

# **PROFESSIONAL AGREEMENT**

**between**

**OREGON NURSES ASSOCIATION**

**and**

**Unity Center for Behavioral Health  
Care Management Team**

[INSERT DATES]

PROPOSED 2-19-2025

## ARTICLE 17 - HEALTH AND SAFETY

It is the objective of both parties to the Agreement that safe working conditions shall be maintained. Toward that end, the Hospital will make necessary safety equipment available and promote safe working conditions. BUE shall follow Hospital safety procedures in order to perform tasks in a safe manner and will correct or report observed safety hazards to the Hospital.

The Hospital seeks a safe environment for its community, including employees, patients, visitors, students, affiliates and guests, and is committed to maintaining an environment free from violence and threats of violence. Prominent signs shall be posted in the workplace indicating that violence will not be tolerated. The Hospital shall maintain a policy that it does not tolerate violence and threats of violence in the workplace. The Hospital and the Union endorse BUE participation in workplace violence prevention programs, committees, and education.

**A. Mutual Commitments.** The Hospital and Union are committed to a mutual responsibility for promoting safety and health regulations and complying with health and safety practices. These shall include but not be limited to the following:

- a. A culture that will reduce staff injuries and enhance overall safety and security in the workplace.
- b. Workplace violence prevention.
- c. Development and implementation of an assault prevention and protection program for BUE that includes training on a regular and ongoing basis.
- d. The Hospital is committed to continuing its on-going efforts to assault prevention and protection against workplace violence, including workplace violence prevention training for BUEs. New hire and annual training will include trauma-informed care/crisis intervention and de-escalation techniques (to address physical abuse, verbal aggression, and exposure to sexual conduct). The Hospital will provide paid time for BUEs to attend required work-place violence prevention training.
- e. Adherence to Legacy policies and procedures. Identifying any new or evolving areas of concern and working cooperatively to address such issues. BUEs will immediately notify the Hospital of specific concerns as it relates to patient or visitor-initiated threats to Unity employees or patients and the Hospital will assess the risk.

**B. Mutual Responsibilities.** BUEs and management personnel should be both

1 aware of safety and health regulations and recognize that they have a mutual  
2 responsibility to maintaining the health and safety of the Hospital. These shall  
3 include but not be limited to the following:

- 4 a. Availability and use of mechanical safeguards (e.g. restraint devices,  
5 barriers, lift mechanisms).
- 6 b. Proper use of personal protective equipment and required safety devices.
- 7 c. Adherence to safe work practices, including provisions applicable under the  
8 Occupational Safety and Health Act.
- 9 d. Adherence to health regulations required under County, State, and federal law.
- 10 e. Use of equipment according to manufacturer standards, except in life situations  
11 [e.g. examples to be provided mutually by the parties].

12  
13 **C. Reporting Concerns.** The Hospital will maintain a reporting process for  
14 safety concerns (ICARE) and BUEs will timely report health and safety  
15 incidents and events through the reporting process. Consistent with the  
16 requirements of state law, the Hospital will report ICARES to the Safety  
17 Committee for assessment, review, and possible recommendation of  
18 particular action. BUEs are encouraged to provide suggestions to address  
19 concerns about workplace safety and workplace violence, including but not  
20 limited to needed resources. BUEs who have concerns about safety issues  
21 should escalate via their chain of command, submit an ICARE, and/or refer  
22 their concerns to their Safety Committee. In recognition of the shared  
23 commitment to safety, BUEs will make reasonable efforts to notify security of  
24 urgent safety concerns and/or screening needs.

25 **D. Security Screening.**

- 26 a. Legacy will require all patients and visitors, including belongings, will be  
27 screened when they enter the Hospital (including using reasonable efforts  
28 to search belongings) through the use of metal detector, wand, or pat  
29 down. The Hospital will assign security staffing 24 hours a day/ 7 days  
30 per week at metal detector screening locations.
- 31 b. The Hospital and the Union recognize the unique role BUEs and other  
32 health professionals play in ensuring the safety of patients, visitors, and  
33 employees. BUEs will promptly notify security staff of security concerns  
34 related to security screening and security staff will be assigned to respond  
35 to security concerns.

c. The Hospital will assign staff to ensure the safety of the therapeutic garden for patient use.

**E. Personal Protection and Safety Devices.** Safety devices and required personal protective equipment shall be provided by the Hospital for all BUEs engaged in work where such items are necessary to meet the requirements of applicable law, regulations and policies. If the Hospital is unable to provide sufficient personal protective equipment, a BUEs may provide their own if permissible under state and federal law (including Oregon Health Authority rules and regulations) and the equipment meets OSHA standards.

