

## **ARTICLE 101.1--SAFETY AND HEALTH** (Human Services Coalition)

**Section 1.** Proper safety devices and clothing shall be provided by the Agency for all employees engaged in work where such devices are necessary to meet the requirements of the Department of Consumer & Business Services (DCBS). Such equipment, where provided, must be used. Protective clothing and safety devices shall remain the property of the Agency and shall be returned to the Agency upon termination of employment.

### **Section 2. Medical Facilities.**

Space shall be designated to permit an ill or injured employee to lie down until disposition of need. Cots, beds, stretchers, or pads are acceptable for this purpose. Space shall not be used for a storage area or any other purpose that would make it unavailable for immediate use in rendering first aid care.

**Section 3. Health Laboratory Only.** Health Laboratory fume hoods, where hazardous substances are used, will be checked weekly to determine if such hoods are venting to manufacturer's specifications. If such hoods are found to be deficient, they will be closed until corrected and staff working with the hoods will be assigned to other duties or worksites. Manufacturer's flow rate specifications for each hood will be posted on or near each hood.

**Section 4. Safety Committee.** The worksite Safety Committee shall be notified of any ongoing employee concerns, complaints, and feedback about worksite safety. Members of the Safety Committee shall also be provided with a full and complete report of any safety inspections within one (1) calendar week of when the report is received by the Agency. Upon request, any reports will be made available to all employees.

**Section 5. Building/Emergency Action Plans.**

- a. **Agencies will continue to develop Building/Emergency Actions Plans to address and follow statewide initiatives such as violence in the workplace, firearms, a response plan to active shooters and threats of violence against employees; verbal threats and harassment, illegal, illicit and/or dangerous substance use and/or exposure.**
- b. **Employees shall be notified on where to locate these Building/Emergency Action Plans, both electronically and a physical copy.**
- c. **The plans shall be updated reviewed annually regularly.**
- d. **Bargaining unit employees shall be provided time to practice building/emergency action plans at least once yearly.**
- e. **New hires shall be provided an overview of the building/emergency action plans during orientation.**
- f. **Upon request these actions plan can be topic of discussion at safety committee meetings and/or labor management committee meetings.**
- g. **Employees will have access to Employee Assistance Program and other applicable state resources.**

**6. Employer Responsibilities to Notify. In the event that the Agency Safety Manager or designee determines a safety incident and/or a credible threat at a worksite, they shall:**

- a. **Will provide timely notification to all employees who are on duty and are assigned to the specific worksite, using standard communication methods, such as phone calls and emails, including, but not limited to any mass communication system, such as Everbridge, Flash Alert etc.**

- b. Employees will not be restricted to the amount of worksite alerts they subscribe to within the mass communication systems.

Section 7. Workday Safety Reporting. All bargaining unit employees shall be required to report safety incidents in Workday. Employees shall not suffer from reprisal or intimidation for reporting a safety issue.

Evan Paster-Pearl  
Evan Paster-Pearl (Jul 8, 2025 15:38 PDT)

07/08/25

Joshua Wetzel  
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07/09/25

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# A101.1

Final Audit Report

2025-07-09

Created:	2025-07-08
By:	Evan Paster-Pearl (pastere@seiu503.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAf2b5FbTV1jYaWklXmvALme-Qp8nHwiW1

## "A101.1" History



Document created by Evan Paster-Pearl (pastere@seiu503.org)

2025-07-08 - 10:37:39 PM GMT



Document emailed to Evan Paster-Pearl (pastere@seiu503.org) for signature

2025-07-08 - 10:37:42 PM GMT



Document e-signed by Evan Paster-Pearl (pastere@seiu503.org)

Signature Date: 2025-07-08 - 10:38:26 PM GMT - Time Source: server



Document emailed to Joshua Wetzel (joshua.w.wetzel@das.oregon.gov) for signature

2025-07-08 - 10:38:27 PM GMT



Email viewed by Joshua Wetzel (joshua.w.wetzel@das.oregon.gov)

2025-07-09 - 2:02:21 PM GMT



Document e-signed by Joshua Wetzel (joshua.w.wetzel@das.oregon.gov)

Signature Date: 2025-07-09 - 2:02:55 PM GMT - Time Source: server



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2025-07-09 - 2:02:55 PM GMT



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