



34 **12.4 Industrial Accident**

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

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40 12.4.1 The cost of necessary medical care and hospitalization may be covered by the District  
41 Workers' Compensation Insurance, should the need arise. The employer has the right to specify  
42 the doctor or hospital for treatment, unless the employee designated his/her own doctor in  
43 advance by submitting the appropriate form to the Office of Risk Management.

44 12.4.2 Regular employees eligible for workers' compensation who are absent from duty because  
45 of illness or injury directly resulting from an industrial accident/illness may be granted a paid  
46 industrial accident/illness leave from the fourth day up to and including the last day of such  
47 absence, not to exceed sixty (60) working days for the same accident. If an employee is unable to  
48 return to work after using all paid industrial accident/illness leave, the employee's absence will be  
49 charged against his/her accumulated sick leave.

50 12.4.3 Payments for wages lost on any day shall not, when added to an award granted the  
51 employee under the Workers' Compensation laws of this state, exceed the normal wage for the  
52 day.

53 12.4.4 The industrial accident or illness leave is to be used in lieu of normal sick leave benefits.  
54 When entitlement to industrial accident or illness leave under this Section has been exhausted,  
55 entitlement to other sick leave, vacation or other paid leave may then be used. If, however, an  
56 employee is still receiving temporary disability payments under the Workers' Compensation laws  
57 of this state at the time of exhaustion of benefits under this Section, he/she shall be entitled to  
58 use only so much of his/her accumulated and available normal sick leave and vacation leave,

59 which, when added to the Workers' Compensation award, provides for a day's pay at the regular  
60 rate of pay.

61 ~~12.4.5 In the event of an Active Shooter or Lock Down, all bargaining unit members~~  
62 ~~shall have access to entry doors by physical key, key card or any other key system~~  
63 ~~throughout the campus during regular and off business hours to facilitate the evacuation~~  
64 ~~of self, staff and students.~~

65

#### 66 12.4.6 Public Health Hazard Protocols

67 ~~All employees are to refer to the District's published Injury & Illness Prevention Program~~  
68 ~~(IIPP).~~

69 ~~The District shall use the AQI scale on the AirNow.gov website to monitor air quality~~  
70 ~~conditions on the PCC campus. On days when the AQI exceeds 100 ("Unhealthy for~~  
71 ~~Sensitive Groups"), the District shall alert all vulnerable or sensitive groups and make~~  
72 ~~available N95 respirators or K95 masks to bargaining unit employees upon request.~~

73 ~~On days when the AQI level reaches or exceeds 151 ("Unhealthy"), the District shall~~  
74 ~~distribute N95 respirators and K95 masks and instruct all bargaining unit employees to~~  
75 ~~work indoors.~~

76 ~~On days when the AQI level reaches or exceeds 201 ("Very Unhealthy"), bargaining unit~~  
77 ~~employees will be sent home and remain on paid status at their regular rate of pay. The~~  
78 ~~District shall continue to monitor air quality conditions. Once the emergency conditions~~  
79 ~~have been lifted by the Department of Public Health and Cal-OSHA, bargaining unit~~  
80 ~~employees will be given no less than four (4) hours notice to return to work.~~

#### 81 ~~12.4.7 Hazardous Work Assignments~~

82 ~~Custodial staff executing new or~~ The Specialized Response Team (SRT) will be activated to  
83 perform above normal than expected cleaning and/or disinfecting protocols in the course  
84 of their normal assigned duties and will be compensated at a ~~negotiated~~ rate differential of  
85 double the regular rate of pay.

86

87 These ~~bargaining~~ SRT unit members will have received training on the use and operation

88 of specialized disinfecting equipment and products to be used when an environmental  
89 hazard or other public health emergency is suspected. The number of ~~bargaining unit~~SRT  
90 members with specialized training will be based upon need, and multiple teams may be  
91 deployed on any given shift.

92  
93 Teams will be formed with employees in good standing, and on a volunteer basis. If the  
94 number of qualified volunteers exceeds the need, selection will be based on seniority. In  
95 the event of a workplace exposure, the team will clean and disinfect the affected area in  
96 accordance with District, Cal-OSHA, CDC and Local Health Department guidelines, ~~and will~~  
97 ~~be compensated at double the regular hourly rate.~~

98  
99 All ~~volunteer-SRT employees-members~~ will be informed ahead of time what they are  
100 cleaning, the health risk, and any valuable information or training they may need before  
101 the cleaning. The district ~~shall may~~ supply the employees with ~~1-time use...~~the required  
102 personal protection equipment (PPE), which may include, but is not limited, to the  
103 following:

104  
105 a. Boots

106 b. Hazmat Suits

107 c. N95/K95 Mask

108 d. Goggles

109 e. Gloves.

110 F. Tools

111  
112 ~~12.4.8 Remote Work~~

113  
114 ~~In the event that a bargaining unit employee is directed to work from home including~~  
115 ~~performing administrative tasks, responding to administrative tasks, responding to~~  
116 ~~electronic correspondence, and/or participating in audio or video conferencing, or is~~  
117 ~~otherwise directed to leave the worksite but remain available to return to work, the~~  
118 ~~bargaining unit employee will be compensated for their regular hours of work for the entire~~  
119 ~~period in which they are directed to remain available to work.~~