

Article 21 – Safety

- 21.1 The District Safety Committee shall include two (2) bargaining unit members, appointed by the Association. The Safety Committee shall review risks or instances of physical harm. The Association President shall be notified prior to Safety Committee meetings of dates and times of all Safety Committee Meetings.
- 21.2 The District shall maintain a safe work environment, shall take corrective action to ensure the safety of all employees, and comply with all provisions of OR-OSHA and the Safety Committee’s function in accordance with OR-OSHA Administrative Rules.
- 21.3 The District will provide required training for employees working in a hazardous work environment and pay any associated costs including travel, lodging, per diem, and overtime in accordance with state or federal law.
- 21.4 In the event an employee believes their work assignment (or a portion thereof) puts themselves or a student they directly work with at risk of physical harm, the employee shall immediately inform their supervisor in writing.
- 21.5 In the event a bargaining unit employee suffers a physical injury due to assaultive or injurious physical contact by a student, the employee shall take whatever immediate remedial measures to mitigate the potential for further injury by the student.
- 21.5.1 When feasible, the injured employee will not have further contact with the student during the day of the injury. However, under no circumstances will the employee leave the student unsupervised until the student has appropriate adult support and supervision from another adult staff person.
- 21.5.2 If the employee requires medical attention for the injury, this is the next first step following the assault. The next step is for the injured employee to notify their supervisor of the injury as soon as possible. The goal is for the injured employee and supervisor to discuss the incident immediately following the injury and to arrive at a solution to minimize the risk of future harm to the employee by the student.
- 21.5.3 If the physically assaultive conduct of the student persists and the employee suffers a second injury from the same student, the employee, the supervisor and an Association representative shall meet and discuss possible solutions to lessen the risk of injury to the employee. The goal is to create a reasonable plan to mitigate the risk of future harm to the employee.
- 21.5.4 The District and the Association recognize that it is impossible to reduce the risk of injury to zero and that certain District programs involve working with students who engage in injurious behavior.
- 21.6 An employee’s disregard for safe work habits and practices shall be cause for discipline.
- 21.7 The District will provide all employees with PPE (Personal Protective Equipment) per the district’s CDP (Communicable Disease Plan).