HEALTH AND SAFETY—LETTER OF AGREEMENT

The Employer agrees to make reasonable provisions for the safety and health of nurses during the hours of their employment, to promptly review unsafe conditions brought to its attention, and to take whatever corrective action it determines to be necessary. The nurses acknowledge their responsibility to familiarize themselves with and to observe all safety procedures and policies established by the Employer. The Employer, the Union and the nurses recognize their obligations and/or rights under Federal and State laws with respect to safety and health. In the event a nurse believes an unsafe environmental condition exists, the nurse shall immediately bring the situation to the attention of her/his supervisor. The nurse may report the condition in writing to the Chief Nursing Officer (CNO), and the Employer will take whatever action it deems necessary to resolve the situation.

NEW ARTICLE: WORKPLACE SAFETY AND TECHNOLOGY

A) General. - The Medical Center recognizes it is subject to national and state laws, and professional and regulatory standards for use of medical and safety equipment. The Medical Center commits to making good faith efforts towards ensuring medical and safety equipment is available according to patient care requirements and caregiver health protections.

B) Clinical technology is intended to complement the Registered nurse’s clinical judgment in assessment, evaluation, planning, and implementation of care. It is understood that technology/equipment decisions fall under management rights and responsibilities and are at the discretion of the Medical Center.

C) Safety Protection and Devices. - Safety devices and required personal protective equipment shall be provided by the Medical Center for all Registered nurses engaged in work where such items are necessary to meet the requirements of applicable laws, regulations and policies. Registered nurses must use such items in accordance with Medical Center policies.

D) Mutual Responsibility. - Registered nurses and leadership personnel recognize they have 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:

1. Adherence to Medical Center policies and procedures.

2. Proper use of personal protective equipment and safety devices.

3. Use of equipment according to manufacturers’ instructions for use.

E) Nurse Input into Equipment and Technology.

1. Registered nurses who have concerns about safety, technology and/or equipment may escalate via their chain of command and/or take those concerns to their Unit Based Practice Council.

F) When feasible, Registered nurses shall be given the opportunity to provide input whenever new technology affecting the delivery of nursing care is being considered.
G) Registered nurses are encouraged to identify deficits, malfunctions, and/or outdated equipment and bring proposals for new equipment to the leader of the Nursing Unit. Nothing in this section shall release the employer from their obligations to maintain equipment in good working-order.

H) **Workplace Concerns.**

1. In rare instances, when the chain of command fails to resolve a concern about their workplace environment or safety, including the care of a patient with a communicable disease, the Registered nurse will escalate the matter to their director and/or house supervisor (off hours). Every effort will be made to reach a resolution, which may include additional resources, support and/or training, safety measures, a modified or changed assignment or another practical solution.

I) **Exposure to Communicable Disease in the Workplace.** - If a Registered nurse is exposed to a serious communicable disease due to a work assignment with an infected patient and is determined by Caregiver Health to have had a high-risk exposure to a disease that would require immunization, testing, or treatment, the Registered nurse shall be provided immunization against, testing for, and/or treatment for such communicable disease without cost to the Registered nurse, in accordance with Medical Center policy.

J) **Personal Safety.**

1. The Medical Center is committed to providing regular and ongoing education and training for Registered nurses to promote their personal safety in the workplace setting.

2. The Oregon Nurses’ Association shall have up to two (2) representatives on the Medical Center’s Safety Committee.

3. The Medical Center monitors the incidents of reported behavior/combative persons (code gray), weapons/hostage situations and active threat on campus (code silver), and the reported occurrences of workplace violence. The date will be shared and reviewed with the ONA Task Force.

4. The Medical Center will install metal detectors at all publicly accessible entrance to the facility.

5. The Medical Center will maintain adequate Security Staff to ensure sufficient response times to incidents.

6. The Medical Center will maintain in good working-order devices to ensure safe patient lifting.