

## Article 21 – Safety

### 21.1 Safety Committee

The District Safety Committee shall include two (2) bargaining unit members, appointed by the Association. The Safety Committee shall address risks or instances of physical harm, and the District shall lead the Safety Committee in reviewing mental health support services available to employees and discuss ideas for how to increase awareness and accessibility of such. The Association President and OSEA Field Representative shall be notified prior to Safety Committee meetings of dates and times of all Safety Committee meetings.

21.2 It is agreed by the parties that the District shall maintain a safe and hostile free work environment and that the District shall take immediate corrective action to ensure the safety of all employees. Further, the District shall comply with all provisions of OR-OSHA and that Safety Committees function in accordance with OR-OSHA Administrative rules.

21.3 Any employee, who is required to work in any hazardous situation, shall receive proper training for such duties and/or situations. Training and any associated costs including travel, lodging, per diem and overtime shall be paid for by the district in accordance with state or federal law.

21.4 If no safety equipment is available, and/or the employee or employees have not received performance training, that employee(s) shall not be required to perform said duties. No staff shall be required to do duties that require medical or CPI training involuntarily if it is not in their job description.

21.5 In the event that a bargaining unit employee believes that an assignment could put themselves or a student in physical harm, the employee shall not be required to continue with the assignment until such time that the employee, OSEA Field Representative or Association designee, and supervisor or District designee have met and conferred and reached a reasonable solution to the issue. An employee shall not be considered to be insubordinate if she/he refuses to follow an order that would endanger the health or safety of the student, employee, or any other person.

21.6 Any incidents as described in the preceding sections shall be reported to the Safety Committee.

21.7 Any employees who work directly with students shall be provided with annual access to CPR and First Aid Training.

21.8 For public facing events organized by employees where there is a threat or intent of discrimination or harm to BIPOC, 2SLGBTQ+, or other systemically oppressed groups from third-parties such as white supremacy groups, the SOESD shall work with the employee to determine what safety and de-escalation services are needed, and provide them if necessary.

NOTE: WE NOTICED THAT THERE IS NOT A NON-DISCRIMINATION ARTICLE IN THE CONTRACT. WE'D PREFER TO CREATE A NEW ARTICLE WITH THAT INCLUDED, OR CAN DRAFT LANGUAGE TO INCLUDE IN HERE.

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