

District Response – Article 16 – Work Environment

October 9, 2023

16.A District shall maintain levels of cleanliness, lighting, ventilation, temperature, security, and safety necessary and conducive to optimum learning, teaching, and other campus activities.

The District will comply with local, state, and federal guidelines when environmental or other forces outside the District's control cause disruption in the ability to meet the provisions of 16.A.. The District will consider alternative work spaces on campus for faculty when currently-assigned spaces are unable to meet the provisions of 16.A; including temporarily moving classrooms/offices to other locations at the same campus. The District will confer with the Union when there is extended disruption and a lack of available alternative spaces. In order to protect faculty, staff and student welfare, when on-campus space is not made available within two (2) weeks, the District will provide one of the following remedies:

1. Permit faculty to work from remote locations, until the District can provide workspaces that meet the conditions under 16.A; or
2. Provide hazard pay equal to \$5 per hour the employee is assigned to spend in a location which does not meet the conditions under 16.A.

16.D The District shall make every effort to provide (within time, space and budget limitations) secure spaces to store teaching materials and meet with students.

16.E The District shall make every effort to provide (within time, space and budget limitations) a sufficient number of gender-inclusive -appropriate restrooms, breast-pumping lactation rooms, and other spaces for necessary daily functions.

16.F. The District shall provide a sufficient number of lactation rooms.