older style lock. Tiffany provided the

information that the door handle is being replaced and this is likely a situation where the door handle needed some maintenance.

REVIEW MINUTES

The November 2024 meeting minutes were approved

OLD BUSINESS

HELMETS AND E-SCOOTERS: This is an ongoing concern and will remain on 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, that 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.

FINANCIAL SUPPORT FOR THE SAC: Ruby shared with the committee that Safety and Risk Services has awarded \$1500 to the Safety Advisory Committee to use for any safety related item. This award is for the 2025 fiscal year. Some examples that the money can be used for are bringing in a speaker, hosting a training, renting a room to provide a space for campus to meet with their safety team/safety committee, etc. The \$1500 does not have to be spent on one item, it can be used for multiple things. Kersey will post a link in the chat to a Microsoft form for all members of the committee to submit ideas for what SAC can use the money for. We are asking that SAC create a subcommittee of 3-5 people to review the submissions and present the ones they believe to be the most impactful for SAC to vote on. The goal is to have the ideas chosen by the subcommittee to be presented at the September meeting.

UPDATE (07/18): Ruby reminded the committee to submit their ideas for the financial support for SAC and asked if there was any additional interested in participating on the subcommittee. Haily explained to the committee that the subcommittee, which includes Ruby and Rhonda, will review the ideas to select the most impactful and present them to at the September meeting.

UPDATE (08/15): The form will be closing on Friday, August 16 at 5:00 p.m., so please submit your ideas before then. If you are not comfortable submitting your ideas through the form, then you can email them to Ruby or Rhonda, as they will be the ones reviewing the ideas.

UPDATE (09/19): Dean mentioned the foam from the building inspection at Alder House and wondered if it was something we could add to the 1500. Haily shared the foam, explained the purpose, and added that this is something currently supported through the Occupational Health and Safety budget, but it is something that can be discuss with the subcommittee.

UPDATE (10/17): The safety committee voted to approve the ideas that subcommittee proposed. There were 11 votes in favor and three votes against. There will be money left over, so please continue to submit ideas.

UPDATE (11/21): Ruby reported that the approved items have been ordered and proposed that the approved in-person catered meeting be scheduled for January 2025. Every unit that participated in the meeting will get a box cutter.

NOTE: Since the in-person meeting has been scheduled and the box cutters and cord covers have been ordered, this item will be resolved and removed from the minutes. There is money remaining in the budget, so a reminder will remain on the minutes until the end of the fiscal year.

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 a 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 a heavy rainfall.

BITES/STINGS ON CSB GROUNDS: Julie shared that they have been getting bites and stings to the children at CSB. She has reached out to CPM and wants to know about UO protocol and/or best practices. Haily shared that there is an integrated pest management team and wonders if it would be possible for them to meet with the person who manages the building.

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 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.

WINTER WEATHER: Dean was in Bend and noticed that there is snow on the ground in Santiam Pass and advises that people begin their winter preparations.

NON-STAFF USE OF LADDER: Shawn asked for more information about non-employee use of ladders. We do not want a non-UO employee using a UO-supplied ladder, because UO becomes liable for

incidents/injury or if there is damage to the ladder. Haily explained that there are not restrictions on people using ladders, but they need to be trained and advised to review the space use contract and see if there is anything about ladder use in the contract. Haily will be chatting with Risk and Liability about this. Shawn added that Ford Alumni has become a common place for High School Prom, so there is the potential for minors using ladders too. Haily responded that we can and should treat this like every contractor on campus. For example, asking, "Are you going to use ladders and who are your qualified ladder users and the training records". We want to prevent injury, and our responsibility may be university employees, but we can and should have these conversations.

NOTE: This was a conversation and was resolved in meeting, so this item will be removed from the minutes.

