

U-WIDE HEALTH AND SAFETY COMMITTEE

8/9/2023 Meeting Minutes | 1:00 p.m. - 2:30 p.m. |

Elected Member*		Appointed Member*		Proxy*	
<input checked="" type="checkbox"/>	Ryan Hawkinson (1)	<input checked="" type="checkbox"/>	Kurt Oglesby (3)	<input type="checkbox"/>	Sulgi Lotze (1)
<input type="checkbox"/>	Carmen Parisi, Chair (1)	<input checked="" type="checkbox"/>	David Manley (5)	<input checked="" type="checkbox"/>	Brett Magnuson (2)
<input type="checkbox"/>	Nigel Horton (2)	<input type="checkbox"/>	Andrew Abian (7)	<input type="checkbox"/>	Martin Arroyo (7)
<input checked="" type="checkbox"/>	Norm Kwasinski (2)			<input checked="" type="checkbox"/>	Colleen Irvin (9)
<input type="checkbox"/>	Tony Colinares (3)			<input type="checkbox"/>	Andrea Chateaubriand (10)
<input checked="" type="checkbox"/>	Christine Aker (4)				
<input checked="" type="checkbox"/>	Desi Schatz (4)				
Labor Union Member*					
<input type="checkbox"/>	Steve Herber (5)			<input type="checkbox"/>	Paula Lukaszek, WFSE 1488
<input checked="" type="checkbox"/>	Sarah O'Hara (6)			<input checked="" type="checkbox"/>	Stephen Lundgren, SEIU 925
<input checked="" type="checkbox"/>	Laura Harrington (6)			<input type="checkbox"/>	Antonio Vasquez, UAW 4121
<input checked="" type="checkbox"/>	Alaron Lewis (7)				
<input type="checkbox"/>	Stephen Costanti (8)				
Senate Member*					
<input checked="" type="checkbox"/>	Donna Braboy (8)			<input type="checkbox"/>	Faculty Senate – TBD
<input checked="" type="checkbox"/>	Alexander Lefort (9)	<input checked="" type="checkbox"/>	= attended meeting	<input type="checkbox"/>	GPSS – Gabby Rivera
<input checked="" type="checkbox"/>	Sarah Coppola (9)	*	= voting members		
<input checked="" type="checkbox"/>	David Warren (10)	13	= voting members for quorum		
<input checked="" type="checkbox"/>	Jon Wittouck (10)				
Ex Officio Member		Ex Officio Member		Env. Health & Safety Member	
<input type="checkbox"/>	Tracey Mosier, UWF	<input checked="" type="checkbox"/>	Marty Cohen, DEOHS	<input checked="" type="checkbox"/>	Katia Harb
<input checked="" type="checkbox"/>	Chris Pennington, UWF	<input checked="" type="checkbox"/>	Trista Treumper, UWHR	<input checked="" type="checkbox"/>	Eleanor Wade
<input checked="" type="checkbox"/>	Eric Johnson, UWF TS	<input checked="" type="checkbox"/>	Jo Hill, AGO	<input checked="" type="checkbox"/>	Jimmy Spencer
<input type="checkbox"/>	Barry Morgan, UWEM	<input checked="" type="checkbox"/>	Ken Nielsen, Claim Services	<input checked="" type="checkbox"/>	Tracy Harvey
<input checked="" type="checkbox"/>	Lt. Chris Jaross, UWPD	<input checked="" type="checkbox"/>	Susan Wagshul-Golden, UWT	<input checked="" type="checkbox"/>	Erin McKeown
		<input checked="" type="checkbox"/>	Cham Kao (for Brett K.), UWB	<input checked="" type="checkbox"/>	Sonia Honeydew
				<input checked="" type="checkbox"/>	Lorilyn A. H. Ignao
Guests					
<input checked="" type="checkbox"/>	Liane Yeager. Risk Mgmt	<input checked="" type="checkbox"/>	Allyson Long, UWB	<input checked="" type="checkbox"/>	Wes Cochran, EH&S
<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	

1. Attendance/Quorum

Sonia Honeydew announced the group reached quorum.

2. Call to Order and Welcome

Vice Chair, Christine Aker, opened the meeting, standing in for Chair, Carmen Parisi. She opened with a reminder of the newest representatives to the committee: Marty Cohen for DEOHS, Trista Truemper for HR, Donna Braboy for HSC-8. SEIU 925 rep Ann Aumann retired 7/31 so Stephen Lundgren will proxy and may finish the term. Point of clarification: during report outs, only advise the U-Wide of any *novel* topics.

3. Approval of Meeting Minutes

Christine asked for any corrections to the July 2023 meeting minutes. No points were brought up. Christine asked for a motion to accept. Sarah O'Hara motioned to accept. Laura Harrington seconded. July 2023 meeting minutes were approved.

4. Annual Workers' Compensation Report

Ken Nielsen, Compliance and Risk Services, presented "Workers' Compensation: Claims and Trend Information". In summary, the costs of workers' compensation keep trending upward, and we need to focus on returning injured workers to UW to reduce the "time loss". There are ways we can all help UW achieve better results.

