

**LOS ANGELES COMMUNITY COLLEGE DISTRICT  
PERSONNEL COMMISSION**

682

LAW AND RULES

October 20, 2021

**682 HEALTH EVALUATIONS**

**Education Code Section(s)**

**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.

**88081.** (a) The rules shall provide for the procedures to be followed by the governing board as they pertain to the classified service regarding applications, examinations, eligibility, appointments, promotions, demotions, transfers, dismissals, resignations, layoffs, reemployment, vacations, leaves of absence, compensation within classification, job analyses and specifications, performance evaluations, public advertisement of examinations, rejection of unfit applicants without competition, and any other matters necessary to carry out the provisions and purposes of this article.

(b) With respect to those matters set forth in subdivision (a) which are a subject of negotiation under the provisions of Section 3543.2 of the Government Code, such rules as apply to each bargaining unit shall be in accordance with the negotiated agreement, if any, between the exclusive representative for that unit and the public school employer.

- A. Employment in the classified service of the Los Angeles Community College District may be subject to passing health evaluation(s) based on appropriate health standards for the class and status as determined by the Board of Trustees. All classified employees must complete any prescribed health evaluations and documents prior to being placed on the job.
- B. An employee informally absent from duty because of illness or injury for more than five consecutive working days shall submit to their supervisor the prescribed forms attesting to their medical fitness for duty prior to being permitted to return to work. An employee may be asked to provide medical clearance for absences of less than five days when an unusual pattern or frequency of illness use is found.

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- C. An employee may be required to report for a health evaluation/examination by a District-approved medical consultant. If the report of the medical consultant shows that the employee is not medically qualified to perform their duties, the employee may be placed on leave for a period of time sufficient to achieve rehabilitation. Written notice of nonapproval and the reason shall be provided to the employee together with information as to appeal rights provided in Personnel Commission Rule 836, APPEALS OF MEDICAL DISQUALIFICATIONS OF CLASSIFIED EMPLOYEES AND ELIGIBLES.
- D. An eligible/employee who is medically disqualified from being on the job and is on a formal medical or industrial accident leave or has been placed on a reemployment list due to the expiration of leave benefits, may be considered unable to report for duty and passed over in order of certification until they meet the prescribed health standards and/or is cleared by the Human Resources Division to return to work.