

REGULATION 4157.2, 4257.2, 4357.2: Ergonomics
Comparison Chart
Section: Personnel

SUMMARY OF UPDATE

Summary of Update: Regulation updated to add a definition of ergonomics, expand the purpose of the ergonomics program to include other workplace injuries in addition to repetitive motion injuries, provide for employees to report symptoms to a supervisor, reflect circumstances under which an ergonomics program is required by state regulations, and delete outdated date for implementation of state regulations.

PARA	Section	Sub-Section	September 6, 2016 CURRENT VERSION	July 2018 REVISED VERSION	CSBA MODIFICATIONS and/or NOTES
1			To minimize employee’s risk of repetitive motion injuries (RMIs), the Superintendent or designee shall implement an ergonomics program whenever two or more RMIs from an identical work activity have been reported by district employees within a 12-month period beginning July 3, 1997. In addition, all reported injuries must satisfy all of the following conditions:	Delete	
				<i>The Superintendent or designee shall implement an ergonomics program to identify risk factors in the work environment that may result in injuries or illnesses to employees and shall design measures to mitigate such risk factors. The program shall include a study of body movements and positions used during work, the tools and equipment used, the physical environment (such as temperature, noise, and lighting), and the organizational environment (such as deadlines, teamwork, and supervision) in order to identify potential causes of stress on the body over time, such as</i>	New paragraph added CSBA NOTE: 8 CCR 5110 establishes standards for workplace ergonomics to minimize repetitive motion injuries (RMIs) caused by a repetitive job, process, or operation of identical work activity. The district may expand its ergonomics program to address injuries that may be caused by other factors in the workplace, such as ongoing exertion or strain or awkward posture. For further information regarding risk factors for RMIs and other workplace injuries and possible solutions, see the California Department of Industrial Relations, Division of Occupational

			<i>exertion or strain, awkward or sustained posture, or repeated motions.</i>	Safety and Health (Cal/OSHA) fact sheet Ergonomic Hazards. According to Cal/OSHA, RMIs may include injuries and diseases such as bursitis, ligamentous or muscular sprains or strains, neck-tension syndrome, nerve entrapment (e.g., carpal tunnel syndrome), tendon-related disorders, and hand-arm vibration syndrome.
	1	The RMIs were predominantly caused (i.e., 50 percent or more) by a repetitive job, process or operation.	Delete	
	2	The employees incurring the RMIs were performing a job process or operation of identical work activity. Identical work activity means that the employees were performing the same repetitive motion task, such as similar word processing, assembly or loading tasks.	Delete	
	3	The RMIs were musculoskeletal injuries that a licensed physician objectively identified and diagnosed.	Delete	
			<i>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.</i>	New paragraph added CSBA NOTE: The following paragraph requires employees to notify their supervisor if they are experiencing symptoms of an ergonomic injury. Pursuant to Labor Code 5401, whenever the Superintendent or designee receives notice or knowledge of a work-related injury, he/she must provide, personally or by first class mail, a claim form and information to the employee regarding the employee's potential eligibility for workers' compensation benefits to cover missed work time and/or medical costs. See AR 4157.1/4257.1/4357.1 - Work-Related Injuries.

2		The Superintendent or designee shall ensure that the ergonomics program be designed to minimize RMIs in accordance with law. The program shall be composed of the following components:	Delete	
			<i>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:</i>	New paragraph added
	1 (1)	Worksite Evaluation	Delete	
	1 (2)	Each job, process or operation of identical work activity, or a representative number of such jobs, processes or operations of identical activities, shall be evaluated for exposures which have caused RMIs.	<i>Evaluate</i> each job, process, or operation of identical work activity <i>at the work site</i> , or a representative number of such jobs, processes, or operations of identical <i>work</i> activities, for exposures which have caused RMIs	
	2 (1)	Control of exposures which have caused RMIs	Delete	
	2 (2)	Any exposures that have caused RMIs shall, in a timely manner, be corrected or, if not capable of being corrected, be minimized to the extent feasible. The district shall consider engineering controls, such as work station redesign, adjustable fixtures or tool redesign, and administrative controls such as job rotation , work pacing or work breaks.	<i>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</i> engineering controls such as work station redesign, adjustable fixtures, or tool redesign, and administrative controls such as job <i>rotation</i> , work pacing, or work breaks	
	3 (1)	Training	Delete	
	3 (2)	Employees shall be provided training that includes an explanation of:	Provide <i>staff</i> training that includes an explanation of:	

	a	The district's program	The district's <i>ergonomics</i> program	
	b	The exposures that have been associated with RMIs	No change	
	c	The symptoms and consequences of injuries caused by repetitive motion	No change	
	d	The importance of reporting symptoms and injuries to the employer	The importance of reporting symptoms and injuries to the <i>district</i>	
	e	Methods used by the district to minimize RMIs	No change	
			<i>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.</i>	New paragraph added CSBA NOTE: The following optional paragraph may be revised to reflect district practice. The ergonomics program may be separate from or a part of the injury and illness prevention program developed pursuant to Labor Code 6401.7 and 8 CCR 3203; see AR 4157/4257/4357 - Employee Safety. Pursuant to Labor Code 6401.7, the injury and illness prevention program must include, among other components, procedures for investigating occupational injury or illness and correcting unsafe or unhealthy conditions, work practices, and work procedures.

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