

LEEWARD COMMUNITY COLLEGE
FACULTY SENATE

ACADEMIC AND
INSTITUTIONAL SUPPORT
COMMITTEE

Report on Work Space Health and Security Concerns

December 03, 2021

The functions of the Faculty Senate AIS Committee are:

1. Review and make recommendations to the Faculty Senate concerning policies and procedures on academic and institutional support services (e.g. facilities) to faculty, staff, and students.
2. Consult with members of the Administration as needed.

This sharing approaches solutions through the
Hawaiian understanding of

Kaiāulu (Community)

We value cooperation, collaboration, social responsibility, and concern for others as crucial elements in building a sense of community inside and outside of the institution (Leeward CC Mission and Vision Statement).

OBJECTIVE

- To raise awareness of on-going, unsafe, and unhealthy working conditions due to deferred maintenance on Leeward CC's campus through visual images;
- To remind all of us who work at Leeward CC that it is our collective kuleana to advocate for safe and healthy working conditions for each other;
- To highlight related issues of reduced productivity, poor asset management, and health hazards relating to unsafe and unhealthy work conditions.
- To remind Leeward CC's Administration of its kuleana to "provide a safe, clean and healthy working environment as prescribed by the applicable provisions of the Hawaii Occupational Safety and Health Law, Act 57, et seq..." (UPHA 2017-2021 Final Agreement Contract Article XX).

- ◎ This presentation is not a critique of Operations and Management/Auxiliary Services;
- ◎ By all accounts, O&M is understaffed;



Reports from Units/Divisions

- BS Building
- MS Building
- PS Building
- DA Building
- CC Building-Culinary Arts & Restaurant
- Educational Media Center Video Production Studio (EMC)

BS Building

Roof leak, Makeshift Drainage, Mold
BS 203, 205, 207, 209, 210, and 211



BS 209. Humidity level reach 80 (below left) OSHA recommends level of 70 to control mold growth. (below center) Ceiling leak temporary fix; tube from ceiling emptying into receptacle below. (below right) Old air filters vs. new air filter behind it depict contrasting level of black mold infestation.

[Mold Issues](#)



High humidity in BS 209 (70 - 80%) in BS 209



Another drainage tubing from the ceiling panel in BS 205



Old Air Filter vs New Air Filter 02/14/2020 for BS 209

- ⦿ “This has been an issue for a long time...as early as 2015...the mold was bad in BS 205, 206, 207, and 209.”
- ⦿ “...leaks were visible. You could tell by walking in the room there were mold issues because of the smell.”
- ⦿ “They were able to give us dehumidifier and the tubes that drain the leak from the ceiling, but this doesn't fix the root of the problem. With the rainy season coming up, we might have more leaks.”

All quotes are from faculty; some who asked to remain anonymous due to fear of being targeted.



