

1 **PROPOSAL FROM**  
2 **THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION**  
3 **AND ITS**  
4 **PASADENA CITY COLLEGE CHAPTER 777 TO THE PASADENA AREA COMMUNITY COLLEGE**  
5 **DISTRICT**  
6 March 2, 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 12.4.6 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).

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56 12.4.7 Hazardous Work Assignments

57 The ~~Specialized Response Team (SRT) will be activated.~~ [District shall solicit volunteer](#)  
58 [employee\(s\)](#) to perform above normal than expected [high risk assignments which](#)  
59 [requires restoring, removing,](#) and cleaning, and/or disinfecting protocols in the course  
60 of their normal assigned duties and will be compensated at a rate differential of double  
61 the regular rate of pay.

62 These ~~SRT-unit~~ volunteer members will ~~have~~ received training [prior to performing any](#)  
63 ["high-risk" assignment](#) on the use and operation of specialized ~~disinfecting~~  
64 [chemicals,](#) and products to be used when an environmental hazard or other public

65 health emergency is suspected or declared. The number of ~~SRT~~ members with  
66 specialized training will be based upon need, and multiple teams may be deployed on  
67 any given shift.

68 Teams will be formed with employees in good standing, and on a volunteer basis. If the  
69 number of qualified volunteers exceeds the need, selection will be based on seniority. In  
70 the event of a workplace emergency exposure, the team will operate within clean and  
71 disinfect the affected area in accordance with District, Cal-OSHA, CDC and Local Health  
72 Department guidelines.

73 All ~~SRT~~ members will be informed ahead of time what they are cleaning and removing,  
74 the health risk, and any valuable information or equipment training they may need before  
75 proceeding. the cleaning. It is the responsibility of the District or designee to  
76 set/research proper guidelines based on the individual nature of the hazard to  
77 protect each member and general public from unnecessary exposure.

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79 When requested ~~the~~ district ~~may~~ shall supply the employees with the required  
80 personal protection equipment (PPE), which may include, but is not limited, to the  
81 following:

- 82 a. One (1) time use Boots
- 83 b. One (1) time use Hazmat Suits
- 84 c. Niosh approved N95 Mask, Face Shield, or Respirator
- 85 d. One (1) time use Goggles
- 86 e. One (1) time use Gloves
- 87 f. Tools and Proper Equipment

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