WINTER SAFETY PREPARATION PLAN: Kevin Farthings discussed the preparation plan and process for if/when there is an inclement weather event at UO. GIS/LIL will update the [Winter Weather Map](#) with the conditions once they are notified. The walkways in purple are the ADA and priority routes and are the ones that will be cleared first, as well as the priority parking lots. Custodial will clear that ADA entrances. There are 7 Kubotas with plows and brushes, bobcats, sand spreaders, and a backhoe that are ready. Kevin shared that there is planned training time to refamiliarize employees with the equipment should there be an inclement weather event and there is a discussion with CPM Grounds Crew about putting people on call. JR asked if there will be enough sand for Housing, which Kevin confirmed. Gary asked about the overlap with Grounds Crew and Custodial and wants to know if Custodial will have time to stretch, get training for shoveling, and be supplied with foul weather gear. Kevin said that there is gear available and that he will talk to the Custodial supervisors about training for shoveling. Relatedly, Kevin spoke about how taking a break when getting fatigued – during normal and inclement weather – is not an unauthorized break. Justin added that he had meet with the Custodial Crews to discuss safe shoveling. Julie is curious about the parking lot at EC Cares, since she does the driveway preparations. Kevin said that he worked with Transportation Services to create the parking lot priority map and that after the priority lots are cleared, they will have the ability to plow those parking lots. Julie said that if there is a cancelation for school, then they are low priority, but wants to know their placement can be reconsidered if there is not a school cancelation. Kevin said that if school has not been canceled and there is accumulation that is preventing access to put in a work order to the space added. Haily showed how to navigate to the winter weather map [link](#). Haily explained how Fleet Services and Safety and Risk Services will patrol campus during inclement weather to evaluate the areas and inform GIS/LIL when there are hazardous areas and when they have been cleared. Haily encourages people to evaluate the map prior to inclement weather, so they know if they will need to adjust their route to match with the priority routes for easy access to their space. Kevin said that people can reach out to him with questions.

UPDATE (12/19): Haily asked the other members of the committee to share information with their colleagues about the winter weather map. The map shows the priority routes to access campus buildings in the event of an ice/snowstorm, so Haily encourages the other members of the committee to review the map to see if their routes need to be altered during an inclement weather event. Environmental Health and Safety does inspections of campus during these weather events, so the map will be updated when hazardous areas have been added and when those areas are considered "all-clear". Christina noticed that the Millrace Garage is not connected and wants to know if it was an oversight or who to contact to advocate for it to be added. Haily said that it is a city street, so we have less control, but will be reaching out to see if

we can add it to our map. Kevin agreed with Haily that it is a city street but will be adding this area. Theo asked for a link to the winter weather map, which can be found [here](#). Related to this, Gary added that EHSMagazine recently published an article that said that people over 45 and those who have known heart/medical conditions should not – if they do not have to – shovel snow and wants to know if management could have training about not having those over 50 shovel snow. Also, corded snow blowers are in-expensive and that most people can use a corded snow blower, which would prevent employees from shoveling snow and increase continuity and efficiency. Brittany said that if we only offer tasks to people with certain demographics (age, medical conditions, etc.), then it could be seen as discrimination. Haily explained that this is an important conversation and there is a right to refuse work if there is a safety issue that needs to be addressed and is protected within labor contracts and OSHA. Celia stated in the chat, “Also noting that if we’re put on notice of a health concern, directing the employee to ADA for accommodations.” Gary asked how it would work if there were an employee with a heart condition not shoveling snow when there is six inches of snow on the ground. Celia explained that if an individual says they cannot complete a task that is a marginal function/not part of normal obligations, then it could be restructured. This is something that can be done for anybody and is not tied to a medical condition. If it is an essential function, then they may need go through the accommodation process. Brittany agreed and added that if an employee is disclosing that it is not safe for them to perform a task, then there is probably a way to modify. Theo said in the chat, “yes, when there was a winter storm when campus should have been close, tree limbs breaking, knight library staff having to traverse hazardous conditions, staff who showed up were tasked to shovel snow for classes”. Haily said that this is an important conversation and that individuals can discuss their concerns with their supervisor about tasking on a task that is not appropriate for them. Celia added in the chat, “Noting that the formal process is only necessary if we have to deny the request to not perform the task because it is an essential function of their role and we cannot modify easily”. Kevin shared that if an employee feels unsafe/uncomfortable with something during an inclement weather event, then it should be a conversation between them and their supervisor. He does not anticipate that supervisors will get frustrated and say that an employee is required to shovel snow. Gary added that better judgement has not always prevailed in these situations and wonders if there can be training for employees and supervisors about how to have these conversations. Kevin said that he will bring that forward. Haily said that this is a good time to have these conversations, so we can be better prepared should the situation arise.

