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Outline and Key Points for 3 pm All Employee Meeting

1 message

Gerritsma, John <jgerrits@blm.gov>

Tue, Jun 23, 2015 at 11:30 AM

To: Dayne Barron <d1barron@blm.gov>, Jared Nichol <jnichol@blm.gov>, Don Ferguson <ferguson.don1@gmail.com>, "Robinson, Donald E" <d2robins@blm.gov>, Mary Smelcer <msmelcer@blm.gov>, Gary Moberly <gmoberly@blm.gov>

See attached. I'll come by to see each of you to make sure we are on the same page.

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Medford District BLM*

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**Agenda_Medford Field Safety Protocol.docx**

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All Employee Meeting--Medford Field Safety Protocol June 23 at 3 PM (MIO)

Purpose: To communicate the protocol for field-going employees should they encounter a threat.

Goal: Have all employees recognize a threat, the need to leave the area, and the need to immediately report the incident to supervisors and/or BLM law enforcement.

Introduction/context

Dayne

What is a threat?

Don Robinson

- Describe what is/is not, discuss with employee examples, Q/As

How should employees respond?

Jared Nichol

- Review WO IM
- Present District customized card/info
- Radio/Dispatch reminders
- District Risk Assessment
- TOOLS – group exercise:
 - Large or small group discussion/brainstorm ideas to mitigate and/or avoid situations for your workgroup.

Gary Moberly, Center Manager

Don Ferguson

Expectations

Dayne

Other Items (time permitting):

John/Dayne

- Marijuana use policy in face of Oregon law change July 1
- Swanson v. Salazar work
- Upcoming heat wave and lightning
- General Q/A

Key Points:

Introduction (Dayne)

- Threats to federal employees are not new, but need employees to be situationally aware to best provide for personal safety.
- Recent uptick in threats to Medford District employees and contractors gives us pause to reflect and re-affirm our mitigation and protocol procedures.
- Law enforcement capability and Oath Keeper activity in Josephine County are likely factors in current and future encounters.
- Employees have different perceptions about threats (ranges from “just part of the job” to “making me anxious to work for BLM”).
- Employees may not be aware of appropriate measures and protocol for avoiding, retreating from, and reporting threats.
- The All Employee meeting is to inform and communicate the District’s expectations for employees facing a threat.

Threats (Don Robinson)

- A threat is an involuntary disruption of work with a range of potential consequences and seriousness (provide examples).
- Reporting threats immediately provides the safest response, allowing law enforcement to determine the context and seriousness of the incident, and allowing for safe re-insertion of the employees into the affected area.
- Provide a Q/A to help clarify what a threat is and why reporting immediately is important.

Employee Response (Jared, Gary Moberly)

- Safety Card/Sticker provides constant reminder of protocol for employees facing a threat.
- IM 2015-104 provides many helpful suggestions for employees who encounter less than friendly publics.
- Communication of a threat is important in the ability of law enforcement/supervisors providing appropriate response to the employee.
- The most consistent manner to report a threat is via the BLM radio, or by calling Dispatch at 541-618-2510 (24/7, and gets routed to Central after hours).

- Call 911 to report an emergency situation.

District Risk Assessment for Threatening Encounters (Don Ferguson)

- District will prepare (small subgroup led by Safety Manager and ADM) Risk Assessment that includes the various potential threats, actions to be taken, and mitigation measures.
- Risk Assessment will be utilized in subsequent safety meetings and/or Tailgate Sessions.
- Employees at meeting will help build the risk assessment via a brainstorming exercise to identify risks, responses, and mitigation.

Expectations (Dayne)

- Follow Protocol when in a threat situation including leaving the area and reporting promptly.
- Conduct tailgate/safety meeting sessions using the risk assessment.