Dusts and mold in BS 207



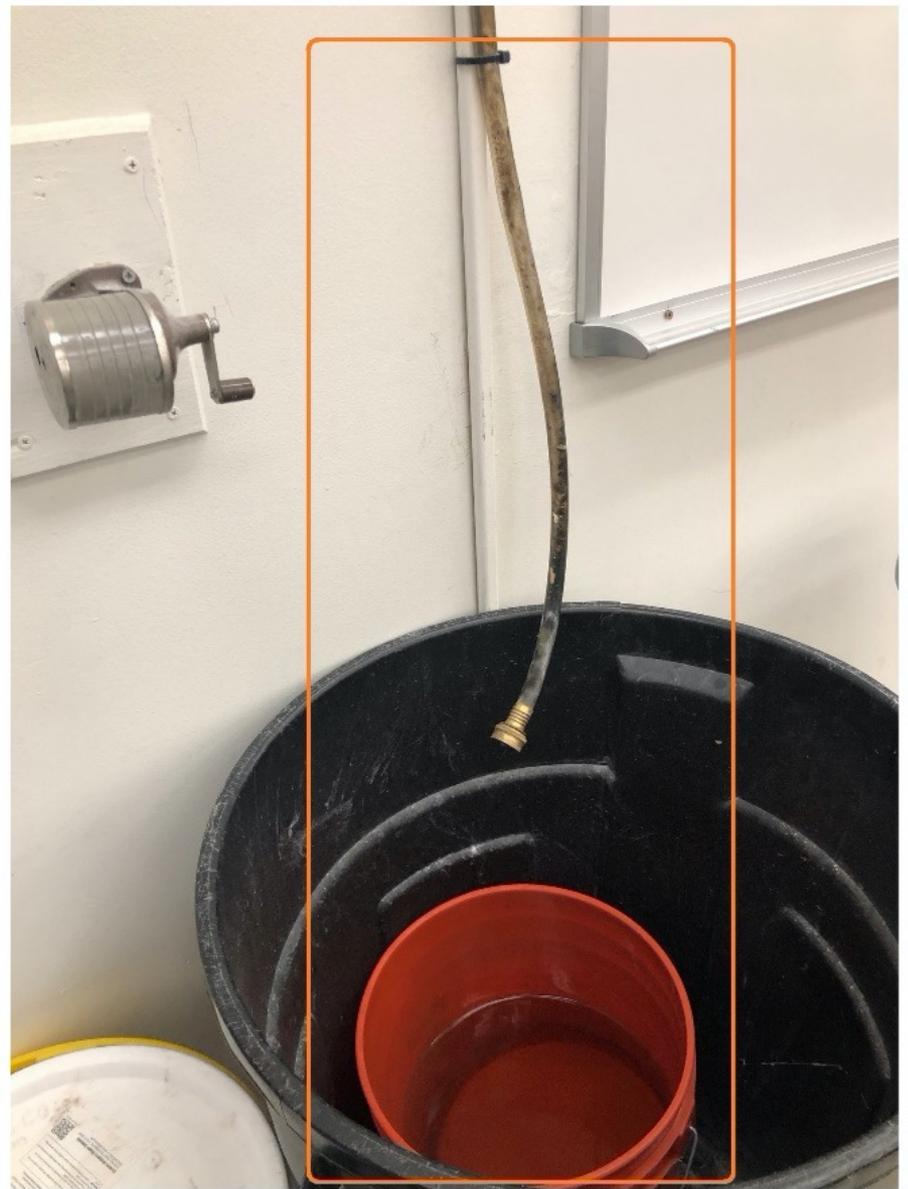
Cieling of Bs 207 after wiping on 02/12/2020



Mold and leakage
- See ceiling tubing in BS 210 (Biology Open Lab)

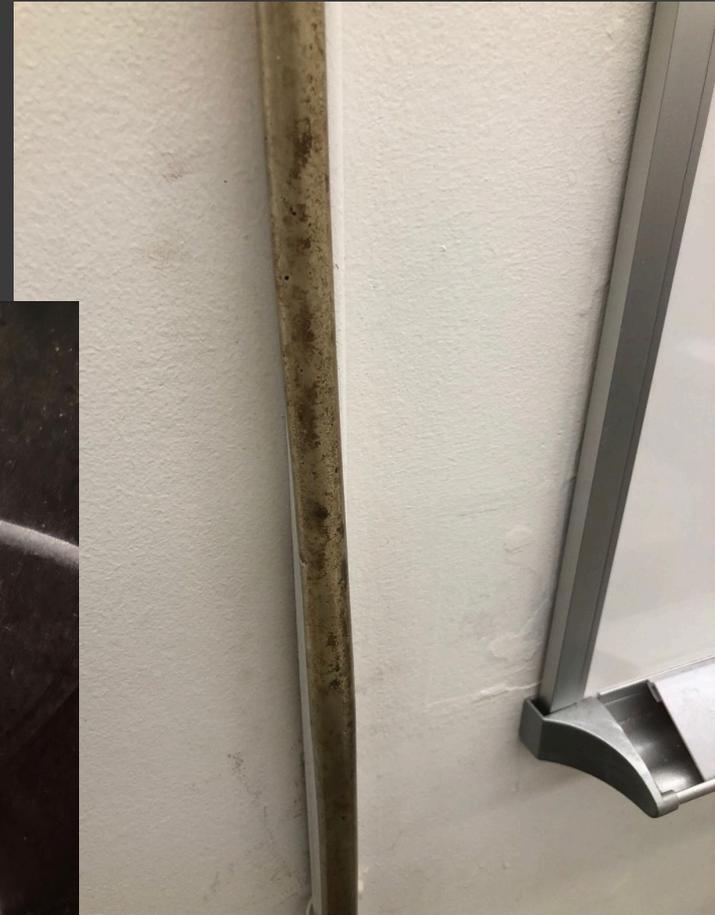
“In early 2020, the issues were still going on despite constant pleas for help (they told us for a few years the roof in the BS building was going to be redone and the issue solved)”.