GENERAL LADDER SAFETY: Since safety does not stop at work; Justin briefly discussed best practices for safe ladder use provided links to the [OR OSHA Portable Ladder Safety](#) and [NIOSH Ladder Safety App](#). Haily asked if anyone knows why Justin was talking about ladders? This is the time of year that the emergency room calls this season ladder season, due to the uptick in injuries from ladder injuries from installing decorations. Gary added that indoor decorating is dangerous too (standing on chairs, books, tables, for example).

NEW BUSINESS:

LEAD MITIGATION MAP: Christina asked for more information about lead mitigation and the Lead Mitigation Map. More specifically, she noticed that there was a building that is green, and the data map said that the mitigation had been done. There have been questions for Christina about what had been

done and if the water was safe to drink, since UO is supplying stand alone water coolers. Haily advised that Christina contact Adam Jones, Environmental Services Manager, who can better answer those questions.

BUILDING INSPECTION - 942 OLIVE: Earlier in December, the SAC conducted the part of 942 Olive that is part of College of Design (the other part of the building is owned by the city of Eugene). The full report is not complete and, in general, the issues found were minor. The space was clean, well-maintained, with safety data sheets. Environmental Health and Safety tried the new online method, which was clunky, but Haily, Justin, and Kersey have ideas for how to improve and streamline.

JANUARY 2025 MEETING: Kersey shared a reminder with the rest of the committee that our January 2025 meeting will be in-person at 1715 Franklin in room 271. The meeting is catered.

FEBRUARY 2025 – DECEMBER 2025: Kersey informed the rest of the committee that she will be sending the meeting invites for February 2025 – December 2025 in early January after the quiet week.

WINTER BREAK CLOSURES: Haily reminded the other members of the committee that there will be changes to building schedules during Winter Break.

SAFETY SHOUT OUTS:

Kersey gave a shout out to Bob Peterson in University Health Services for always sending EHS a copy of the safety data sheet for the chemical products being used and informing us when a product is no longer in use. Thank you, Bob!

Haily gave a shout out to Brian Burroughs in Food Service. Brian brought forward concerns about first aid kits, which has led to a process that ensures the first aid kits are well stocked. Additionally, Brian asked a question about the maintenance of eye washes, which led to the discovery of eye wash stations that EHS was not aware of and a refined training process. Thank you, Brian!

Justin gave a shout out to CPFM Custodial Staff, who are good at reporting safety concerns, which helps EHS get involved. Thank you, CPFM Custodians!

If there are safety shout outs that you would like to share, please let Haily, Kersey, and Ruby know, so we can get them added to the agenda.

SAFETY TRAININGS:

January Safety Trainings:

January Safety Training (In Person):

Hazard Identification (required for Safety Advisory Committee members, available to all employees)
This training covers how all employees can identify, report, and control hazards around campus and in their workplace.

Wednesday, January 8th 8:00-9:00 am or Tuesday, January 14th 1:00-2:00 pm

1715 Franklin Building, EOC, Rm 271

Instructor: Justin Zunker

Sign up [HERE!](#)

Confined Space Entrant & Attendant (required before working in permit required confined spaces, refresher recommended for employees already qualified)

This course will cover entry requirements for permit required and non-permit required confined spaces.

Wednesday, January 8th 9:00-10:00 am or Thursday, January 16th 1:00-2:00 pm

1715 Franklin Building, EOC, Rm 271

Instructor: Haily Griffith

Sign up [HERE!](#)

January Safety Sheets (For Department Use):

Week 1: [Medical Emergencies](#)

[Medical Emergencies \(Spanish\)](#)

Week 2: [Evacuation](#)

[Evacuation \(Spanish\)](#)

Week 3: [Hazard Reporting](#)

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

Week 4: [Correcting Unsafe Acts](#)

[Correcting Unsafe Acts \(Spanish\)](#)

Don't forget to check out our [Fall Protection Lending Library](#) if your team has special fall protection needs on campus! More information can be found [HERE](#).