

ARTICLE 18 – SAFETY

a. Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks, which endanger their health, safety or well-being. A complaint claiming a violation of this section, should first be addressed to the District Safety committee. If the employee is not satisfied with the result, the complaint will be filed in accordance with the grievance procedure.

b. The District Safety committee shall consist of an equal number of District representatives, and union members appointed by the chapter president. At least half of the committee members must be classified employees. The committee shall meet monthly.

1. The District Safety Committee shall review reports of injuries and make recommendations. These recommendations may be discussed in Labor/Management meetings.

c. Employees shall report all injuries **sustained** while ~~preforming~~ **performing** their duties in accordance with the district's established reporting procedures. **A classified representative will participate in the safety committee meetings.**

d. In accordance with Oregon OSHA rules, the district shall maintain records of staff injuries and work-related illnesses and report them to OSHA.

e. If the District is notified by the Oregon Health Authority (OHA) or local county health organization of a communicable disease outbreak, the serious health condition or event, the district will communicate that information to the employees, unless confidentiality laws prevent it from doing so.

f. To ensure the health and safety of students and employees, the district will follow all guidelines from the OHA, Center for Disease Control (CDC), and/or the local health authority, and agrees to bargain the impact of any changes, as required by Oregon law.

g. Employees who have documented health issues may request an ADA interactive hearing and they will provide medical documentation to the district before the hearing. The district will schedule an **interactive** ADA-~~interactive~~ hearing and will discuss reasonable accommodations that may be provided. The employee may request a Union representative for this hearing.

h. In accordance with ORS 343.068, Employees assigned to assist students with educational, behavioral, medical, health, or disability-related special needs shall be recognized as a service provider, and shall be:

1. Granted access to the student's individualized education program (IEP), 504 Plan, behavior/safety intervention plan, medical support protocols, and/or any other documentation that relates to the employee's responsibilities to assist the student with their educational, medical, health, or disability-related needs.

2. Consulted when the education plan for the student is being developed, reviewed, or revised, including being invited to and compensated for attending meetings regarding the student's IEP, 504 Plan, medical support protocol, behavior/safety intervention plan or any other meetings to discuss issues or make decisions related to the responsibilities of the employee to assist the student.

3. Provided adequate training to safely conduct each job duty assigned to the employee related to the implementation of an IEP, 504 Plan, behavior/safety intervention plan or medical support protocol. Specialized training must be provided by the District free of charge to the employee, and occur before the employee is assigned to carry out any job duties that requires specialized support.

During the inservice periods at the beginning of the school year, the district shall provide employees who are assigned to work with students with educational, behavioral, medical, health, or disability related support needs paid time to review the students' IEP, 504 Plans, medical support protocols, or any other documentation that relates to the employees' responsibilities to assist the assigned student(s).

Employees hired after the inservice periods or who are unable to attend the inservice periods shall be provided paid time during non-student time for reviewing the documentation. Employees are responsible for tracking their time spent reviewing the information.

Employees shall be provided the opportunity to review the documentation prior the employee being required to assist the student with educational, behavioral, health, medical support, or disability-related needs.

Employees shall be provided scheduled non-student time each week to review IEP, 504 Plans, or behavior/safety intervention plans, provide input for upcoming meetings regarding the student, or check-in with other supporting staff regarding the care of a student with specialized needs.