“Several faculty who work in BS 205, BS 206 and BS 207 had to file worker's compensation paperwork. Workers comp got denied, but it put pressure on them to install dehumidifiers that run 24/7.”

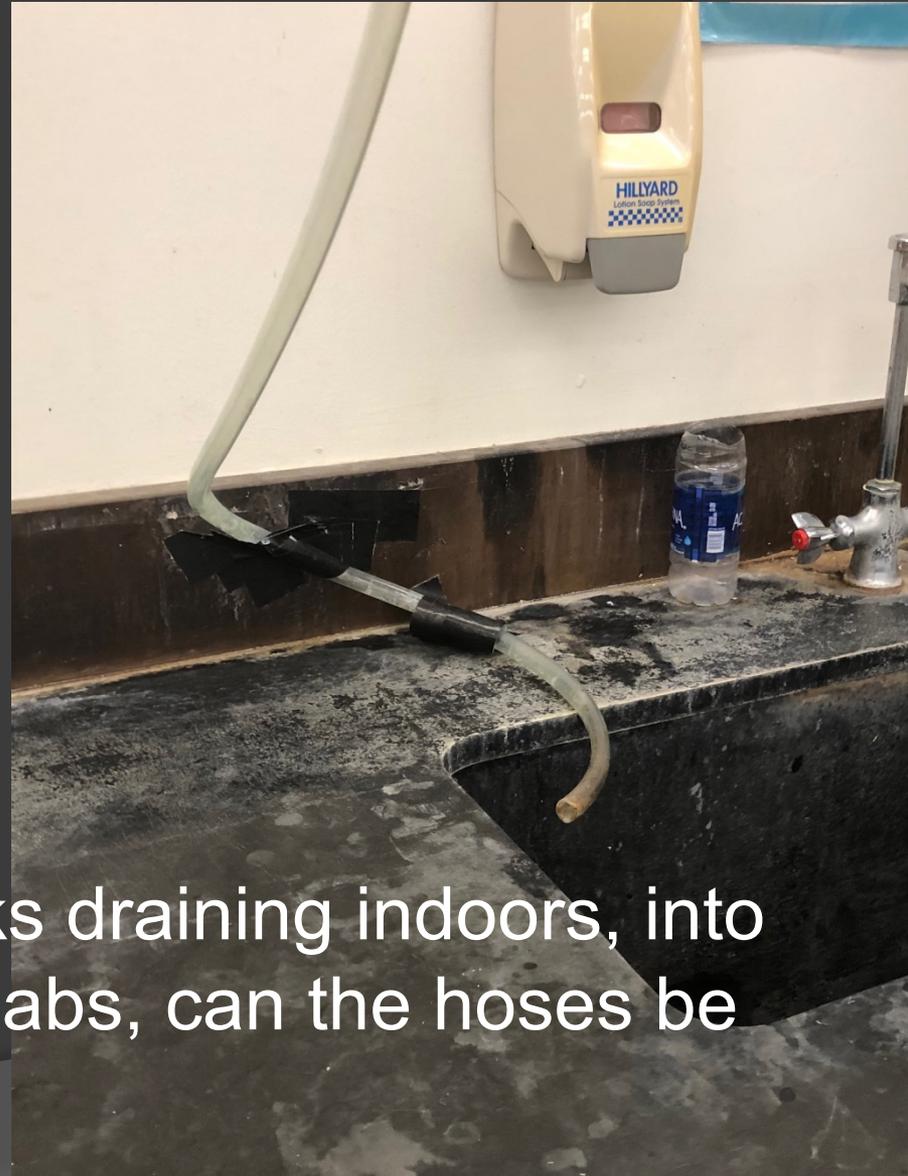
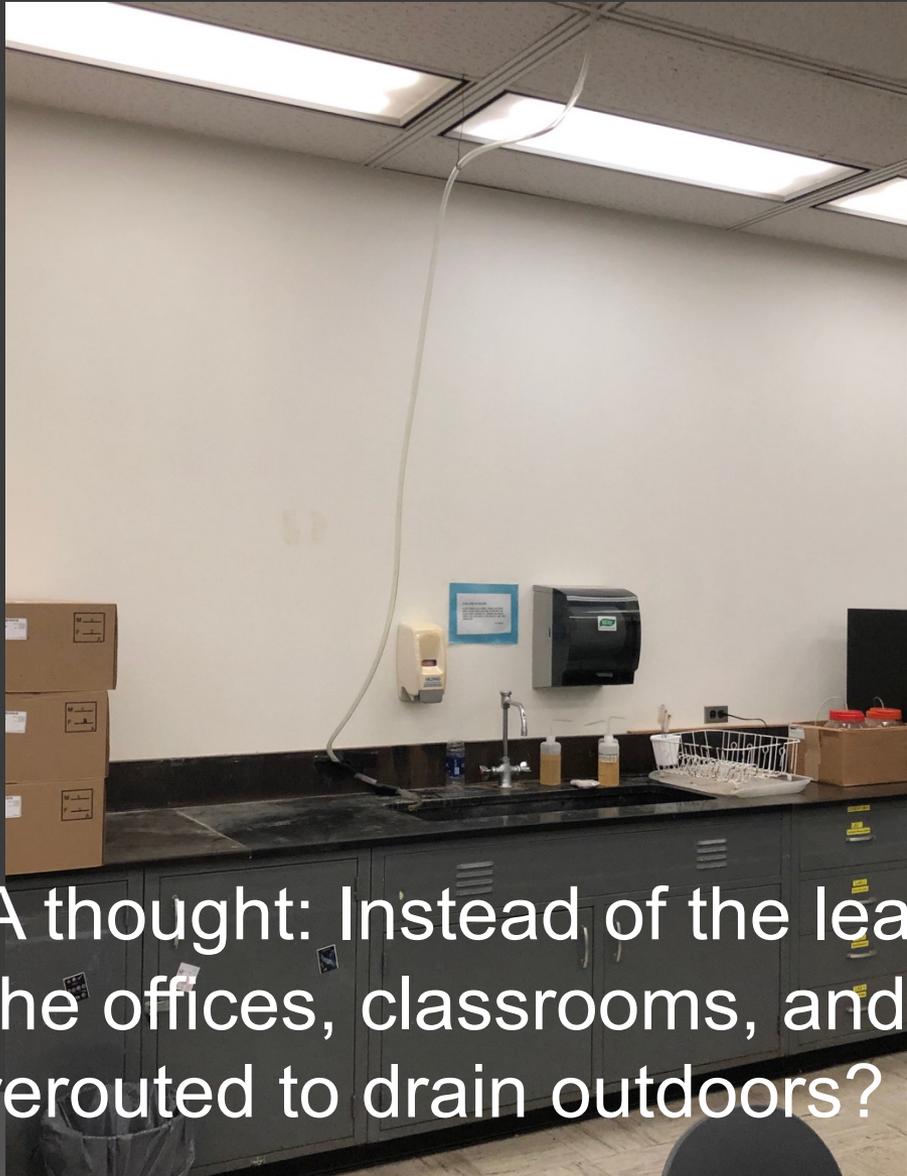


Mold and Leakage in BS 211
- See ceiling tubing and fluid inside bucket

BS 211 Classroom. Makeshift drainage: (top left) Tube from ceiling draining into black plastic trashcan. (center bottom) View of inside the catchment; “with recent rains, bucket has been filling up”. (right) Close-up of channel molding on wall immediately behind catchment with black mold infestation. (Photos taken 12/06/2021).



