



35 execution of this Agreement.

36 **12.4 Industrial Accident**

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

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

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

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

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

60 use only so much of his/her accumulated and available normal sick leave and vacation leave,  
61 which, when added to the Workers' Compensation award, provides for a day's pay at the regular  
62 rate of pay.

63

64 **12.4.6 Public Health Hazard Protocols**

65 **All employees are to refer to the District's published Injury & Illness Prevention Program**  
66 **(IIPP) for any workplace or environmental related conditions. (Cal-OSHA T8 CCR §3203)**

67 **Insert link to IIPP**

68 **12.4.7 Hazardous Work Assignments**

69 **The Specialized Response Team (SRT) will be activated to perform above normal than**  
70 **expected cleaning and/or disinfecting protocols in the course of their normal assigned**  
71 **duties and will be compensated at a rate differential of double the regular rate of pay.**

72

73 **These SRT unit members will have received training on the use and operation of**  
74 **specialized disinfecting equipment and products to be used when an environmental**  
75 **hazard or other public health emergency is suspected. The number of SRT members with**  
76 **specialized training will be based upon need, and multiple teams may be deployed on any**  
77 **given shift.**

78

79 **Teams will be formed with employees in good standing, and on a volunteer basis. If the**  
80 **number of qualified volunteers exceeds the need, selection will be based on seniority. In**  
81 **the event of a workplace exposure, the team will clean and disinfect the affected area in**  
82 **accordance with District, Cal-OSHA, CDC and Local Health Department guidelines.**

83

84 **All SRT members will be informed ahead of time what they are cleaning, the health risk,**  
85 **and any valuable information or training they may need before the cleaning. The district**  
86 **may supply the employees with the required personal protection equipment (PPE), which**  
87 **may include, but is not limited, to the following:**

88

89 **a. Boots**

90 **b. Hazmat Suits**

91 **c. N95/K95 Mask**

92 **d. Goggles**

93 **e. Gloves.**

94 **F. Tools**

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96