

UO Safety Advisory Committee

Meeting Date: June 12, 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	X	Celia Marie Nittmann	ELR	X	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	X	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	
Kersey Bars	EHS	X	Leslie Selcer	GTFF		Shawn Kahl	UA**	
Ben Bythell	EHS		Lynn Alvarez	Housing		Kate Mills	UA	
Laurie Graham	EHS	X	J R Frankfurt	Housing		Dean Walton	UA	X
Haily Griffith	EHS	X	Adrian Sampedro Cruz	OA*** Council	X	Emily Hooten	UHS	X
Jenny Kane	EHS	X	Kyle Harshbarger	OHAZ		Debra McLaughlin	UHS	
Nicole Nesser	EHS	X	Al Dias	PE & REC		Ashley Dougherty	UOPD	
Steve Stuckmeyer	EHS	X	Cody Weaver	PE & REC		Carl Peaster	UOPD	
Laura Taggart-Murphy	EHS		Kelly Fondren	RISK				
Justin Zunker	EHS	X	Trisha Lijana	RISK				
*Fleet Services								
**University Advancement								
***Officers of Administration								
Chairperson								
Guests								

INJURY REPORT

Incident 6: Dean expressed concern about the “just a risk of the job” attitude and thinks that there may be a benefit to having a conversation with the employee. Haily shared that we have a training called “Acceptable Risk”, which talks about the attitude that Dean mentioned. Also, Haily is curious if other members of the committee have any ideas for how we can improve attendance for non-required trainings. Christina added in the chat, “For Hailey’s question: Would be good to target managers first if possible - I’m thinking housing in particular - and get them using the language acceptable risk. Then people would recognize the term and possible more willing to sign up for the class”. Kersey asked Justin if there are Housing managers/supervisors on the monthly training email, which Justin confirmed. Kersey explained the follow-up of this injury, which consisted of reviewing the safety data sheets of the chemical products that the employee was using and comparing it to the chemical resistance of different gloves. She provided a recommendation to the supervisor of elbow-length gloves that have chemical resistance and cut and thermal protection.

Incident 16: This concern is the same as the one above. Nicole agreed and added if there are droplets coming out of the hood, then a new person may not know that there is a hazard and gets exposed. Laurie agreed and explained that the sash is a shield for the face. Haily shared her appreciation for Laurie, Laura, and Nicole, since due to their dedicated efforts there has been an increase in reporting. Now that the safety culture is growing, we can talk about injury prevention.

Incident 33: Steven and Steve were curious about this one. Haily explained that there was a water intrusion, and the contractor removed the wet materials. There were two spaces that were joined by a wall, and each was on its own circuit. When the employees were preparing to install the sheetrock, they did not verify that the electricity had been locked out and were shocked. The employees will now either verify with an electrician that the power has been shut off or use a voltmeter. Haily has worked with the supervisor. Steve asked if there is a scenario when people are around unknown powered lines where they had equipment to test. Haily said yes and that every employee has them now.

Incident 17: 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.

Incident 18, 21, 22, 30: Theo is curious about the procedure since these recommendations all reference additional help. Haily explained that the injuries happened during the labor strike. Food Service reduced the menu options, so they could feed students and lessen the impact on employees. When the contract was resolved, the staffing numbers increased.

Incident 51: 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.

Dean was curious if the employees who work in childcare feel supported by UO for what they are dealing with. This question is going to be tabled for Julie.

REVIEW MINUTES

May 2025 Meeting Minutes have been approved.

OLD BUSINESS

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 scooters 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.

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. The in-person meeting has been scheduled, and the box cutters and cord covers have been ordered. There is money remaining in the budget, so this item will remain in the minutes until the end of the fiscal year. If you have ideas for this fund, then please contact Ruby Thompson, Kersey Bars, and Haily Griffith.

UPDATE (03/20): There is a remaining balance of approximately \$500 that needs to be used prior to the end of the fiscal year (June 30, 2025). The money needs to be spent to support injury prevention on campus. There are three proposed ideas:

- 1) A request from Information Services (IS) to purchase noise-cancelling headphones that would allow them to communicate via radio while wearing them.
- 2) A 3-foot little giant step stool for departments to use for event set up as a "try before you buy" situation.
- 3) Memory foam wrist rests for the ergonomic lending library.

UPDATE (04/17): Ruby shared a reminder with the committee of the three ideas and announced that Kersey will be sharing a poll with committee members to vote on their preference.

UPDATE (05/15): Information Services has decided to fully fund the purchase of the noise cancelling headphones that allow for radio communication. As such, that is no longer an option for the SAC Financial Support. Using the remaining financial support to purchase 1 3-step Little Giant Step Stool, 1 2-step Little Giant Step Stool to be loaned out through our lending libraries for free to campus partners and use the remaining funds to purchase 19 foam wrist rests to be provided after consultation with the ergonomist, was proposed to the committee. The vote was conducted in the Teams chat, using simple majority rules. 15 voted yes, 6 abstained, 0 voted no.

UPDATE (06/12): There is about \$53 left in this fund that needs to be used before the end of the fiscal year. In 2022, Haily purchased 10 traffic cones, and we only have one left. If the committee spends the remaining \$53, then Haily will spend \$27 to purchase the cones. The committee approves, so Kersey will purchase the cones.

[VEVOR Safety Cones, 12 x 28" Traffic Cones, PVC Orange Construction Cones, 2 Reflective Collars Traffic Cones with Weighted Base and Hand-Held Ring Used for Traffic Control, Driveway Road Parking: Amazon.com: Industrial & Scientific](#)

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.

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.