(below left) Makeshift drainage: tubing from ceiling draining into sink. (below right) Close-up of tube draining into sink.



A thought: Instead of the leaks draining indoors, into the offices, classrooms, and labs, can the hoses be rerouted to drain outdoors?



Black Mold visible on wall above cabinets (left) and between cabinets (right).



(2019) “...hole in the ceiling and pieces on wet floor of ...classroom.”

If this happened during class, a student or instructor could have been seriously hurt by falling debris.

2 attachments



MVIMG_20190223_144619.jpg
6798K



MVIMG_20190223_144609.jpg
4505K

Impact on Student Success

- According to OSHA, “the onset of allergic reactions to mold can be either immediate or delayed. Molds may cause localized skin or mucosal infections but, in general, do not cause systemic infections in humans, EXCEPT for persons with impaired immunity, AIDS, uncontrolled diabetes, or those taking immune suppressive drugs.”
- “In 2015, ...a (Leeward CC) student withdrew because being in the room made her have asthma attacks.”

MS Building

Roof leak; Makeshift drainage



MS 204 has had ongoing ceiling leaking issues since 2019. As a temporary fix, Auxiliary Services created a makeshift drainage system involving tubes from the ceiling that empty into buckets. However, in this classroom space, one of the buckets is in an inconvenient space. The buckets also have to be emptied.



PS Building

Roof leak; Makeshift drainage



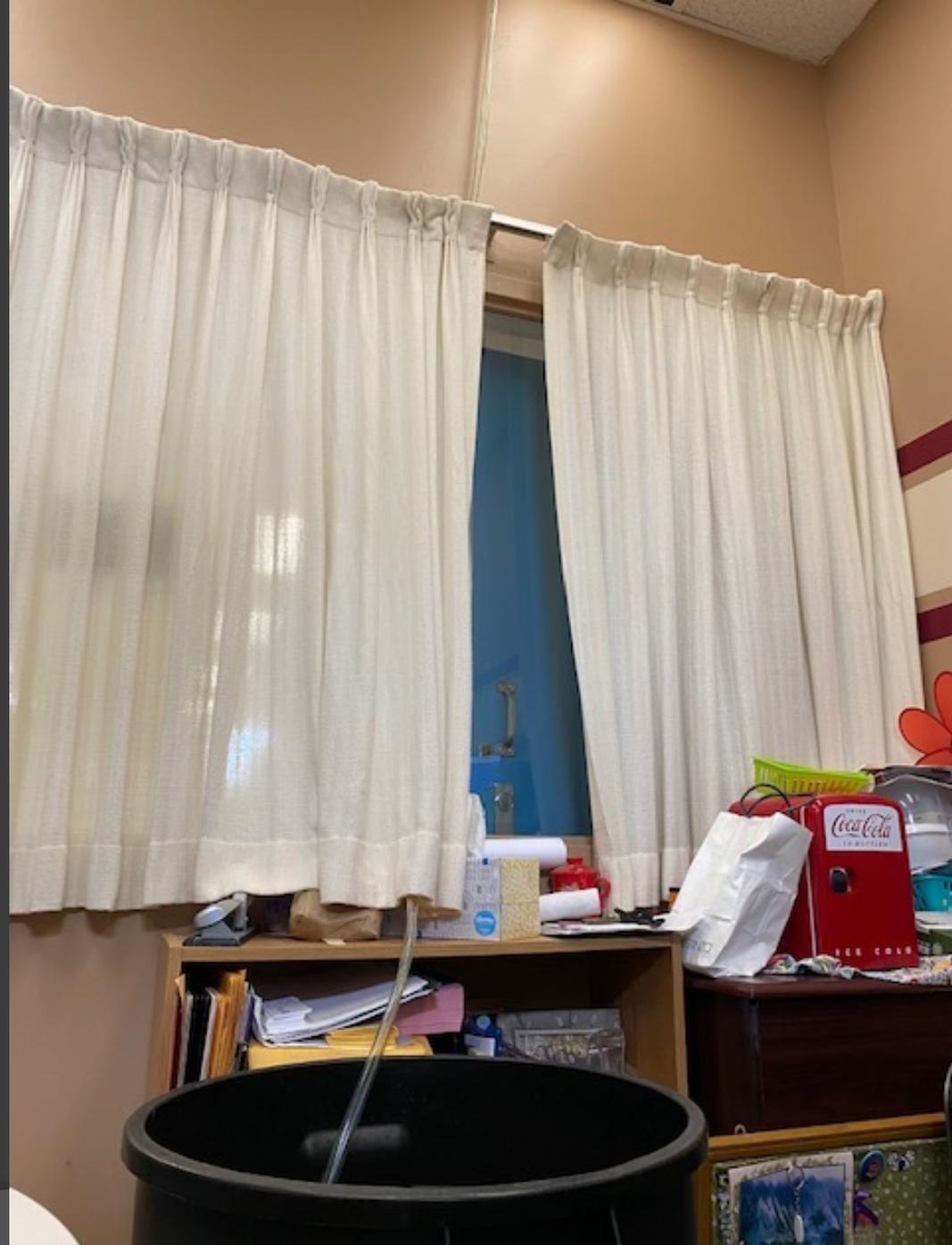
Lab:
Tube to drain
leaking water into
bucket.