Washington state law defines all aspects of workers compensation. UW is insured through L&I, which adjudicates and pays claims. UW Claim Services staff, such as Ken, provide oversight, assure that the law is followed that benefits are handed out accordingly, and help coordinate the return to work.

Overall, from 2018-2022, UW's claim frequency is trending up, due to time loss claims. That is partly due to catastrophic claims such as Brucella in 2019 and COVID-19 from 2020-2022. 58% of all 2022 claims were time loss claims. Time loss claims over the past five years have paid \$17.7 million, \$2.9 million of which was for COVID claims. 79% of those claims were among hospital employees, and 11% among UW Facilities employees. For the 102,122 lost days, the positions with the most time loss were custodian (22%), registered nurse (12%), hospital assistance (10%), followed by other hospital employees who interact with patients.

Of time loss injuries, most (57%) were caused by "stress of body" such as from lifting, pushing, or pulling, repetitive motion, reaching, walking, throwing, or holding. It is hard to bring people back after muscular injuries, when they are medically declared not able to perform activities. The next most common causes were falls (18%), exposures (11%), and struck by object or person (10%).

Keeping employees at work benefits everyone. Not returning may cause deconditioning, boredom and depression, loss of confidence, and financial loss. Supervisors and peers should remain in contact with time loss employees. Staying at work minimizes productivity loss for all involved. The longer someone is away from work, the lower their chances of regaining full employment.

We can help injured workers by completing OARS or PSN reports promptly; looking for light duty opportunities; staying in touch with injured workers, HR, and Claim Services; and by welcoming

back and accommodating employees where possible. Supervisors and managers can take training at <https://risk.uw.edu/wc/supervisors> so they are prepared before an injury occurs.

There is a Stay at Work incentive program! Departments can get reimbursed 50% of wages for up to 66 days of modified/light duty in a 24-month period, with \$10,000 cap. Claim Services administers the program. L&I reimbursed UW about \$2.1 million total since the program was enacted in 2012.

We can avoid strain injuries by stretching and conditioning, utilizing rotations/breaks, following safe lifting guidance, and evaluating and designing tasks for safety. We can avoid slips/trips/falls with good housekeeping, appropriate lighting and footwear, regular safety inspections, and signage.

UW's L&I insurance premium rating is based on the past three years of workers' compensation claims (currently 7/1/2019 – 6/30/2022), and some claims from that time are still open and developing. UW's current premium is \$23 million/yr. Employees pay about 1/3 of the total premium via payroll deduction. In addition to the premium, costs to UW include lost work hours, costs for temporary help, and costs for training.

Takeaways: Focusing on safety is the most important tool in managing workers' compensation. Identify modified or light duty work before it is needed. Worker's Compensation is a significant expense to UW. UW claim rates are up, even with steady decreases in payroll hours. There are promising downward trends on Time Loss dollars and days.

A member asked about help for departments paying for equipment after a claim. Ken answered that L&I will only cover claims where a time loss payment is made. If the matter is outside of workers' compensation, contact the Disability Services Office regarding [accommodation services](#).

A member asked whether other Washington universities have medical centers associated with them as we do? Ken replied no, not to the degree that UW does, and in an urban setting, so we can't really compare our operations to sister universities in state.

Marty asked how real-time trends in Claims are monitored. Claim Services notifies EH&S of all incoming Washington claims. Sonia offered to show Marty (as a new member) the Tableau OARS metrics available to HSC members to see trends anytime. Katia pointed out that EH&S is watching these trends and produces an annual report summarizing data (including top injuries and causes) for HSC Executive Sponsors. Erin pointed out that EH&S was planning to give an OARS trends analysis presentation at the September U-Wide and 3-4 times a year after that.

Laura H. would like to see a breakdown of UW Medicine vs UW Academy employee injuries in greater detail. Erin responded that we will try to address that in next month's presentation. Stephen Lundgren described how in HSC-5 meetings, each hospital presents on trends (including types and causes of injuries) monthly because there are too many reports to review individually.

5. Organizational Group Reports

Christine asked the chairs to share novel topics, interesting trends, or other updates from their last committee meeting.

HSC-1

Ryan Hawkinson: nothing to report.

HSC-2

Norm Kwasinski and Brett Magnuson: nothing to report.

HSC-3

Kurt Oglesby: nothing to report.

HSC-4

Desi Schatz: nothing to report.

HSC-5

Steve Herber: we had a UWMC safe patient handling report, and updates from our injury reduction initiatives. We saw a decrease in staff injuries from patient maneuvering.

David Manley and Stephen Lundgren: Our UW Medicine monthly trend analyses include occupation. One of our biggest issues is comparing data across UWMC Montlake, UWMC NW, HMC, and Primary Care clinics. Hands-on care is labor intensive and challenging; lifting a patient the wrong way can cause injury. We continually manage our environment of care.

HSC-6:

Sarah O'Hara: nothing to report.

HSC-7

Alaron: we had an unusually high number of OARS reports, but nothing particularly unusual.

HSC-8

Donna Braboy: nothing to report.

