



POLICY

EMPLOYEE IMMUNIZATION

7022

Bullhook Community Health Center (BCHC) conforms to a prudent Communicable Disease Protection Policy.

PROCEDURE:

- All staff at Bullhook Community Health Center, Inc. are required to provide proof of a 2 step PPD (Tuberculosis - TB) test within 7 days of employment or initiate the series, in accordance to the current State DPHHS and CDC guidelines; or provide proof of a previous test within the last year and this shall be recorded in his or her personnel medical records. Any employee who tests positive shall be referred to a provider for further testing and diagnosis. An annual review by the Chief Medical Officer will determine employees who are at high risk to being exposed to TB patients.
- Hepatitis B vaccinations are required of all employees. Proof of the vaccinations must be provided within 7 days of employment or initiation of the series.
- Tetanus, Diphtheria Pertussis (Tdap) vaccinations will be offered to all employees.
- As Measles is highly contagious virus and BCHC strives to ensure we are protecting the community's safety, effective June 10, 2019 proof of immunity of Measles, will be required of all new employees. In cases where proof of immunity is not possible, the employee shall be offered the option of re-immunization (at no cost to the employee), a titer (at the employee's own expense), or a signed waiver of immunization and acceptance of potential restriction from work in the event of a measles diagnosis. Employees born prior to 1957 are assumed immune and do not need to prove immunity.

Effective June 10, 2019, all current employees will be required to prove immunity of Measles by no later than August 1, 2019. Alternatively, the employee shall be offered the option of re-immunization (at no cost to the employee), a titer (at the employee's own expense), or a signed waiver of immunization and acceptance of potential restriction from work in the event of a measles diagnosis.

In the event of a confirmed measles diagnosis or a suspected "high probability" of diagnosis, in one of our operating sites, employees who fail to provide documentation of immunity and are present in the clinic during the time of exposure shall not be permitted to work for a minimum period of 14 days from the date of exposure or until a titer proves immunity. The employee will be required to use vacation time, if vacation time is exhausted, the employee will be required to take unpaid time during the restriction from work leave.

The employee must be cleared to return to work by a medical professional at the expense of the employee.

- Influenza immunizations will be required of all staff members annually. If you choose not to receive the vaccination or have allergies you will be required to wear an N95 mask during the entire flu season at all times in all areas of the BCHC properties, as designation Centers for Disease Control (CDC).
- Medical staff may remind employees of their due dates for immunizations or testing to assist employees in following through.
- All of the above vaccinations will be made available at no cost to staff members. BCHC will bill an employee's medical insurance when available, as all of the above immunizations are considered preventative care, thus incurring no cost sharing per the Affordable Care Act. Should this vaccine cause the staff member to incur a cost, that staff member should bring it to the attention of the Patient Accounts Manager to be reconciled.


 CHIEF EXECUTIVE DIRECTOR

Date: 6-10-19


 CHAIR, BOARD OF DIRECTORS

Date: 6-10-19

Date first adopted	
Date Revised	05/29/2019
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