

1 **PROPOSAL FROM THE**  
2 **PASADENA AREA COMMUNITY COLLEGE DISTRICT**  
3 **TO THE**  
4 **CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS PASADENA CHAPTER 777**  
5

6 May 20, 2026

7 **ARTICLE 12 – SAFETY**

8 12.1 It is the District's responsibility to provide the employees in the unit with a safe work environment,  
9 and it is the responsibility of each employee in the unit to observe all applicable safety rules and  
10 regulations.

11 12.2 Facilities Services Safety Committee

12 12.2.1 The Committee shall be composed of an equal number of employees (not to exceed  
13 four), selected by CSEA, and supervisors or managers (not to exceed four) selected by  
14 the District. In addition, the Director, Business Services; Supervisor, Office Services; and  
15 a Business Representative appointed by CSEA may act as ex-officio members of the  
16 Committee. A CSEA member shall serve as Chairperson. The Safety Committee  
17 normally shall meet once each six-(6) weeks or at the call of its chairperson, but in no  
18 event on less than five-(5) days' notice unless such meeting is required to deal with a  
19 safety emergency. The Committee's function shall be to investigate complaints of unsafe  
20 working conditions for members of the unit and to advise the District's Safety Committee  
21 and/or the affected employees regarding such conditions and any proposed corrective  
22 actions.

23 12.3 The District shall continue its provision of such safety equipment as was provided prior to the  
24 execution of this Agreement.

25 12.4 Industrial Accident

26 An employee injured on the job must report the injury to his/her supervisor immediately, even  
27 though it may not be considered serious. If the injury requires medical attention, the injured  
28 employee must fill out an Industrial Accident Report, which may be obtained from the Risk  
29 Management Office.

30 12.4.1 The cost of necessary medical care and hospitalization may be covered by the District  
31 Workers' Compensation Insurance, should the need arise. The employer has the right to  
32 specify the doctor or hospital for treatment, unless the employee designated his/her own  
33 doctor in advance by submitting the appropriate form to the Office of Risk Management.

34 12.4.2 Regular employees eligible for workers' compensation who are absent from duty because  
35 of illness or injury directly resulting from an industrial accident/illness may be granted a  
36 paid industrial accident/illness leave from the fourth day up to and including the last day  
37 of such absence, not to exceed sixty (60) working days for the same accident. If an  
38 employee is unable to return to work after using all paid industrial accident/illness leave,  
39 the employee's absence will be charged against his/her accumulated sick leave.

40 12.4.3 Payments for wages lost on any day shall not, when added to an award granted the  
41 employee under the Workers' Compensation laws of this state, exceed the normal wage  
42 for the day.

43 12.4.4 The industrial accident or illness leave is to be used in lieu of normal sick leave benefits.  
44 When entitlement to industrial accident or illness leave under this Section has been  
45 exhausted, entitlement to other sick leave, vacation or other paid leave may then be  
46 used. If, however, an employee is still receiving temporary disability payments under the  
47 Workers' Compensation laws of this state at the time of exhaustion of benefits under this  
48 Section, he/she shall be entitled to use only so much of his/her accumulated and  
49 available normal sick leave and vacation leave, which, when added to the Workers'  
50 Compensation award, provides for a day's pay at the regular rate of pay.

51 12.4.5 Public Health Hazard Protocols

52 All employees are to refer to the District's published [Injury & Illness Prevention Program](#)  
53 [\(IIPP\)](#) for any workplace or environmental related conditions (Cal-OSHA California Code  
54 of Regulations, Title 8, §3203).

56 12.4.6 Hazardous Work Assignments

57 The ~~Specialized Response Team (SRT) will be activated.~~ [District shall solicit volunteer](#)  
58 [employee\(s\)](#) to perform above-normally than expected [high risk assignments which](#)  
59 [require restoring, removing,](#) and cleaning, and/or disinfecting protocols in the course of  
60 their normal assigned duties and will be compensated at a rate differential of double the  
61 regular rate of pay. For purposes of this Article, a 'high-risk assignment' means work  
62 authorized under this article section that involves one or more of the following: (a)  
63 cleaning, removal, or remediation of materials known or reasonably suspected to be  
64 contaminated with a pathogen covered by 8 CCR §5199 (Aerosol Transmissible  
65 Diseases); (b) cleanup of a hazardous substance release as defined in 8 CCR §5192; (c)  
66 cleanup involving bodily fluids in quantities or circumstances requiring more than

67 standard bloodborne pathogen precautions under 8 CCR §5193; or (d) other work  
68 designated in writing by the Director of Facilities, in consultation with the District's EH&S  
69 officer, as presenting health or safety risks materially greater than those associated with  
70 the employee's regularly assigned duties.

71 Routine cleaning, custodial, maintenance, or grounds assignment performed in the  
72 ordinary course of an employee's classification duties shall not constitute this work,  
73 regardless of the cleaning agents or equipment used.

74 These ~~SRT-unit~~ volunteer members will ~~have~~ received training prior to performing any  
75 "high-risk" assignment on the use and operation of specialized ~~disinfecting~~ equipment,  
76 chemicals, and products to be used when an environmental hazard or other public  
77 health emergency is suspected or declared. The number of ~~SRT~~ members with  
78 specialized training will be based upon need, and multiple teams may be deployed on  
79 any given shift.

80 All ~~SRT~~ members will be informed ahead of time what they are cleaning and removing,  
81 the known occupational risk, and any valuable information or equipment training they  
82 may need before proceeding. ~~the cleaning~~. It is the responsibility of the District or  
83 designee to set/research proper guidelines based on the individual nature of the  
84 hazard to protect each member from unnecessary exposure.

85  
86 When requested, ~~T~~the district shall supply the employees with the required personal  
87 protection equipment (PPE) as necessary for the assignment.

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