

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

May 5, 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 as stated in the Agreement between the parties is intended to remain unchanged except as agreed below.

**ARTICLE 4. SAFETY
Section 4.1 Only**

[...]

A. In accordance with the California Code of Regulations, Title 8, Section 3203, and any other applicable law, the District will adopt and implement an Injury and Illness Prevention Program ("IIPP") designed to make reasonable efforts to provide bargaining unit employees with safe working conditions and a healthy work environment. The District will comply with the responsibilities and procedures set forth in the IIPP.

B. The District will ensure that all employees have proper training, and will verify possession of the necessary certificates and/or licenses, and will not knowingly require employees to use, operate, or drive any piece of equipment that is unsafe. It is the responsibility of the District to investigate all reports regarding unsafe equipment and to take the necessary steps to alleviate the potential danger. Provided that the District has met its obligations to ensure that employees have received proper training, certifications, and licenses, it is the responsibility of all employees to obey state job safety and health laws, and to comply with the requirements set forth in the IIPP. Furthermore, it is the responsibility of the employees whose job requires use of tools, equipment, or motor vehicles, to do so in a safe, prudent, and lawful manner.

C. The District will provide training to managers and employees regarding safe working conditions and the IIPP.

D. At the time of initial classified employment, the District shall distribute guidelines and/or provide training for the safe and healthful operation of equipment and computers.

E. When necessary, reasonable and appropriate efforts shall be made by the District, in accordance with applicable law, to remediate areas identified by the District's Environmental Health and Safety Department to have mold, lead, asbestos, known

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[...]

A. In accordance with the California Code of Regulations, Title 8, Section 3203, and any other applicable law, the District will adopt and implement an Injury and Illness Prevention Program ("IIPP") designed to make reasonable efforts to provide bargaining unit employees with safe working conditions and a healthy work environment. More specifically, the District will make all reasonable efforts to comply with the state, federal, county, and city, and/or applicable OSHA regulations within general industry standards the responsibilities and procedures set forth in the IIPP.

B. It is the responsibility of all employees to obey state job safety and health laws. Furthermore, it is the responsibility of the employee whose job requires use of tools, equipment or motor vehicles, to do so in a safe, prudent and lawful manner. The District will ensure that all the employees have proper training, and will verify possession of the necessary certificates and/or licenses, and will not knowingly require bargaining unit employees to use, operate, or drive any piece of equipment that is unsafe. It is the responsibility of the District to investigate all the reports of employees regarding unsafe equipment and to take the necessary steps to alleviate the potential danger. Provided that the District has met its obligations to ensure that employees have received proper training, certifications, and licenses, it is the responsibility of all employees to obey state job safety and health laws, and to comply with the requirements set forth in the IIPP. Furthermore, it is the responsibility of the employees whose job requires use of tools, equipment, or motor vehicles, to do so in a safe, prudent, and lawful manner.

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D. At the time of initial classified employment, the District shall distribute guidelines and/or provide training for the safe and healthful operation of equipment and computers.

E. When necessary, reasonable **and appropriate** efforts shall be made by the District, in accordance with applicable ~~regulations~~ **law**, to remediate areas identified by the District's Environmental Health and Safety Department to have mold, lead, asbestos, ~~other~~ known

carcinogens, and biological hazards that threaten the safety, lives, and health of employees.

F. The District, in collaboration with the Federation, will review and update the IIPP no less than every three years, or whenever called upon to do so by either party due to a change in law.

[...]

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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Andrew Deaso

Andrew Deaso, CFCP President/Date

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