

ERGONOMICS

To minimize employee's risk of repetitive motion injuries (RMIs), the Superintendent or designee shall implement an ergonomics program. In addition, all reported injuries must satisfy all of the following conditions:

1. The RMIs were predominantly caused (i.e., 50 percent or more) by a repetitive job, process or operation.
2. The employees incurring the RMIs were performing a job process or operation of identical work activity. Identical work activity means that the employees were performing the same repetitive motion task, such as similar word processing, assembly or loading tasks.
3. The RMIs were musculoskeletal injuries that a licensed physician objectively identified and diagnosed.

The Superintendent or designee shall ensure that the ergonomics program be designed to minimize RMIs in accordance with law. The program shall be composed of the following components:

1. Worksite evaluation

Each job, process or operation of identical work activity, or a representative number of such jobs, processes or operations of identical activities, shall be evaluated for exposures which have caused RMIs.

2. Control of exposures which have caused RMIs

Any exposures that have caused RMIs shall, in a timely manner, be corrected or, if not capable of being corrected, be minimized to the extent feasible. The district shall consider engineering controls, such as work station redesign, adjustable fixtures or tool redesign, and administrative controls such as job station, work pacing or work breaks.

3. Training

Employees shall be provided training that includes an explanation of:

- a. The district's program
- b. The exposures that have been associated with RMIs
- c. The symptoms and consequences of injuries caused by repetitive motion
- d. The importance of reporting symptoms and injuries to the employer
- e. Methods used by the district to minimize RMIs

LEGAL REFERENCE:**EDUCATION CODE**

- 44984 Industrial accident and illness leaves, certificated employees
- 45192 Industrial accident and illness leaves, classified employees

GOVERNMENT CODE

- 21153 Employer not to separate for disability members eligible to retire

LABOR CODE

- 142.3 Adoption, amendment or repeal of standards and orders
- 3200-4855 Workers' compensation, especially:
- 3550-3553 Employee notice
- 3600-3605 Conditions of liability
- 3760 Report of injury to insurer
- 4600 Provision of medical and hospital treatment by employer
- 4906 Disclosures and statements
- 5400-5404 Notice of injury or death
- 6303 Place of employment; employment
- 6305 Occupational safety and health standards; special orders
- 6310 Retaliation for filing complaint prohibited
- 6357 Standards for workplace ergonomics
- 6401.7 Injury prevention programs
- 6409.1 Reports

CODE OF REGULATIONS, TITLE 8

- 3203 Injury and Illness Prevention Program
- 5110 Repetitive motion injuries