

UO Safety Advisory Committee

Meeting Date: October 16, 2025

Attendees ("X" indicates meeting attendance):

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

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 5: Ruby flagged this and Haily explained this type of injury is referred to as eyes on task, generally low-severity types of injuries, and comes from folks focusing on tasks and not surroundings.

INCIDENT 18: Haily wanted to note that ground workers work hard to keep sidewalk areas clean, but this time of year the trees drop their acorns, etc. so frequently that they won't be able to get it all. Dean asked if Arborists have taken into consideration the types of trees planted because of these impacts. David Flock noted that CPMF is limited in their ability to use power tools to clean during school hours because of noise. Haily also noted CPMF hired a street sweeper to help with debris this year.

INCIDENT 23: Julie wondered how a finger was lacerated while vacuuming, Justin suggested it may have been related to hair removal with improper tools. Tim pointed out that although they don't know the exact details of this incident, this worker has many minor incidents that they are looking into as a precautionary measure.

INCIDENT 30: Theo suggested a full cover face mask and Haily confirmed Lan Safety is working with this team on this

INCIDENT 34: Theo suggested sleeves for kids known for biting and Julie said they have recently purchased bite-proof sleeves for staff who are working with students that are known to bite and hoping to see a decrease in these incidents. Haily suggested sharing what kind of bite-proof sleeves with other childcare units as well.

INCIDENT 36: Alonzo asked about "building a bridge", Haily explained how building a bridge works for creating less back strain for cleaning in this case, EHS has resources online to explain more.

REVIEW MINUTES

September 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.

UPDATE (10/16): EHS' follow up was shared with the committee. Central Kitchen prepares food in large batches, so they do not have kits. The kits that the venue has are part of a larger system, and stored together, so they may not be labeled. Employees have been trained on the location of the kits.

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.

UPDATE (09/2025): Ruby shared that departments can purchase e-bikes, but they need to follow the regs for storage and safe use. Steven asked if there is a procedure for if there is an injury on a department-owned e-bike since there is a framework with traditional vehicles. Haily

explained that an employee who is injured during the course/scope of their work is entitled to support from Worker's Compensation.

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.

UPDATE (09/2025): Ben shared with the committee that the Hazardous Waste Center is undergoing renovation, which will involve replacing the chemical-sealed floor and updating the infrastructure. For this to happen, the Hazardous Waste Center will need to be emptied, and certain work cannot proceed while this is happening. The last day for pick up is October 2nd at 2:00 p.m. Biohazard boxes, spent light bulbs, aerosols, batteries, and waste oil drums will still be collected during this time. Each research lab has a legal hazardous waste accumulation volume limit of 55 gallons, so please plan ahead and contact EHS prior to the deadline of October 2nd at 2:00 p.m. Ben asked if the other members of the committee can communicate this out in their circle to assist in advanced planning.

INCIDENT 58 (08/2025): 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.

UPDATE (09/2025): Kersey shared with the other members of the committee that EHS is not responsible for managing the contracts that other units have with their vendors.

NOTE: This item is resolved and will be removed from the minutes.

MOVE IN UPDATE: Kersey shared a reminder with the members of the committee that move in was happening next week. There will be hundreds of new people on campus and common routes to navigate campus will be full of traffic.

NOTE: This was an information share and will be removed from the minutes.

JUMP BOX SAFETY: Justin shared that a safety sheet for portable jump boxes has been created. A portable jump box enables somebody to jump start their car if there is a second car available. Like space heaters, people should not purchase a jump box, since there is a specific one that has been approved. A dead battery can indicate other issues with vehicle mechanics, so jump starting a vehicle must be reported to Fleet Services.

UPDATE (10/16): Justin shared that the safety sheet that was discussed last meeting is now live on the safety website. Steven clarified that this sheet is to guide people that do need a jump boxes but people should first use fleet services resources for dead batteries.