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.

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."

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.

EPA UPDATES TO AQI FOR WILDFIRE SMOKE: Haily shared that OSHA (Occupational Safety and Health Administration) has not changed their requirements, but the EPA (Environmental Protection Agency) has changed their numbers. The AQI chart made by the EPA is unitless and OSHA $\mu\text{g}/\text{m}^3$ (micrograms per cubic meter). The AQI number will look different, but the level of smokiness has not changed. EHS will take the same actions, and the same level of smoke, the only difference is the AQI number associated with the action. EHS is not asking anybody to work in different conditions than last year. Christina included a [link](#) that shows the changes before and after.

LOANER INSPECTION KIT: In the March meeting, Julie shared an idea to use the remaining money awarded to SAC to fund a loaner inspection kit that members of the committee could check out. Haily liked the idea so much that she wants to purchase the kit items from her budget and use that as the loaner for the committee instead. Dean thinks that it is a great idea and that it can be overwhelming when you try to find supplies. Christina suggested having a list on the UO's corporate Amazon account of the items in the inspection kit. Adrian included a [link](#). Haily is unaware of the corporate Amazon account and appreciated Christina sharing the information. Nicole and Julie like the idea and Julie is curious about the expectations if members check out the kit and use supplies. Haily is interested in preventing injury and would like to see the stress on her budget before answering.

UPDATE: Kersey ordered the supplies for the second inspection kit, and it will be ready for our 3rd quarter building inspection.

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

WILDFIRE SMOKE AND HEAT ILLNESS: Haily shared that Oregon is getting ready to enter wildfire smoke and heat season and we offer annual trainings 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.

IMPACTS TO CAMPUS IN JUNE: After commencement, there are many projects that will begin and will have impacts to campus. Debra asked if this is the summer that Hamilton will be torn down and replaced with a new green space. Haily confirmed and added that there are houses on E 17th that will be torn down and the next gen of housing built. Krista asked about the lot next to Ford and E 13th garage and Shawn shared in the chat,

“The rough timeline details are as follows. I will send out more information as specific details become available:

- Construction activity will begin just after Commencement in June, 2025
- Expect to see fencing around the Hamilton perimeter June 23
- The initial month will be spent removing furniture and salvage of reusable items from Hamilton
- Abatement work will also begin June 23 and last through the summer
- Tree removal may also occur in early summer
- The heavy work of demolition will begin in the fall of 2025. Demo is expected to be completed by January 2026
- Construction of the new green space and volleyball court will begin in the winter of 2026 and is scheduled for completion in August 2026”

And

“Lot 37 and the 13th Ave garage should not be impacted”

UPDATE (06/12): Ruby shared that some additional impacts in June will include Commencement, the dorm move out, and the NCAA Track Championship.

JULY 2025 MEETING: The July meeting will be in-person and Kersey will update the meeting invite.

NEW BUSINESS:

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.”

SAFETY TRAINING:

Heat Illness Prevention - REQUIRED TRAINING ANNUALLY for all employees and supervisors with some exemptions. Consult the table found ([HERE](#)) to see the full list of requirements and exemptions.

Material Handling - Tuesday, June 24th 1:00pm – 2:00pm -MyTrack Link [HERE!](#)

July Safety Training (In Person):

Radio Frequency (RF) Awareness (*required training for all employees who work near RF transmitters/receivers, typically found on UO roofs*)

Tuesday, July 8th 8:00am – 9:00am, Wednesday, July 16th 1:00pm – 2:00pm

1715 Franklin Building, EOC, Rm 271

Instructor: Justin Zunker

MyTrack Link [HERE](#)

Respiratory Protection (*required training for both voluntary and required respiratory protection users*)

Tuesday, July 8th 9:00am – 10:00am, Tuesday, July 22nd 1:00pm – 2:00pm

1715 Franklin Building, EOC, Rm 271

Instructor: Kersey Bars

MyTrack Link [HERE](#)

[Respiratory Protection \(Online\)](#)

July Safety Sheets (For Department Use):

Week 1: [Eye and Face Protection](#)

Week 2: [Safety Shoes](#)

Week 3: [Important Phone Numbers](#)

[Important Phone Numbers \(Spanish\)](#)

Week 4: [Cleaning Wipes](#)

[Heat Illness Prevention \(Online\)](#)

Safety Sheets

[Heat Illness Prevention](#)

[Heat Illness Prevention \(Spanish\)](#)

[Heat Illness Regulation](#)

[Heat Illness Regulation \(Spanish\)](#)

HEAT ILLNESS/WILDFIRE SMOKE TRAINING LIST: Steven is curious if EHS maintains a list of departments/individuals for people who are required to take heat illness and wildfire smoke training. If there is an active list of depts, then Steven is petitioning for his group to be added. Christina added that Earth Sciences has field camps and has had issues with smoke in the past. Dean says Environmental Studies and Biology should be included. Haily explained that EHS does not tell each department which individuals are required. We ask departments to look at the [webpages chart](#) and help determine their spot in the program. People are welcome to reach out to EHS with questions. OSHA regulations focus on employee safety, but a hazard is a hazard, so we work with professors/managers for training

information. Steven explained that during a heavy smoke event years ago, CPFM management sent CPFM grounds home. EHS did smoke testing and found that the AQI was better outdoors than in the Fleet Services Shop and that Fleet Services is still exposed to the environment, even when the doors are closed. As well as the Warehouse workers in FASS. Haily agrees that those spaces are not considered enclosed building with filtered air. We have smoke particulate counters and buildings that have non-filtered air are prioritized, but individuals can request monitoring during smoke event.