## U-WIDE HEALTH AND SAFETY COMMITTEE

### 8/11/2021 Meeting Minutes | 1:00 p.m. - 2:30 p.m. |

<table>
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<tr>
<th>Elected Member*</th>
<th>Appointed Member*</th>
<th>Faculty Senate Member*</th>
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<tbody>
<tr>
<td>☒ Ryan Hawkinson (1)</td>
<td>☒ Mark Pekarek (2)</td>
<td>☐ Ian Bennett</td>
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<td>☒ Carmen Parisi (1)</td>
<td>☒ Kurt Oglesby (3)</td>
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<td>☐ Erick Rostad (2)</td>
<td>☐ Beth Hammermeister (4)</td>
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<td>☒ Tony Colinares (3)</td>
<td>☒ Liz Kindred, Vice-chair (5)</td>
<td>Paula Lukaszek, WFSE Local 1488</td>
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<td>☒ Christine Aker (4)</td>
<td>☒ David Zuckerman (10)</td>
<td>☐ Vacant, UAW 4121</td>
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<td>☐ Michael Sage (5)</td>
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<td>Ann Aumann, SEIU 925</td>
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<td>☒ Eric Camp (6)</td>
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<td>Amanda Clouser, UAW 4121</td>
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<td>☒ Tamara Leonard (6)</td>
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<td>☒ Martin Arroyo (7)</td>
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<td>☒ Alexa Russo (7)</td>
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<td>Stacia Green (9)</td>
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<td>☒ Wade Haddaway (8)</td>
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<td>☒ Christopher Barrett (8)</td>
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<td>☐ Alexander Lefort (9)</td>
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<td>☒ Sheila Prusa (9)</td>
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<td>☐ David Warren (10)</td>
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<th>Env. Health &amp; Safety Member</th>
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<td>☒ Katia Harb</td>
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<td>☒ Denise Bender</td>
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<td>☐ Steve Charvat, UWEM</td>
<td>☒ Nancy Gwin, AGO</td>
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<td>☒ Barry Morgan, UWEM</td>
<td>☒ Ken Nielsen, Risk Services</td>
<td>☒ Sonia Honeydew</td>
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<td>☒ Allyson Long, UWB</td>
<td>☒ Tracy Harvey</td>
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<td>☒ Jason Goodrich, CriticalArc</td>
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- Steve Charvat, UWEM
- Barry Morgan, UWEM
- Lt. Chris Jaross, UWPD
- Allyson Long, UWB
- Officer Simon Phillips, UWPD
- Jason Goodrich, CriticalArc

### Proxy*

- Stacia Green (9)

### Ex-Officio Member

- Rick Gleason, DEOHS
- Felicia Foster, AGO
- Nancy Gwin, AGO
- Ken Nielsen, Risk Services
- Susan Wagshul-Golden, UWT
- Allyson Long, UWB
- Officer Simon Phillips, UWPD
- Jason Goodrich, CriticalArc

### Env. Health & Safety Member

- Katia Harb
- Denise Bender
- Erin McKeown
- Sonia Honeydew
- Jenna Gravley
- Tracy Harvey
- Alex Hagen
Agenda

1. Attendance/Quorum  
   Sonia verified that attendance was counted, and quorum was met.

2. Call to Order  
   U-Wide Chair Carmen Parisi called the meeting to order with a land acknowledgement and reminder of Zoom voting process.

3. Approval of July Meeting Minutes  
   Carmen facilitated a vote and June meeting minutes were approved without any changes.

4. COVID-19 Update  
   Katia started with the COVID-19 case update. Since mid-July, cases are increasing. This is primarily due to the more transmissible delta variant. Most UW cases are students exposed during off-campus activities. The overwhelming majority of hospitalized cases are unvaccinated; vaccines are highly effective at preventing serious illness in breakthrough cases. The pandemic is unpredictable, and we expect COVID precautions to be part of the next school year. U.S. cases expected to increase through mid-September. Of UW student and employee vaccine attestations completed so far, more than 90% indicate full vaccination.

   Katia explained that current policy and procedures employ a multiple layer strategy, including vaccination, staying home if symptomatic (and reporting illness and exposure to EH&S, and getting tested), wearing face coverings, practicing good hygiene, following distancing recommendations when possible, cleaning and ventilation of facilities, education, communication, and COVID
prevention plans. A face covering policy update is expected by the end of this week. Two days ago, the governor proclaimed vaccinations are required for state agency employees, exempting higher education but including healthcare workers and healthcare facility employees. Our healthcare employee attestation will be updated. We are developing our final testing plan with the Husky Coronavirus Testing Program (HCTP), including return to campus testing for all, walk-in testing, and weekly testing for unvaccinated individuals.

