

**784 WORK-RELATED ABSENCES**

**Education Code Section**

**88080.** (a) The commission shall prescribe and, amend, and interpret subject to this article, such rules as may be necessary to insure the efficiency of the service and the selection and retention of employees upon a basis of merit and fitness. The rules shall not apply to bargaining unit members if the subject matter is within the scope of representation, as defined in Section 3543.2 of the Government Code, and is included in a negotiated agreement between the governing board and that unit. The rules shall be binding upon the governing board, but shall not restrict the authority of the governing board provided pursuant to other sections of this code.

(b) No rule or amendment which would affect classified employees who are represented by a certified or recognized exclusive bargaining representative shall be adopted by the commission until the exclusive bargaining representative and the community college employer of the classified employees who would be affected have been given reasonable notice of the proposal.

**A. Attendance at Hearings of Worker's Compensation Appeals**

When an injured classified employee of the District appeals the decision of the Worker's Compensation Appeals Board to reject liability in their case and when, in the interests of justice and of protecting all legal rights of the injured employee it is necessary or desirable for other District employees to attend the hearing of the appeal, they may attend without loss of salary. Arrangements for their attendance shall be made by the District's Business Services Department.

**B. District Employment Procedures**

Classified employees, upon providing at least two days' notice to their immediate supervisor, shall be permitted to take any examination and to participate in other District employment procedures during working hours without loss of pay or other penalty. If less than two days' notice is provided, permission to participate without loss of pay is subject to approval by the employee's immediate supervisor.

**C. Epidemics and Emergencies**

Regular classified employees shall be paid their established salary for any period during which they are unable to work at their assigned location because of closure due to quarantine, epidemic, natural disaster, or other health or safety conditions. To be eligible for such pay the employee must be ready, able, and

LOS ANGELES COMMUNITY COLLEGE DISTRICT  
PERSONNEL COMMISSION

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LAW AND RULES

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willing to perform reasonable and suitable duties. The college or division shall endeavor to assign such employees to other District work sites during such closures.

D. Union Activities

Absences of regular employees who serve as union representatives will be authorized in accordance with applicable section(s) in bargaining unit contracts with the District. Examples of typical absences for which a specific time limit is indicated would include union convention leave and release time for grievance resolution.

E. Employees with Limited-Term Status Only

In the absence of any specific action by the Board of Trustees, none of the privileges granted for attendance at hearings of Worker's Compensation appeals or absences because of epidemics and emergencies shall apply to employees with limited-term status only.