BIKE/PEDESTRIAN SUBCOMMITTEE UPDATE: Thank you to Haily, Dean, Rhonda, Christina, Rachel, and Logan for creating the "Waddle and Wheel" flyer! The flyer focuses on concerns discussed in the SAC meetings, like putting phones away, spatial awareness, shared use spaces, moving predictably, safe travel speed, gearing up and being seen. The back side of the card shows bike paths and information about injury reporting. The flyer will be at Transportation Day, and the goal is to have it displayed on various screens around campus.

UPDATE (10/16): Goal of flyers is to distribute to units that have front desks that engage with students and visitors as well as tabling events. Shawn asked if it was vetted by communications and Haily confirmed that it was. Rachel and Dean created the flyers. Digital versions are available. Page one is applicable to all campuses with general information Page 2 contains the Eugene campus specific map. Ruby to ask for a vote for the SAC to authorize the purchase of 500 flyers. Cost is \$156.00. If approved, this would leave \$1,344 in the SAC account for future projects. APPROVED!

FRIENDLY CONSTRUCTION UPDATES: The Friendly construction project will take the north lane of E 13th until early 2027. The area is still open to two-way traffic, but it is narrow. EHS is encouraging those who drive vehicles, when feasible, to turn around to avoid the pinch point. The project manager, Martina, had the contractors out during class change to see how many people there can be in that area and there are flaggers whenever equipment crosses E 13th.

TRAINING ABOUT ACTIVE THREAT: Kate asked about the possibility of revising the active threat training and what our role as the Safety Advisory Committee is in active threat/trauma informed training/care. Dean shared that Krista Dillon has presented trainings on similar topics. Nicole would like to know how integrated SRS is with crisis counselors. Debbie shared that Margaret Trout had a program at a previous campus that is a train the responder type training to provide people the training/tools should they have to respond. UHS has an active threat situation that they coordinate with UOPD.

UPDATE (10/16): Haily shared resources on SRS website and where to request Active Threat Training. Also shared information on different Emergency Management teams including BETA, CVAT, and IMT. Haily to ask if guest speaker would be welcomed by committee to help address the questions that Kate has brought forward. Haily offered to have Shelly come and speak to the committee about what she does and the committee was interested.

NEW BUSINESS

SAC MEMBERSHIP UPDATES:

Farewell to the following members who are leaving the committee

Dean Walton (Retirement)

Christina Cauley (doing an internship with Hawaiian Volcano Observatory)

Gary Malone (resigning his role on the committee but still an employee)

Debra McLaughlin (Retirement)

Welcome to new members

Nik Kubler – CPFM Trades Maintenance employee from Portland Campus (representing SEIU)

Yeager St. John – General Maintenance Mechanic in Housing (representing SEIU)

SAC CHARTER: The charter was attached to meeting minutes. SAC members, please review the charter before next meeting. If you have any questions or changes, please be prepared to bring them forward in the November meeting

SAFETY SHOUT OUT: Justin to Rick/Paint Crew: Justin shared a project where the paint crew put non-slip paint on vault covers that are normally very slick when rainy and wet. So far they've covered 8 or so in

high traffic areas and are now working through more. Cody shared one that is in front of the SRC to see if it can be added to the list.

MONTHLY SAFETY TRAINING:

November Safety Training (In Person):

Injury Prevention in Office Environments

Significant injuries can occur in office environments and other jobs traditionally seen as lower risk. This class will cover ways to identify hazards and prevent injury in the office!

Location: TBD – Trying to find a central location to make travel easier!

Date/Time: TBD

Instructor: Haily Griffith

Line-of-Fire Safety

Line of fire injuries are one of the most common ways to be injured, this course will help you understand the different types of line of fire injuries and methods to recognize and prevent them!

Location: TBD

Date/Time: TBD

Instructor: Justin Zunker

November Safety Sheets (For Department Use):

Week 1: [Space Heaters](#)

Week 2: [Portable Jump Boxes](#)

Week 3: [Suspicious Object or Package](#)

[Suspicious Object or Package \(Spanish\)](#)

Week 4: [Cold and Flu](#)

[Cold and Flu \(Spanish\)](#)

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."