ERGONOMICS

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
   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:

Regulation Approved: EAC-2/28/08; SAC-3/6/08; Cabinet-02/25/19; Reviewed 3/2023-No Changes
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
Ergonomic Hazards, Fact Sheet H
WEB SITES
California Department of Industrial Relations, Division of Occupational Safety and Health: http://www.dir.ca.gov/dosh