For contact tracing, the updated guidance regarding exposure of a fully vaccinated individual is that they are not required to quarantine if they have no symptoms, but testing is now recommended. Continue to report all COVID-19 positive tests and close contact exposures to EH&S regardless of vaccination status. UW is scaling back up the contact tracing program.

Katia described the increased Return-to-Workplace planning. As many people are returning to campus for the first time since the pandemic started, EH&S will offer COVID-19 Prevention in the Workplace webinars to managers and administrators August 30th and 31st. Karen Crow will email Administrators via HR with a link to register for the webinars. EH&S continues to update guidance documents and procedures, such as the COVID-19 Prevention Plan, COVID prevention training, events guidance, guidance for eating and drinking spaces, and FAQs. See the COVID-19 Prevention and Response page for the latest updates. Personnel are not required but welcome to retake the updated UW COVID prevention training. Do remember to update your site-specific COVID-19 Prevention Plans and train your staff on those. Send questions to covidehc@uw.edu.

Erin asked whether the COVID Prevention Plan template will be revised again. Katia said yes, probably next week. Because face covering policies and isolation/quarantine guidance will ebb and flow, the prevention plan will refer to those landing pages for the current policy.

Christine asked if personnel who are returning to campus should get tested now? Katia answered yes, and they'll receive invitations if they're enrolled in HCTP.

Paula asked whether UW is considering applying the governor’s healthcare worker vaccine mandate to remaining UW employees. Katia answered that University leadership is reviewing that to determine whether UW will eliminate the philosophical exemption and require proof rather than attestation of vaccination. We can expect an update in the next few weeks.

David Zuckerman asked where to submit vaccination attestation PDFs (completed by personnel without access to Workday). Katia answered that those should be held by the direct supervisor or the departmental/unit HR person (if so designated), but not central HR. They are considered confidential, and the retention period is six years, as spelled out in the vaccine policy online.

Paula asked how many buildings have had their water tested? Denise answered that each building must pass plumbing tests (pH, chlorine, and temperature) before reopening. This verifies the effectiveness of the water flushing that was done daily since the pandemic started. A building that fails its plumbing tests is flushed and tested a second time; if it fails, tests will be verified using a
certified laboratory and design mitigations will be implemented. Most of the buildings have passed the first testing. The union requested the results of the water testing; the data is being prepared for Labor Relations.

5. **SafeZone**

Officer Simon Phillips of UWPD and Jason Goodrich of CriticalArc described [SafeZone](#), a public safety app available to personnel on UW Seattle campus. Download the app with UW single sign-on credentials. The SafeZone app enables you to call for assistance directly to UWPD dispatch, giving you a faster response than a cell phone call to 911 routed through Seattle dispatch back to UWPD. The app has an information button, a medical button, and an emergency button.

It also has a “Check In” feature that shares your position with UWPD dispatch. This is useful when working in a less occupied area or at a less populated time, e.g. when working alone in a lab or walking to your car late at night. If you choose to set a timer on your check-in, and the timer runs out without you cancelling it, UWPD will come check on you.

SafeZone only works within the UW Seattle Campus geofence; you’re automatically checked out when you leave the Seattle Campus geofence unless you’ve hit the emergency button. The only time information is provided to UWPD is when you check in or hit the emergency button.

At other universities SafeZone has been used to track room/facility usage, to identify where additional cleaning was necessary, to check on personnel who enter closed buildings, and to assist with contact tracing. At UW, Hall Health has installed indoor positioning in their building, so that UWPD can locate people on each floor.

Officer Phillips ([engagePD@uw.edu](mailto:engagePD@uw.edu)) tested the medical and emergency buttons this morning and found that the alerts appeared on the dispatch screen less than four seconds after activation on a cell phone. Also, Hall Health tested their fixed panic button, which appeared on dispatch screens within three seconds, including the location within Hall Health.

SafeZone is another tool in your safety/security toolbox, alongside UW Alert, Husky NightWalk, Husky NightRide, and other safety programs that work together. Also, as we return to campus, remember the Three A’s of Safety: Awareness, Assessment, and Action.

6. **2020 Claims Review**

Ken Nielsen presented the update on 2020 workers compensation claims and trend information, addressed the importance of returning injured workers to the workplace, and provided insights on how to help UW achieve better results.