Lab:
Tube emptying
leaking water into
open bucket



Office work space:
Makeshift drainage
and catchment sits a
few feet behind
faculty desk.



DA Building

Roof Leak, Makeshift Drainage



DA 205

“...hose and trash
can in our office”.
Directly over staff’s
work space.



- ◎ Summer 2021, wet tile replaced;
- ◎ Summer 2021, checked water catchment in roof; found pipe broken/leaking
 - *“The roof drain pipe hairline crack was taped and the water catchment devices were adjusted. It is safe, the pipe will not burst or fall. No timeline on when we can get this replaced/repared” ... (Auxiliary Services).*
- ◎ Flooding in previous year caused damage in DA 204 (next door).



The Pearl

CC Building- Culinary Arts & Restaurant

High Humidity,
Mold damage

Culinary Classroom



Black mold growing on ceiling around A/C duct.

Dec. 2019

- ① The Pearl Restaurant had to be completely retrofitted due to a mold infestation that wreaked wholesale damage to the restaurant interior, its carpeting, furnishings, drapes, and more.
- ① In the CC-building Culinary labs and Restaurant's humid condition, salt and other spices are unusable and require special containers to maintain freshness.
- ① The representative for Culinary Arts reported that Auxiliary comes in to empty the dehumidifier once or twice a day.

