

BOARD POLICY 4157, 4257, 4357: EMPLOYEE SAFETY

Comparison Matrix

Section: Personnel

SUMMARY OF UPDATE

Summary of Update: Policy updated to reference **NEW LAW (SB 553, 2023)** which requires, starting July 1, 2024, districts to establish, implement, and maintain at all times and in all work areas a workplace violence prevention plan with specified components.

CURRENT VERSION			REVISED VERSION	CSBA MODIFICATIONS and/or NOTES	
PARA	Section	Sub-Section	July 13, 2012		March 2024
1			The Governing Board is committed to maximizing employee safety and believes that workplace safety is every employee's responsibility. Working conditions and equipment shall comply with standards prescribed by federal, state, and local laws and regulations.	The Governing Board is committed to maximizing employee safety and believes that workplace safety is <i>the</i> responsibility of every employee. Working conditions and equipment shall comply with standards prescribed by federal, state, and local laws and regulations.	CSBA NOTE: The following optional policy and accompanying administrative regulation may be subject to collective bargaining agreements and should be modified to reflect district practice. Pursuant to Government Code 3543.2, safety conditions of employment are within the scope of bargaining.
2			No employee shall be required or permitted to be in any place of employment which is unsafe or unhealthful.	No change	
3			The Board expects all employees to use safe work practices and to report and correct any unsafe conditions, which may occur. If an employee is unable to correct an unsafe condition, he/she shall immediately report the problem to the Superintendent or designee. Supervisors shall constantly promote safety and correct any unsafe work practice through education, training, and enforcement.	Delete	
4			The Superintendent or designee shall promote safety and correct any unsafe work practices through education and enforcement.	No change	

			<i>All employees are expected to use safe work practices and, to the extent possible, correct any unsafe conditions that may occur. If an employee is unable to correct an unsafe condition, the employee shall immediately report the problem to the Superintendent or designee.</i>	
5		The Superintendent or designee shall establish a written injury and illness prevention program in accordance with law. The program shall include training in safe and healthful work practices for all employees.	The Superintendent or designee shall establish <i>and implement</i> a written injury and illness prevention program <i>that includes a workplace violence prevention plan and that provides employees with access to such program</i> in accordance with law.	CSBA NOTE: Labor Code 6401.7, as amended by SB 553 (Ch. 289, Statutes of 2023), requires the district's injury prevention program to include a workplace violence prevention plan. Additionally, 8 CCR 3203 requires the district to provide employees with access to the district's injury and illness prevention program. See the accompanying administrative regulation for required injury prevention program elements and specific requirements related to employee access.
6		The Superintendent or designee shall ensure the ready availability of first aid materials at district workplaces and shall make effective provisions, in advance, for prompt medical treatment in the event of an employee's serious injury or illness.	The Superintendent or designee shall <i>make</i> first aid materials <i>readily available</i> at district workplaces and shall make effective provisions <i>to prepare</i> for prompt medical treatment in the event of an employee's serious injury or illness.	CSBA NOTE: 8 CCR 3400 requires districts to make provisions in advance to ensure that employees receive prompt medical treatment for serious injury or illness. See the accompanying administrative regulation for specific requirements.
7		No employee shall be discharged or discriminated against for making complaints, instituting proceedings, or testifying with regard to employee safety or health or for participating in any occupational health and safety committee established pursuant to Labor Code 6401.7.	No employee shall be discharged or discriminated against for <i>exercising any right regarding employee safety or health specified in Labor Code 6310, including:</i>	
			<i>1. Making a report or complaint</i>	
			<i>2. Instituting proceedings or causing proceedings to be instituted</i>	

				<i>3. Testifying with regard to employee safety or health</i>	
				<i>4. Participating in any occupational health and safety committee established pursuant to Labor Code 6401.7</i>	
				<i>5. Requesting access to injury or illness reports and records</i>	
				<i>6. Exercising any other right protected by the Occupational Safety and Health Act</i>	

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