

PROBLEM SOLVE AT THE SCHOOL LEVEL

Schools are required to designate a clear leader and point-person at each school to establish, implement, support and enforce all RSSL health and safety protocols, including face coverings and physical distancing requirements, consistent with this guidance and other guidance from OHA. This role should be known to all staff in the building with consistent ways for staff to access and voice concerns or needs. If a regular committee or group is meeting to support RSSL implementation, ODE highly recommends that one employee member be selected by each local bargaining unit representing employees at the school to participate.

LOCAL

WORK THROUGH YOUR DISTRICT OR BARGAINING UNITS LOCAL COMPLAINT PROCESS

Classified and licensed staff have avenues to share complaints within public school districts and/or through their collective bargaining agreements. These are different district-by-district but can be productive avenues to address concerns.

WORKER COMPLAINT OPTIONS IN OREGON FOR SCHOOL STAFF

ODE has the authority to address any complaints raised regarding practices that do not confirm with the requirements in Ready Schools, Safe Learners guidance and take other actions. These actions include referring complaints to the Oregon Occupational Safety and Health Agency (OSHA) and the potential, under Executive Order 20-29, to withhold State School Fund (SSF) payments if needed and as a means of last resort.

ENGAGE WITH EXISTING SAFETY COMMITTEES

The rule for workplace safety committees and safety meetings – OAR 437-001-0765 – requires employers to establish and administer a safety committee, or hold safety meetings, to communicate and evaluate safety and health issues. The purpose is to get workers and management working together to prevent workplace injuries and accidents, ultimately producing a safer and healthier workplace.

FILE A FORMAL COMPLAINT WITH OSHA

If you believe a school is not in compliance with the RSSL guidance you can file a named or confidential complaint with Oregon OSHA at 1-833-604-0884 or online at: <https://osha.oregon.gov/workers/Pages/index.aspx>. It takes time for OSHA to address complaints. This is an avenue that could be considered alongside any of the other avenues presented.

FILE A COMPLAINT FOR ANY WORKPLACE RETALIATION BASED ON SHARING CONCERNS

It is illegal for an employer to retaliate in response to reported workplace health or safety violations.
<https://www.oregon.gov/boli/workers/Pages/retaliation-complaint.aspx>

STATE

Workers in schools have a number of avenues to address concerns, contribute to improvement in RSSL practices, and to formally address complaints. Each avenue has different levels of formality, time needed for response, and immediacy in terms of getting a potential need met or considered.