

ARTICLE 15: COMMUNICABLE DISEASES AND HUMAN IMMUNODEFICIENCY VIRUS

- 15.100 The District agrees to negotiate on mandatory subjects of bargaining as defined in Government Code Section 3543.2 resulting from the impact of any local, state, or federal guideline(s) regarding the diseases Human Immunodeficiency Virus (HIV)/ Aides Related Complex (ARC).
- 15.200 The District agrees to consult with the Association regarding the adoption of any student guidelines proposed by the State of California Department of Education regarding the diseases HIV-AIDS/ARC.
- 15.300 The following guidelines shall be followed for unit members in relation to HIV and/or ARC issues.
- a. To the extent mandated by law, no bargaining unit member shall be required to submit to any testing or medical evaluation by the District in order to determine whether the employee has HIV-AIDS/ARC. In the event a unit member voluntarily submits to such testing, such testing shall be performed and the results of said testing shall be used in conformance with applicable existing laws regarding due process and confidentiality.
 - b. To the extent mandated by law, the identity of a unit member with HIV shall be confidential.