

Personnel

ERGONOMICS

**AR 4157.2
4257.2
4357.2**

The Superintendent or designee shall implement an ergonomics program to identify risk factors in the work environment that may result in injuries or illnesses to employees and shall design measures to mitigate such risk factors. The program shall include a study of body movements and positions used during work, the tools and equipment used, the physical environment (such as temperature, noise, and lighting), and the organizational environment (such as deadlines, teamwork, and supervision) in order to identify potential causes of stress on the body over time, such as exertion or strain, awkward or sustained posture, or repeated motions.

An employee who experiences pain, numbness, stiffness, swelling, tingling, weakness, or other symptom(s) of a repetitive motion injury (RMI) or other musculoskeletal disorder that may be caused or aggravated by workplace conditions shall report the problem to his/her supervisor.

(cf. 4157.1/4257.1/4357.1 - Work-Related Injuries)

When an RMI which is objectively identified and diagnosed by a licensed physician to be a musculoskeletal injury has been reported by two or more district employees within a 12-month period, and is determined to be predominantly caused by a repetitive job, process, or operation of an identical work activity, the Superintendent or designee shall: (8 CCR 5110)

1. Evaluate each job, process, or operation of identical work activity at the work site, or a representative number of such jobs, processes, or operations of identical work activities, for exposures which have caused RMIs
2. Correct in a timely manner, or minimize to the extent feasible if correction is not possible, any exposures that have caused RMIs, taking into consideration engineering controls such as work station redesign, adjustable fixtures, or tool redesign, and administrative controls such as job rotation, work pacing, or work breaks
3. Provide staff training that includes an explanation of:
 - a. The district's ergonomics program
 - b. The exposures that have been associated with RMIs

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- c. The symptoms and consequences of injuries caused by repetitive motion
- d. The importance of reporting symptoms and injuries to the district
- e. Methods used by the district to minimize RMIs

Strategies adopted for identifying and correcting workplace conditions or practices that may increase employees' risk of RMIs may be incorporated into the district's injury and illness prevention program developed pursuant to Labor Code 6401.7 and 8 CCR 3203.

(cf. 4157/4257/4357 - Employee Safety)

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

Management Resources:

CALIFORNIA DEPARTMENT OF INDUSTRIAL RELATIONS, DIVISION OF
OCCUPATIONAL SAFETY AND HEALTH PUBLICATIONS

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*Ergonomic Hazards, Fact Sheet H
Guide to Developing Your Workplace Injury and Illness Prevention Program, rev.
May 2011*

WEB SITES

*California Department of Industrial Relations, Division of Occupational Safety and
Health: <http://www.dir.ca.gov/dosh>*

Regulation

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PASADENA UNIFIED SCHOOL DISTRICT

Pasadena, California