Washington workers compensation is legislated. Labor & Industries (UW’s insurer) judges and pays claims. UW’s Claim Services provides oversight and coordinates return to work.
There was an increase in the total number of claims in 2020, and 49% of them were time loss claims. The ratio of time loss to “medical only” claims were much higher in 2020 than the past five years. This is because COVID-19 claims were time loss claims for recovery or quarantine time. Per usual, 74% of time loss was paid out of the hospitals, mostly for stress on the body, falls and slips, and exposures. Stress on the body includes strains, sprains, and occupational ergonomic injuries.

Over the past four years, we had been seeing a 20% decrease in days lost and claim severity (time loss dollars paid, excluding medical bills). From 2019 to 2020 the number of days lost increased (due to COVID) and claim severity almost doubled. 2020 data is still accumulating.

To bring time loss claims down, we need to return injured workers to the workplace. Keeping an employee at work benefits everyone. For the employee it avoids deconditioning, depression, financial loss, and provides peer/supervisor support. For the workplace, it minimizes productivity loss. For everyone’s benefit, shorter work absences lower the likelihood of long-term disability and improves worker health. After a 4–6-week absence, there is only a 20% chance a worker will resume gainful employment; after 6 months there is only a 50% chance.

We can help injured workers by ensuring an OARS or PSN incident report is completed, so we can identify and mitigate risks. Those reports also assist the Claims group. We can show injured workers they are valued by maintaining communication with them, with HR, and with Claim Services. We can look for light/modified duty work opportunities that stay within restrictions. We want to welcome them back and accommodate injured workers whenever possible.

There is an incentive to returning workers to the workplace. Labor & Industries reimburses UW for accommodating medical restrictions, and reimbursement goes directly to the department which provides modified/light duty work. L&I pays half of the wages for up to 66 days (within 24 months) on modified/light duty; UW has received 1.9 million dollars in reimbursements since June 2012. Claim Services administers the program and provides workers compensation training for supervisors and managers. Send questions to workcomp@uw.edu, or see https://risk.uw.edu/wc.

We can focus our accident prevention efforts on the most common injuries: “stress on the body” (often a strain or sprain) and slips/trips/falls. Avoid strains through stretching/conditioning routines, rotations/breaks, safe lifting using equipment/devices, evaluation of tasks/tools/equipment/materials, and other engagement in safety efforts. Avoid slips/trips/falls through better housekeeping, wellness and vision, good lighting, appropriate footwear, safety inspections, signage, and limiting unusual conditions.

Workers compensation insurance is a significant expense to UW at the current rate of $23 million/year. UW employees pay about 1/3 of this total premium via payroll deduction. There are other costs to the UW, including productivity losses and temporary employee costs.

The Labor & Industries premium rate is affected by the last three years of claims costs, which are up (due to COVID-19) even with steady decreases in payroll hours.
Organizational Group Reports and Election Updates

**HSC-1**: Ryan Hawkinson reported that the Group 1 elections group will add information to their vetting templates about time availability and role expectations for HSC positions. They had a high number of OARS reports in July, perhaps partly due to staff stretched thin by vacancies across campus. There was interest in a hoteling program to organize shared workspace; one unit pays a monthly service fee to use Envoy.com and found it easy to access with a UW Net ID, but access for vendors or visitors takes some time to setup. Envoy can also assist with contact tracing.

**HSC-2**: Mark Pekarek said Group 2 selected an election coordinator. An OARS report indicated a few cases of poison ivy across campus. The Project Delivery Group is working to prevent people who are experiencing homelessness from illegally accessing tunnels and stealing tools, equipment, and materials.

**HSC-3**: Kurt Oglesby reported that Group 3 had not yet chosen an election coordinator but are working through the process.

**HSC-4**: Christine Aker indicated that Group 4 would like information from UWPD or Parking Services on parking lot crimes including carjackings and catalytic converter theft; specifically, they are concerned about safety in parking lots, and curious about mitigation efforts.

Officer Phillips responded that UWPD has active investigations into the July 29th robbery and the second robbery that occurred earlier on August 11th. Community support for deployment of mobile surveillance cameras could assist UWPD in detective work and prevent future catalytic converter thefts, car prowls, and armed carjackings.

**HSC-5**: Liz Kindred said that Group 5 reported zero occupational COVID-19 cases between all three hospitals over the last two months! They reviewed patient handling incidents. They compared the Bureau of Labor Statistics data for healthcare injury rates to their own; they found the data on overexertion due to patient handling, slips/trips/falls, and workplace violence were similar.

Group 5 discussed the OSHA Emergency Temporary Standard for COVID (specific to healthcare) and found they were already meeting 80% of the requirements but will need to tighten up on the remaining 20% of the requirements. Liz said they expect masking and social distancing in healthcare facilities to continue for a long time.

