

Bloodborne Pathogens

The district's Exposure Control Plan shall contain at least the following components: (8 CCR 5193(c))

1. A determination of which employees have occupational exposure to blood or other potentially infectious materials
2. A description of the schedule and method for implementing exposure control requirements, including but not be limited to:
 - a. Universal precautions.
 - b. Engineering and work practice controls.
 - c. Personal protective equipment.
 - d. Housekeeping schedules.
 - e. Hepatitis B vaccination.
 - f. Post-exposure evaluation and follow-up.
 - g. Informing employees about biohazards, including:
 - (1) Labels and signs, and
 - (2) Training
 - h. Maintenance of training and medical records
3. The district's procedure for evaluating circumstances surrounding exposure incidents.

The Exposure Control Plan shall be reviewed and updated at least annually and whenever necessary to:

1. Reflect new or modified tasks and procedures affecting occupational exposure.
2. Reflect new or revised employee positions with occupational exposure.
3. Review the exposure incidents which occurred since the previous update. (8 CCR 5193(c))

The district's Exposure Control Plan shall be accessible to employees in accordance with law. It also shall be made available to the Chief or Director of the National Institute for Occupational Safety and Health, U.S. Department of Health and Human Services, or his/her designee, upon request for examination and copying. (8 CCR 5193(c))

Exposure Determination

The district's exposure determination shall be made without regard to the use of personal protective equipment and shall include:

1. All job classifications in which all employees have occupational exposure to bloodborne pathogens.
2. Job classifications in which some employees have occupational exposure.
3. All tasks and procedures or groups of closely related tasks and procedures in which occupational exposure occurs and which are performed by employees listed in item #2 above. (8 CCR 5193(c))

Hepatitis B Vaccination

Hepatitis B vaccinations shall be provided at no cost to those employees determined to have occupational exposure to blood and other potentially infectious materials. Employees who decline to accept the vaccination shall sign the Hepatitis B declination statement as required by law.

(E 4119.42) (8 CCR 5193(f))

The district may exempt "designated first-aid providers" from the pre-exposure Hepatitis B vaccine if:

1. Rendering first aid is not the primary job responsibility of the employee and is not performed on a regular basis.
2. The district's Exposure Control Plan provides that:
 - a. Employees report all first-aid incidents involving the presence of blood or other potentially infectious materials before the end of the work shift during which the incident occurred.
 - b. Designated first-aid providers participate in the bloodborne pathogens training program.
 - c. Unvaccinated first-aid providers receive the full Hepatitis B vaccination series no later than 24 hours after rendering assistance in any situation involving the presence of blood or other potentially infectious material regardless of whether an exposure incident occurred.
3. The district implements a procedure to ensure the above requirements are met. (8 CCR 5193(f))

Protective Equipment

The district shall provide appropriate personal protective equipment at no cost to the employee. The district shall maintain, repair, make accessible and require employees to use and properly handle protective equipment. (8 CCR 5193(d))

Information and Training

The district shall provide a training program as specified by law to all employees in job classifications that have been determined to have some degree of occupational exposure. This program shall be offered at the time of initial assignment and annually thereafter, and whenever a change of tasks or procedures affects the employee's exposure.

Employees who fall within the definition of designated first-aid providers shall also receive training. Such training shall include the specifics of reporting first-aid incidents that involve blood or body fluids that are potentially infectious. (8 CCR 5193(g))

First-Aid Incidents

Unvaccinated designated first-aid providers must report any first-aid incident involving the presence of blood or other potentially infectious material, regardless of whether an exposure incident occurred, by the end of the work shift. The full Hepatitis B vaccination series shall be made available to such employees no later than 24 hours after the first-aid incident. (8 CCR 5193(f))

Exposure Incidents: Post-Evaluation and Follow-up

All exposure incidents must be reported as soon as possible to the Superintendent or designee. Following a report of an exposure incident, the district shall provide the exposed employee with a confidential medical evaluation and follow-up, as required by law. The district shall maintain the confidentiality of the affected employee and the exposure source during all phases of the post-exposure evaluation. (8 CCR 5193(f))

Records

Medical and training records shall be kept in accordance with law. Medical records shall be maintained for the duration of employment plus 30 years. Training records shall be maintained for three years from the date of training. (8 CCR 5193(h))

Medical records for each employee with occupational exposure will be kept confidential as appropriate and transferred or made available in accordance with law. (8 CCR 45193(h))

Records shall be made available to employees and the National Institute for Occupational Safety and Health in accordance with law. (8 CCR 5193(h))

Regulation FRESNO UNIFIED SCHOOL DISTRICT

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