

## ARTICLE 13

### SAFETY CONDITIONS OF EMPLOYMENT

- 13.1 Unit members shall immediately report cases of actual or attempted physical assault suffered by them in connection with their employment to their principal or other immediate superior, who shall immediately report the incident to the police.
- 13.2 Unit members shall recommend to the District in writing that the District exclude from attendance any student that in the unit member's opinion suffers from contagious or infectious disease, has filthy or vicious habits or has a physical or mental disability such that the student's attendance would be inimical to the welfare of other students and/or employees of the District. If the student is excluded, the appropriate person (based on the reason for the exclusion) shall approve the return of the student to the District; such persons are: a CUSD school nurse, a physician, a CUSD health aide and/or a CUSD psychologist. The District shall have the discretion to act upon the unit member's recommendation, provided, however, that the unit member making such recommendation shall be advised in writing as to the District's action on the recommendation within five (5) working days.
- 13.3 Unit members shall not be required to work under unsafe or hazardous conditions, or to perform tasks which endanger their health or safety. Unsafe or hazardous conditions shall be defined as those conditions that do not meet California OSHA standards. A safe place of employment shall include procedures and written material pertaining to emergency/disaster plans, first aid, CPR, and blood borne pathogens.
- 13.4 Unless specifically bargained into the unit member's job description, unit members shall not be required to perform non-emergency or routine medical procedures.
- 13.5 For a student in need of foreseeable medical procedures, CUSD will ask the student's current or assigned teacher(s) to volunteer to be trained in and provide those procedures. If the current teacher(s) decline the request, the CUSD will seek volunteers within the same grade level or course of study and site.

If there is not a volunteer or sufficient numbers of volunteers or where transfer to one or more volunteers would result in disruption of the student's existing course of study, the CUSD may direct specific unit members to be trained in and provide those procedures.

Unit members will be paid at their hourly rate of pay for training conducted outside of their regular work day.

- 13.6 The District shall provide rubber gloves, mouth-to-mouth breathers, and facilities to wash with hot water and antiseptic soap in designated areas to any unit member who may come in contact with bodily fluids.
- 13.7 In the event a unit member must provide health care services to him or herself or his or her students, the unit member shall notify his supervisor in order for the District to provide for the safety and welfare of the unit member's students.
- 13.8 The District will defend and indemnify a unit member, acting in good faith, and acting within the course and scope of employment, reasonably responding to a potential or actual emergency medical situation.