Liz mentioned Sonia’s presentation on HSC Elections. Liz noted the joy brought by the visit of therapy dogs to some patient care units at Harborview as part of the resiliency program for staff appreciation. Michael Sage has moved on and Anne Sumpter has taken his place on the U-wide.

**HSC-6**: Eric Camp said HSC-6 reviewed two near misses. They have a lot of concerns about Fall Quarter, some of which have been answered by further guidance.
HSC-7: Martin Arroyo reported Group 7 discussed their election. They will meet with their Vice Chancellor to ensure a better representation of their campus population. Dr. Nathaniel William May of UW Seattle presented on dangers and mitigation of PM2.5 from wildfires. The local fire departments trained in campus parking lots and there will be a PEAT drill on 8/25. Their OARS reports included a near miss, a fall from a bicycle, and a sharps incident.

HSC-8: Chris Barrett reported that Group 8 began discussing the need for an election coordinator and set up email solutions. They will discuss whether meetings after September 10th will be via zoom or in person, and they will discuss cleaning protocols for the return to work.

HSC-9: Sheila Prusa reported that Group 9 found an election coordinator. One of their OARS reports addressed work on a deionized water system done by occupants that should have been done by UW Facilities. Sonia noted that anything that attaches to infrastructure is UW Facilities’ work, not occupant work, and there are legal and safety aspects of that. At the Bowman building there was a well-contained small fire; they discussed when to call 911. In follow-up Scott Nelson said SFD wants you to call 911 no matter how small and contained the fire.

Group 9 discussed COVID-19 restrictions and how they cannot differ from UW policy; a department wanted to verify non-UW personnel’s vaccinations, and the Office of Research said they could not. Denise said the employer must develop a process to verify vaccination status, and currently UW’s process is to self-attest and we cannot go beyond that. The process will change for medical centers and may change elsewhere in the future.

HSC-10: David Zuckerman reported that Stephanie Harrington, Associate Dean, will be their election coordinator once again and will provide unit administrators with instructions for the elections. Many of their OARS were from UW Botanic Gardens, due to summer camp at the Arboretum and grounds crews working outdoors. They also reviewed heat and smoke information and recommended the trainings to everyone.

8. Union Reports
Ann Aumann of SEIU 925 had no updates.

Paula Lukaszek of WFSE had a question about the Long-term Care Trust Act and a question about ventilation. Denise asked Paula to email her with the ventilation question. Denise will verify whether HR can help with questions on the Long-term Care Trust Act.

9. Ex Officio Reports

UW Facilities: Chris Pennington had nothing to report.

Emergency Management: Barry Morgan had nothing to report.
**UWPD:** Officer Phillips had nothing additional to report.

**DEOHS:** Rick Gleason had nothing to report.

**AGO:** Nancy Gwin said they are working on their Return to the Workplace plan.

**Claim Services:** Ken Nielsen had nothing additional to report.

10. **EH&S Updates: L&I**
Erin McKeown reported four Labor & Industry cases going back into 2020 are pending a decision after a recent meeting with Labor & Industries Board of Industrial Insurance. They involve HMC, UWMC Montlake, UWMC NW, and Eastside Specialty Clinic locations. Concerns included masking, N95 availability, social distancing, and physical barriers.

L&I indicated employee concerns at HMC regarding disinfection protocols at a metal detector screening station, suspected mold in a wall, and badly stained carpet. These concerns were investigated, and the case was satisfactorily closed.

**EH&S Updates: General**
Denise announced an opening for an Administrative Assistant 3 in EH&S. The person would report to her. She also mentioned she has an opening for an Occupational Safety and Health Specialist to replace Sandy Jung who left UW and is now working for L&I.

Denise said we have exciting new improvements to our confined space program coming, and Brandon has posted the [Outdoor Heat Exposure](#) and [Wildfire Smoke](#) webpages with training links.

Tracy Harvey said she updated the [Decontamination Form](#) (a two-sided form), used to notify Surplus Properties that equipment is clean and safe to handle. There have been several incidents of equipment that hasn’t been properly cleaned and decontaminated, so she is working on outreach to labs and clinics regarding cleaning surfaces and equipment and then attaching this form. Tracy will do a presentation on lab cleanouts in October but reiterated that this form can be used more broadly for any furniture or equipment going to surplus. UW Facilities and EH&S have discussed this problem repeatedly and request everyone decontaminate equipment thoroughly.

Sonia noted that the HSC Election Guide (linked at the bottom of the [HSC page](#)) has been updated.

11. **Good of the Order**
Carmen announced that the U-wide will continue meeting via Zoom.

12. **Adjourn**
U-Wide Chair Carmen Parisi adjourned the meeting at 2:30 pm.