**F. Exposure to Communicable Diseases in the Workplace.** If a BUEs is exposed to a serious communicable disease (e.g., tuberculosis, bird flu, and similar or more serious conditions) due to a work with an infected patient and is determined to have had a high-risk exposure to a disease that would require immunization, testing, or treatment, the Legacy shall provide immunization against, testing for, and/or treatment for such communicable disease without cost to the employee, in accordance with Legacy policy. It is understood that treatment for such exposures may be covered by workers compensation, existing health insurance, and other benefits.

**G. Quarantine Following Workplace Exposure.** BUEs who Employee Health determines are required to quarantine due to high-risk exposures at work, as determined by Employee Health, and who are not receiving time loss benefits on a workers' compensation claim, shall receive paid administrative leave for the lesser of the government-recommended quarantine period for the disease to which the employee was exposed or until they are cleared to return to work by Employee Health.

**H. Training and Personal Safety.** The Hospital is committed to providing regular and ongoing education and training to promote personal safety in the workplace setting. This will include annual de-escalation in person training for all BUEs. Examples of such Legacy training programs include Code Gray. BUEs are obligated to participate in such programs and are accountable to be leaders to encourage other employees to be actively engaged in such programs. Safety is considered an ongoing and dynamic process, and the Hospital has a safety committee and designated safety leaders. Training provided by the Hospital will include trauma informed care/crisis intervention,

1 and de-escalation techniques. BUEs shall be paid to attend required safety  
2 trainings. BUEs are encouraged to provide input as to ideas and concerns.  
3 Threats to patient or staff member safety will be communicated to leadership  
4 and impacted staff in real time or as promptly as possible. BUEs shall  
5 escalate safety concerns immediately.

6 **I. Union and BUE Input.** At the request of the Union a committee of  
7 bargaining unit ONA represented from across the Hospital represented by the  
8 Union may meet annually with representatives of the Security Department to  
9 review Code Gray and Code Silver procedures and make recommendations  
10 about possible changes to the procedures. Additionally, through the Safety  
11 Committee, the Union and BUEs may raise concerns regarding facilities and  
12 identify opportunities to improve safety and reduce workplace violence. BUEs  
13 who have concerns or recommendations about safety issues should escalate  
14 via their chain of command, submit an ICARE, and/or refer their concerns to  
15 their Safety Committee. BUEs who have concerns related to their own health  
16 status will follow the established disability accommodation process and will  
17 follow Legacy policies and procedures.

18 **J. Workplace Violence Response.**

- 19 a. The parties acknowledge that when time allows, the incident assessment  
20 team are consulted prior to the initiation of a Code Silver.
- 21 b. The parties recognize that accurate information regarding the reporting of  
22 workplace violence is imperative to analyzing trends or patterns to  
23 continue to promote a safe workplace. Therefore, BUEs will make  
24 reasonable efforts to report incidents of workplace violence (currently  
25 through the ICARE system).
- 26 c. The Hospital will encourage BUEs who are victims of assault in the  
27 workplace to report the event and recognizes the potential emotional  
28 impact of such an incident on the BUE. The Hospital shall follow its  
29 established process regarding workplace violence reports. The Hospital  
30 acknowledges emotional impact an assault at work and shall notify the  
31 affected BUE(s) of available employee assistance program resources and  
32 share reporting options.
- 33 d. If a BUE who has been assaulted at work and is unable to continue  
34 working after reporting the incident, the BUE will be released from the

1 remainder of their shift. Any additional time off needed will comply with  
2 leave of absence provisions related to workplace injuries.

3 e. A BUE who has been threatened, treated in an aggressive manner, or  
4 assaulted by a patient or that patient's family member or visitor may  
5 request a reassignment. After receiving such a request, except in an  
6 emergency, the Hospital will make every effort to accommodate the  
7 requested reassignment, except in life saving situations.

8 f. The Hospital acknowledges the impact of workplace violence on a unit  
9 and will make reasonable efforts to communicate with affected staff within  
10 48-72 hours of the incident with the intent to provide support and/or  
11 debrief concerning the event.

12 **K. Refusal to Perform Unsafe Work.** A BUE who claims that an assigned job  
13 or assigned equipment is unsafe or might endanger their health or patient  
14 health shall immediately file an I-Care and notify their manager (or designee).  
15 Upon receiving such a request, the Hospital shall review and evaluate the  
16 request. The Hospital may reassign the BUE and shall use reasonable efforts  
17 to take prompt action to resolve the concern.  
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