

ARTICLE II

HEALTH EXAMINATIONS

10201. HEALTH EXAMINATIONS. Each applicant for a position, except part-time assignments for not more than 40 hours per pay period, may be required to pass a physical examination in accordance with procedures established by the Chancellor before performing service. Employees changing position classifications may be required to pass a physical examination according to Administrative Regulations established by the Chancellor.

Adopted 09-11-74

Amended 10-22-75

Amended 06-11-80

10201.10 Health Examinations Not Required - Absence of Ten Days or Less. All employees when absent from duty for reason of illness or injury for not more than five consecutive working days may be readmitted to service at the discretion of the Chancellor, or designated representative.

All employees when absent from duty for reason of illness or injury for more than ten consecutive working days shall submit verification of illness or injury signed by a licensed physician or other practitioner upon forms designated by the Division of Human Resources and may be readmitted to service at the discretion of the Chancellor, or designated representative.

Adopted 09-11-74

10201.11 When Health Examination is Required for Readmission to Service. All employees when absent from duty for reason of illness or injury for more than ten consecutive working days may be required to submit verification of illness or injury and a release to return to service signed by a licensed physician or other practitioner upon forms designated by the Division of Human Resources prior to readmission to service.

Adopted 09-11-74
Amended 06-11-80

10202. HEALTH EXAMINATION STANDARDS. The health requirements for new employees and employees in service shall be based upon the employee's physical, mental and emotional ability to perform all the duties of the assignment satisfactorily without endangering his/her health or safety or the health and safety of other employees and students.

Adopted 09-11-74

10203. SPECIAL HEALTH EXAMINATIONS. An employee may be required to report for a health examination when, in the judgement of his/her College President or Division Head, and the Division of Human Resources, there is evidence that such an examination is warranted.

Adopted 09-11-74
Amended 06-11-80

10205. EXAMINATION FOR TUBERCULOSIS. Before receiving an assignment, each applicant for a position, except a temporary position exempted by the Education Code, shall provide evidence from a physician or surgeon licensed to practice in California that he/she has submitted to an examination to determine that he/she is free of active tuberculosis. This examination shall consist of an X-ray of the lungs, or an approved intradermal tuberculin test, which, if positive, shall be followed by an X-ray of the lungs. Thereafter all employees shall repeat this examination at least once each four years.

EC 76406

Adopted 03-01-72

10207. PERMANENT EMPLOYEES WHO BECOME PHYSICALLY HANDICAPPED - POINT OF VIEW. A permanent employee who becomes physically handicapped while in service will receive special consideration to enable him/her to continue, as long as possible, in productive work for the District. Because of handicap, the individual employee may not be able to carry a full load in his/her regular position. Even so, it is considered a community obligation of the District to seek to utilize his/her services as fully as possible and, if feasible, to keep him/her in gainful employment at least until such time as there is a minimum earned retirement from active service.

Any special assistance given to such an employee will be made only after consideration of the interests of the colleges, the welfare of the students, and the legal obligations of the District.

Adopted 09-11-74

10208. PERMANENT EMPLOYEES WHO BECOME PHYSICALLY HANDICAPPED
- COMMITTEE TO CONSIDER AND MAKE RECOMMENDATIONS.

Following careful consideration of the case with his/her staff in cooperation with the medical consultant, the college president or District Office division head may refer the employee's case to the appropriate Committee for the Physically Handicapped. The Committee will consider the case of an individual permanent employee after it can no longer be handled under the regular rules and practices.

- A. Problems of handicapped permanent certificated employees will be considered by a permanent committee of three composed of representatives from each of the following: Division of Human Resources, Educational Services and Council of Vice Presidents of Academic Affairs.
- B. Problems of handicapped permanent classified employees will be considered by a permanent committee of three composed of representatives from each of the following: Division of Human Resources, Personnel Commission and Council of Administrative Services.
- C. The Employer/Employee Relations Branch will be responsible for coordination of the committees.

Adopted 09-11-76
Amended 11-26-85

10209. PERMANENT EMPLOYEES WHO BECOME PHYSICALLY HANDICAPPED
- FUNCTIONS OF THE COMMITTEE. The Committee will perform the following functions:

- A. The Committee will consider and make recommendations for adjusting the assignment of permanent employees who become physically handicapped and can no longer perform the duties of their regular assignment due to a handicap.

Adopted 09-11-74

- B. An attempt will be made by the Committee to find an assignment for the permanent employee in an established position in which he can render productive service. The Committee may propose in some cases that the handicapped employee be regularly employed on a part-time basis at a correspondingly reduced salary where this type of reduced employment would work to the benefit of the employee and the District.

If such a position is not available:

1. If the permanent employee cannot be placed in any established position, the Committee may recommend reorganization of duties in a college or division so as to result in establishing a position in which he can render productive service.
2. If no position can be established in which the permanent employee can qualify to render satisfactory service and if he/she is eligible, the Committee will seek to assist him/her in obtaining disability retirement.
3. If the permanent employee is not eligible and cannot qualify for productive service, he/she may be referred to existing agencies which provide rehabilitation counseling.

- C. Employees whose cases are being processed by the Committee for the Physically Handicapped may appear before the Committee and/or be represented by another party.

- D. The Committee should seek to promote an attitude among the employees of the District favorable to the utilization and assistance of those who are handicapped. These employees should be considered as accepted and valued members of the organization.

Adopted 09-11-74

10212. HEALTH STANDARDS FOR COLLEGE SAFETY AND POLICE SERVICE OFFICERS. Health standards for college safety and police services officers shall be the same as for other personnel with the exception of the following:

Vision Vision not less than 20/70 in either eye without glasses, correctable to 20/30 in both eyes with glasses; adequate visual field and depth, color and hue perception.

Auditory No significant loss of hearing in the normal voice-range frequencies.

Physical Ability Sufficient agility and strength to make apprehensions of juveniles and adults and to protect self against attack. Ability to pass required physical agility tests, and all required physical training courses of the Los Angeles County Sheriff's Department or equivalent.

Mental Ability Ability to pass psychiatric tests appropriate for Police such as L.A.P.D.

Height & Weight Weight must be proportionate to height.

Adopted 05-10-72
Amended 06-29-77