

# KNOW YOUR RIGHTS!

## *Heat Protection*



### **We Have A Right To Air Conditioning!**

In 2017 SDEA members won a new right in the union contract that required SDUSD to install air conditioning in “all classrooms and educational support spaces.” This includes all spaces where students are served. During hot weather, all classes (including PE classes) should be held in air conditioned settings, at sites with AC installed. As workers we have the right to safe and sanitary facilities, and those rights are protected in a variety of ways by our union contract and by state law.

### **Updated State Protections**

Besides the protections in our union contract, CAL/OSHA has updated guidelines for employers as of July

2024. When indoor temperatures reach 82° F and beyond, employers are required to minimize the risk of heat illness by adjusting the building temperatures when possible, and by providing access to water and cool-down areas. Our contract requires the District “to maintain schools and other work locations in a safe and sanitary condition, and shall not knowingly violate applicable provisions of state and federal laws relating to health, safety, and fire.” We can grieve violations of state guidelines as well as the specific protections in our union contract.

### **Non-Classroom Spaces**

Along with classrooms, any spaces where students are being served should have air conditioning. Some people might have workspaces (like an office) separate from where they serve students. While our contract does not clearly say that separate workspaces must be air conditioned, as workers we have additional protections from the state that apply to any work space.

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### Relocating During Heat Waves

Even with widespread installation of air conditioning, some locations will be more impacted by heat waves, especially if AC is not properly functioning or breaks down. During “extremely hot weather,” members may relocate their classes to cooler areas (for example, outside in the shade or to another cooler room on campus.) Site administrators should not “reasonably” deny these arrangements. We should never work in unsafe temperatures!

### Maintenance/Custodial Requests

When it comes to repairing air conditioning, or any other maintenance requests with the district Physical Plant Operations (PPO) department, keep in mind that our contract requires PPO to respond in a timely fashion. After a unit member completes a [SDEA Contract Concern Form on the PPO site](#), they should get a response from PPO acknowledging receipt within 5 workdays, and a solution within 15 workdays (unless the resolution will take longer, in which case PPO will provide a plan and reasonable timeline for the repairs to review with an administrator.) Note: The form can only be accessed while on district WiFi, and should be completed by a unit member (not by custodial staff or admin) in order for the contractual timeline to apply.



### SOURCES:

[SDEA Contract](#), Section 11.2.1, 11.2.3, 11.2.4 & 11.2.5

### ADDITIONAL RESOURCES:

- [SDUSD Hot Weather Operations](#)
- [California Indoor Heat Protections July 2024 update](#)
- [Cal/OSHA Heat Illness Prevention Guidance and Resources](#)
- [Cal/OSHA Indoor Heat Illness Prevention FAQ](#)
- [SDEA Contract Concern Form \(Access from site wifi\)](#)  
<https://pposervices.sandi.net>