HSC-9

Alex Lefort: expressed thanks to Sally Clark for talking with HSC-9. Discussion points that stuck out were what to expect in the future as the CCS division grows. We also had a great informational presentation from Allyson Long (UWB) for Active Threat/Active Shooter training. The HCDE group is still frustrated regarding transparency and accountability for last Fall's incident.

HSC-10

David Warren: introduced Jon Wittouck, HSC-10 U-Wide rep replacing the retired David Zuckerman. After Dan Jaffe's IAQ/wildfire smoke talk, we started testing indoor air in all our buildings to measure system efficacy. We will have two "purple air" sensors in each building and one outside, plus a roof sensor for ozone, etc. We will make that data available to all online.

6. Union & Senate Reports

GPSS

Not present.

WFSE 1488

Not present.

SEIU 925

Stephen: We are expanding our organizing efforts on campus. Unions are addressing DEI in labor agreements, which has health and safety ramifications. We would benefit from sharing more health and safety information with workers and are looking at how best to communicate. We are looking at how to retain workers in the workforce. We still have employees affected by long COVID; we appreciate DSO and EH&S services.

UAW 4121

Not present.

Faculty Senate

Not present.

7. Ex Officio Reports**UW Facilities**

Chris Pennington: As Tracey mentioned last month, we had a helicopter lift lights to the stadium; that was very successful. On August 14th, a contractor will do annual "shock" water treatment on Drumheller fountain. They dispense chemicals to maintain levels of chemicals that are affected by UV. Cleaning takes place in several stages.

Transportation Services

Eric Johnson: Nothing to report.

Emergency Management

Not present.

UWPD

Lt. Chris Jaross: Getting ready for football season. Typical quiet summer at UWPD.

DEOHS

Marty Cohen: Does anyone have experience with the [SafeZone app](#)? Chris Jaross: It is meant for on campus and does not function outside the geofence; not all comms centers see it. Chris will follow up with Marty. Sonia mentioned that power user Steven Riggs might be helpful.

UWHR

Trista Truemper: nothing to report.

AGO

Jo Hill: nothing to report.

Claim Services

Ken Nielsen: nothing additional to report.

UW Bothell

Allyson Long: nothing to report.

UW Tacoma

Susan: UW Tacoma's rebranded [Campus Safety and Security website](#) addresses safety and emergency preparedness, including a workplace security plan template, and guidance on how to make reports for injuries and near misses. The website was rolled out earlier this month and will be advertised into the next quarter. We are looking for building ambassadors to help look at the environment and champion departmental and individual safety. We are hoping to bring Stop the Bleed training and CPR Sundays for interested faculty. We are preparing for the Great Shakeout.

8. EH&S Updates*General*

Jimmy Spencer reported from the latest EHS external quarterly newsletter (sign up to receive it [here](#)). There have been several [updates to COVID-19 policies](#). We anticipate maintaining current policies for Fall quarter. Eleanor Wade commented that the newsletter clearly spells out the changes, which have also been presented in the U-Wide a few times, so she highly recommends sharing the newsletter with units to move the message downstream.

EHS has posted an article on [safe storage of compressed gases and cryogenics](#). There is a [new self-service access to online safety training](#) in Bridge. EH&S is supporting UW Facilities as they add solar power charging stations to three parking lots (E2, E18, N26). L&I's updated wildfire smoke rule release has moved from 8/18 to "late summer"; once it is released, EH&S will communicate updated training to campus.

L&I

Erin shared that Labor & Industries held a closing conference related to UW Facilities custodians' chemical usage with a specialized machine when deep cleaning restroom floors. There are three proposed violations, one serious and two general. We await the citation and notice.

L&I opened a compliance inspection at Harborview Medical Center related to a specific room in West Hospital and concerns about indoor air odors, air filtration, lighting, electrical safety, office chairs. EH&S complied with submitting the requested documents and awaits a closing conference.

HSC Elections

Sonia shared the HSC Elections update. Nine of ten HSCs have confirmed their Election Coordinators. They'll work with Executive Sponsors to review HSC organization and verify all units and employees are represented in elections, then verify organizational contact lists. The general recommended timeline is for nominations in August, elections in September, tallying in October, and results announcements in November. Please reach out to Sonia if not able to follow the timeline. Office 365 forms are useful for nominations and elections. Sonia has templates available.

9. Good of the Order

Erin described that next month, the U-Wide will still start at 1pm via Zoom with an in-person option at the Center for Urban Horticulture, Douglas Room. The second half of the U-Wide will be optional and offline -- a tour of the UW Farm, limited to 20 participants.

Jimmy pointed out that per the National Weather Service, temperatures are rising. EH&S will post a banner on webpage to [outdoor heat exposure](#) training (online) and program requirements.

Sarah Coppola asked whether Safezone can connect to Bluetooth for accessibility. Marty said DEOHS is purchasing multiple Bluetooth buttons (\$55 apiece) for testing on and off campus.

10. Adjourn

Laura Harrington motioned, and Sarah O'Hara seconded. The meeting adjourned at 2:13pm.