

## FINAL TEXT

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Title 15. Crime Prevention and Corrections

Division 8. California Prison Industry Authority

Chapter 1. Rules and Regulations of California Prison Industry Authority

Article 6. Personnel

15 CCR Section 8111

### **~~§ 8111. Light Duty Assignments and Reasonable Accommodations.~~**

(a) ~~Light Duty Assignment. For the purposes of this section and Section 8112, “light duty assignment” means a temporary work assignment for an employee with documented medical restrictions arising out of a work-related injury or illness or a non-industrial injury or illness, who cannot perform the essential functions(s) of his or her job, for a limited duration.~~

(b) ~~Reasonable Accommodation. For the purposes of this section, “reasonable accommodation” means any modifications or adjustments to a job or work environment that will enable a qualified applicant or employee with a disability to perform the essential functions of the job. Essential functions cannot be waived as a form of reasonable accommodation.~~

(c) ~~All light duty assignments or reasonable accommodations shall be determined by the General Manager or the General Manager's designee.~~

(d) ~~Employees shall submit requests for light duty assignment or reasonable accommodations to the Human Resources Department, which may be to the Reasonable Accommodation Coordinator or the Return to Work Coordinator if it is related to Return to Work. their supervisor.~~

(e) ~~Upon receipt of an employee's request, the supervisor shall immediately contact the Return-to-Work Coordinator (RTWC) at Central Office regarding the employee's request. The supervisor and the RTWC shall work cooperatively and without delay to immediately begin the interactive process with the employee regarding light duty assignment or reasonable accommodation.~~

~~Note: Authority cited: Sections 2801 and 2809, Penal Code. Reference: Sections 2801 and 2809, Penal Code.~~

## TEXT OF PROPOSED REGULATORY CHANGE

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Title 15. Crime Prevention and Corrections

Division 8. California Prison Industry Authority

Chapter 1. Rules and Regulations of California Prison Industry Authority

Article 6. Personnel

15 CCR § 8112

### **~~§ 8112. Limited Term Light Duty Assignments.~~**

~~(a) The General Manager may CALPIA will utilize limited term light duty assignments to allow an employee with documented medical limitations to continue work. The General Manager may place the employee in a vacant budgeted position within the employee's bargaining unit or the employee may be permitted to work in his or her current position, while temporarily waiving the essential functions of his or her job.~~

~~(b) Positions will not be permanently identified as "light duty." Limited term light duty for one employee shall not exceed 60 calendar days in a 6-month period for medical condition(s).~~

~~Authority cited: Sections 2801 and 2809, Penal Code.~~

~~Reference: Sections 2801 and 2809, Penal Code.~~

~~15 CCR § 8112~~