LEEWARD COMMUNITY COLLEGE

EMC

EDUCATIONAL MEDIA CENTER

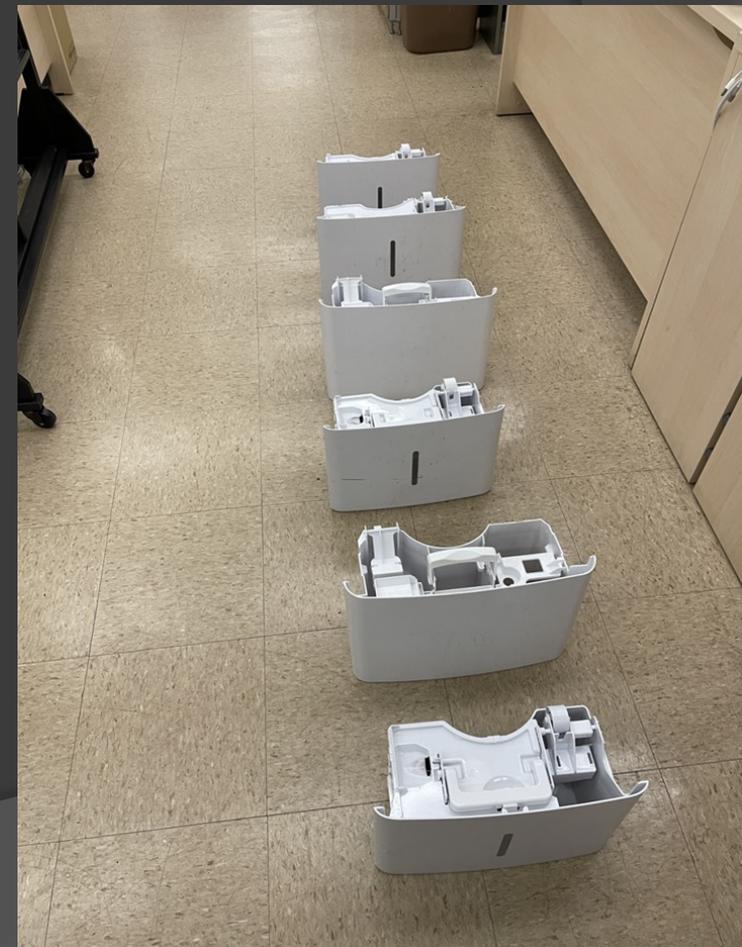
High
Humidity,
Mold,
Maintenance
of Portable
Dehumidifier
[Humidity Log](#)

- ⦿ Since 2019, recurring problem with high humidity, mold, and workload.
- ⦿ Temporary solution resulted in extraneous work for EMC staff and faculty.
- ⦿ Following several months of AIS meetings and individual direct email b/w EMC and Auxiliary Services, this recurring issue was addressed for the time being on 10/19/21.

Temporary Solution: Portable dehumidifiers that require personnel attention and maintenance (left). EMC's fleet of portable dehumidifiers, 6 buckets, each need to be emptied at least once a day (right).



(photos Dec. 2021)



EMC Humidity Log: 11/20-11/26, 12/10-12/20/2019

This excerpt from 2019-2020 Log shows EMC faculty and staff were checking the humidity, logging it, checking and emptying the water tank.

11/20 5:15p		AD	3 full	12/10 5:00p	52	GO	1/4 full
11/21 7:30a		AD	1 full 2 almost	12/11 7:30a	56	AD	1 full 2 3/4 full
11/21 2:45p	54	CB/TO	3 full	12/11 4:15p	64	JT	3 H
11/21 5:30p		AD	3 1/4 full	12/12 7:30a	58	AD	2 full 1 almost
11/22 7:30a		AD	1 full 2 3/4 full	12/12 1:15p	52	GC	3/4 full
11/22 12:54	52	CB	3 1/4 full	12/12 5:00p	50	AD	3 1/4 full
11/22 5:15p	52	AD	3 1/4 full	12/13 7:45a	58	AD	1 full 2 almost
11/23 7:30a		AD	1 full 2 3/4 full	12/13 12:30p	52	GC	1/2 full
11/23 2:30p	54	GC	3 full	12/13 5:00p	54	AD	3 1/2 full
11/24 3:20p	84	GC	3 full	12/14 8:00a	58	AD	1 full 2 almost
11/25 7:30a	66	AD	3 full	12/16 7:30a	80	AD	3 full
11/25 9:12p	72	GC	3 full	12/16 3:00	84	AD	All full
11/25 5:00p		AD	3 empty	12/16 5:00	60	AD	2 1/4 full 1 off
11/26 9:00a	60	GC	2 full 1 almost	12/17 7:30a	58	AD	2 full 1 almost
11/26 1:00p		GC/MM	1/2 full	12/17 4:30p	52	GO/GC	3 almost
11/26 5:00p	52	AD	3 1/2 full	12/18 7:30a	56	AD	1 full 2 almost
				12/18 5:00p	68	AD	3 full
				12/19 1:30a	56	AD	1 full
				12/19 5:00p	50	AD	2 3/4 full
				12/20 7:30a	52	AD	1 full 2 almost 3 3/4 full

