

**TENTATIVE AGREEMENT
BETWEEN THE COAST COMMUNITY COLLEGE DISTRICT
AND THE COAST FEDERATION OF CLASSIFIED PROFESSIONALS, LOCAL 4794**

September 1, 2022

This Tentative Agreement between the Coast Community College District and the Coast Federation of Classified Professionals, Local 4794 (hereinafter referred to as the "Federation") is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Agreement ("Agreement") between the parties.

All language currently in effect in the Agreement is intended to remain unchanged except as agreed below.

**ARTICLE 4. SAFETY
Section 4.8 Only**

[...]

4.8 Extremes in Temperature. The District will comply with CalOSHA regulations regarding the regulation of the temperature in the workplace.

The District also will comply with its Illness & Injury Prevention Plan regarding temperature protocols.

Indoor temperatures:

The District agrees to set workplace thermostats in the range of 68 degrees and 76 degrees Fahrenheit. In the event that indoor temperatures fall outside the range of 60 to 80 degrees Fahrenheit, employees shall first contact their supervisor and the site Maintenance and Operations Department in order to determine whether an adjustment can be made to District heating, ventilation, or cooling units in order to bring the temperature within the range of 60 to 80 degrees Fahrenheit. Should an adjustment not be possible, or should any necessary repair take more than two business days to complete, employees may request a fan for their workspace. Employees also may bring personal fans to the workplace under such conditions, as long as the fan is used according to manufacturer recommendations and the fan's size or sound does not cause a workplace

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**ARTICLE 4. SAFETY
Section 4.8 Only**

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4.8 Extremes in Temperature. The District will comply with CalOSHA regulations regarding the regulation of the temperature in the workplace. ~~In the event that interior temperatures outside the range of sixty (60) to eighty (80) degrees Fahrenheit persist for longer than two (2) working days, reasonable consideration will be given to the impact on work performance, and bargaining unit members may use space heaters that meet safety regulations or fans. After five (5) working days of temperatures outside sixty (60) to eighty (80) degrees, bargaining unit members may request a work accommodation such as completing their work at a different location.~~

The District also will comply with its Illness & Injury Prevention Plan regarding temperature protocols.

Indoor temperatures:

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disruption. Employees, though, are not permitted to bring personal space heaters into the workplace, and the District will not issue personal space heaters. Employees may contact Human Resources to explore viable options for moving to an alternate work location until indoor air temperatures can be brought within the range of 60 to 80 degrees Fahrenheit should a repair or adjustment be expected to take more than five working days.

Outdoor temperatures:

The District agrees to comply with the requirements set forth by CalOSHA under Section 3395 of Title 8 of the *California Code of Regulations* regarding heat illness prevention.

Shaded areas are available for employees working outdoors at all District sites. Employees working outdoors also may go indoors to any shared space during regular break periods as well as for any requested cool-down break period separate from their regular breaks in order to rest. Employees working outdoors also will have drinking water made available to them, free of charge. Employees working outdoors in temperatures at or exceeding 80 degrees Fahrenheit will be permitted to take additional cool-down breaks as needed, but must notify their supervisor or designee prior to taking such breaks to ensure appropriate monitoring for potential heat illness, and the impact of elevated temperatures on their productivity will be given consideration.

- **High-Heat:** On days where the high temperature forecast is expected to reach or exceed 95 degrees Fahrenheit, supervisors will ensure that effective communication is maintained with employees by voice, observation, or electronic means to ensure that employees can contact a supervisor should they begin to feel unwell. Employees may also be assigned to work in teams to ensure employees can inform a colleague immediately should they begin to feel unwell. Employees will be reminded to drink plenty of water throughout their work shift, and high heat procedures will be reviewed with employees at the start of their shifts. Employees also will have the

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Outdoor temperatures:

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right to take cool-down rest breaks as needed, but must notify their supervisor or designee prior to taking such breaks to ensure appropriate monitoring for potential heat illness.

[...]

Andrew Deaso

Andrew Deaso, CFCP President/Date

Marlene Drinkwine

Marlene Drinkwine, Vice Chancellor/Date

Dr. Elizabeth Dorn Parker, Board President/Date

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