



OREGON AFSCME

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April 13, 2021

RE: Health and Safety Violations Complaint

Dear Oregon OSHA:

Oregon AFSCME Council 75 is filing a complaint against the City of Salem Parks Department based upon recent and ongoing health and safety violations. The City of Salem Parks Department employees are assigned work throughout the City of Salem, Oregon. We are particularly concerned about unsafe working conditions and safety violations, including but not limited to:

Bloodborne Pathogens Training: The Salem Parks Department has failed to provide the required Blood Borne Pathogens training to many employees prior to sending them out into situations where they might reasonably be exposed to potentially infectious materials. Management has provided documentation that shows many employees have not received it.

Hepatitis B Vaccine: The Salem Parks Department has failed to offer or provide Hepatitis B vaccines to many employees who are being assigned work where they might reasonably be exposed to potentially infectious materials. The Union brought this issue up to City management in writing March 22, 2021, via a virtual meeting March 22, in person March 31, at another virtual meeting April 1 and again in writing April 13, 2021.

Training on equipment: The Salem Parks Department has failed to provide training for many employees assigned to use small and large equipment including chainsaws and an excavator. The Union brought this lack of training to management's attention March 22 verbally and in writing and again verbally and in writing March 31. When the Union brought this up with management in person on March 31, management assured us that everyone assigned a chainsaw after the February ice storms had been trained to use them but the data management provided to the Union afterward show that this is not true.

Poor emergency planning and communication: The City of Salem Parks Department's poor emergency planning and communication system recently led employees and contracted workers to show up to work at Wallace Marine Park during a lockdown. The lockdown was due to an armed standoff with the SWAT Team. Salem employees and contracted workers have also been assigned to work in the immediate vicinity of members of the public who had previously threatened or assaulted them and in some cases been arrested for the assaults and then released.

Threats and verbal assaults: The City of Salem Parks Department employees have reported at least 18 safety incidents including aggressive verbal assaults in the last 7 months including threats of violence, physical intimidation, racist threats, expletives, throwing objects and liquids at employees but the Department has failed to provide the de-escalation training the employees have been requesting.

OSHA Logs: As of April 13, 2021, the City of Salem has not post its 2020 OSHA 300A logs in most work areas as required by federal OSHA regulations.

Failure to provide safety information when requested: The Union has submitted multiple written requests for safety information including OSHA 300 and 301 logs but the City has not provided them.

We respectfully request that OR-OSHA fully inspect each of the issues identified above. Please note that our office has witnesses that are willing to be interviewed in connection with this investigation.

Thank you for your attention to this matter. We look forward to your prompt response. If you have any questions or need additional information, please contact one of us using the information listed below.

Sincerely,



Kim Harman
Oregon AFSCME Council Representative



Kathy Knock, President
City of Salem AFSCME Local 2067