36 logs	5 minutes / log	180 minutes
17 days	10 minutes each to empty 6 water tanks 17x6x10	1020 minutes
Total		1200 minutes or 20 hours

Monetized, the human effort reflected in the maintenance of the humidity log and maintenance schedule for 17-days can cost anywhere from:

\$520.00 to \$832.00*

or annualized:

\$11,164 to \$17,863

* Based on the salary of the CC faculty rank performing maintenance; w/out annual % and flat amount increases.

Negative Impact on Productivity

- The Humidity Log indicates that over time, maintaining the dehumidifiers has robbed EMC faculty and staff of their time and energies;
- Difficult to efficiently execute their Primary Responsibilities-- to teach and support student success.
- According to an article in the Harvard Business Review, “In knowledge and service work...the greatest, productivity gains in such work will come from...eliminating what does not need to be done” (Drucker 1991).

Drucker, Peter. “[New Productivity Challenge](#)”. Harvard Business Review, 1991.(Management consultant, educator and author)

EMC 2019 Mold growing on cap



EMC 2020
Mold growing on equipment



Negative Impact of High Humidity on Assets

Cost of retrofitting the Pearl Restaurant;
Cost of labor to maintain water collected in dehumidifiers;
Cost of damage to supplies and equipment

Negative Impact on Health

There are no federal standards for "acceptable" levels of mold in buildings, however:

- Potential health concerns are important reasons to prevent mold growth and to remediate existing problem areas.
- The onset of allergic reactions to mold can be either immediate or delayed.
- The mental stress on faculty who have reported unhealthy work conditions but see no action.
- The psychological stress on faculty as evidenced in the request for anonymity for fear of being "targeted".
- [OSHA](#). A Brief Guide to Mold in the Workplace. Updated 11/08/2013. Recommendations for reducing mold.

EMC Recommendations

- ◎ Relieve EMC personnel of extraneous chores, unrelated to their primary responsibilities.
 - Secure an industrial dehumidifier hooked up to plumbing that will drain excess moisture.
 - Secure a humidity sensor that will automatically record the level of humidity
- ◎ UPDATE: JCI recent visit.

Conclusions

- 16 Classrooms/Offices/Labs, and the EMC are affected work places where faculty feels their health and their students' health and safety are at risk;
- Extraneous tasks unrelated to faculty's primary responsibilities are robbing faculty, ergo, Leeward CC, of time and resources better spent teaching and supporting student success;
- Faculty are afraid to raise concerns fearing retribution;
- Faculty do not feel valued; ongoing health and safety concerns are not addressed; some for 7 years.
- Student attendance affected.
- Leeward CC is subsidizing the cost of defective equipment and poor workmanship of JCI, one of its biggest contractors.

Recommendations

Honor and practice the values that uphold Kaiāulu (community);

Approach these issues through a collective lens;

Collectively, we must declare the status quo is unacceptable or face the unthinkable circumstances of potential and serious harm to colleagues and students;

While budgetary and planning challenges are real; what else can we do to soften the impact of deferred maintenance on our colleagues and our students?

Recommendations

- ⦿ Request OSHA to come to Leeward and test the air quality of all affected areas;
 - If declared unsafe; request emergency funding for repairs
- ⦿ We are in the rainy season, diagnose and assess the leak problems and include maintenance in the next budget;
 - Be transparent with the affected Units/Divisions regarding maintenance timelines;
- ⦿ Divert the leak drainage to empty outdoor, away from the classrooms, labs, and offices.
- ⦿ Approve EMC's recommendations to resolve issues related to high humidity;
 - New developments; thanks to EMC's proactive advocacy
- ⦿ Make JCI and all our vendors accountable for their faulty equipment and scheduled maintenance.

A Pau – Mahalo – Fa‘afetai Tele

