

# BLOODBORNE PATHOGENS EXPOSURE CONTROL



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## 1. INTRODUCTION

As a lay-person “Good Samaritan” rescuer, you may choose to aid an ill or injured coworker while performing work for **H2 Enterprises, LLC (H2)**. If you choose to help, protect yourself from exposure to blood and body fluids by use of barriers such as gloves, mouth and eye protection. Avoid contact with blood in areas where you have broken skin. Avoid being stuck by sharp objects that are contaminated with bodily fluids. Wash thoroughly with soap and water after performing emergency care. If the victim is conscious and physically able, encourage that person to control bodily fluid release(s) on their own, if possible. If not, then aid.

In accordance with the OSHA Bloodborne Pathogens Standard, 29 CFR 1910.1030, SPLCC has developed the following exposure control plan which is available to all employees and located in the **H2** Health, Safety and Environmental manual.

Blood and blood components can contain bloodborne pathogens, which are disease producing microorganisms that can infect and cause disease in human beings, such as (HIV) Human Immunodeficiency Virus, and (HBV) Hepatitis B Virus. To date, there is no known cure for HIV exposure, but a vaccination series does exist for the control of HBV.

Although there are various ways in which an exposure can occur, such as unprotected sexual contact or intravenous drug use by sharing of needles or syringes, it is more reasonably expected that an employee of **H2** would have an exposure potential by contact with potentially infectious body fluids due to a workplace accident or injury.

## 2. EXPOSURE DETERMINATION

Each job-site will maintain a list of **H2** employees identified as those individuals which have the potential to incur occupational exposure to blood or other potentially infectious materials, since they have been trained in CPR/First Aid, aiding in the movement or handling of injured personnel, and are required to contain/cleanup any bodily fluid releases, without regard of personal protective equipment. Training will be provided upon initial assignment, within 90 days of the effective date of the standard and annually within 1 year of the initial training if not provided proof of training by their local union.

## 3. METHODS OF COMPLIANCE

All employees of **H2** will be trained to observe UNIVERSAL PRECAUTIONS to prevent contact with blood or other potentially infectious materials regardless of its location, source, or whether direct or indirect contact (exposure) occurs. All bodily fluids from all individuals will be treated as though they are contaminated with HIV or HBV.

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## 4. ENGINEERING CONTROLS

Preventative maintenance, proper care, use and upkeep of hand tools or powered equipment, machine guards, good housekeeping, maintaining safe working or walking surfaces, and proper identification of known workplace hazards, are just some of the controlling methods that the employees of **H2** utilize to reduce potential injuries that could lead to bodily fluid exposures. Monthly safety inspections will ensure the upkeep and continuity of these identified items.

## 5. WORK PRACTICE CONTROLS

Performing safe work practices and following safe operating guidelines are two methods utilized by employees of **H2** to minimize workplace injuries. Should a bodily fluid exposure occur, proper hand-washing procedures will be followed as there are hand-washing facilities available with running water and soap. In the event these facilities are unavailable or inoperable, antiseptic hand cleanser with cloth/paper towels or antiseptic towelettes will be provided. Employees who bring kits for insulin or other required injections are instructed to provide rigid containers for proper needle containment. Disposal on **H2** property is not allowed or provided for.

## 6. PERSONAL PROTECTIVE EQUIPMENT

Personal Protective Equipment (PPE) available for providers of first aid medical treatment or cleanup of bodily fluids consists of white-colored/green-lettered, Bodily Fluid Containment Kits located within each first aid kit installation at each location's Main Office Trailer, Safety Trailer or service vehicles/trucks. This PPE includes single-use (disposable) equipment that may not be decontaminated, such as: latex gloves, face shield/mask combination, apron/gown, head cover, shoe cover, disinfectant towelettes and antiseptic agents.

When the possibility of occupational exposure is present, PPE will be provided at no cost to the employee (such as gloves, gowns, masks, etc.). Appropriate PPE shall be used unless an employee has temporarily declined to use PPE, and then only under rare circumstances. **H2** shall ensure that appropriate PPE in the appropriate sizes is readily accessible to all employees who might need it. PPE should be cleaned, laundered & properly disposed. **H2** shall repair and/or replace PPE, as needed, to maintain its effectiveness.

If any barrier listed above is compromised (torn, ripped, unusable) it can be disposed of in any trash container IF NOT CONTAMINATED WITH BODILY FLUIDS. If contamination occurs, follow proper disposal procedures. Seek out another Bodily Fluid Disposal Kit at any other available location to obtain functional PPE. Report all exposure incidents to your supervisor and the Project Safety Coordinator immediately for post exposure evaluation.



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- providing exposed person with source person's test results
- providing follow-up testing of exposed person
- providing counseling and other procedures for exposed person
- providing post-exposure evaluation results for exposed person within 15 days
- maintain confidentiality between exposed person and health care provider

## 10. MEDICAL RECORDS

All medical records shall be kept confidential and secure. Copies of the employee's records may only be released by that employees expressed written consent, to any person, agency or entity within or outside of **HCC**.

Medical records are to include:

- Employee's name, social security number, HBV vaccination status
- Results of any examinations, medical testing, post-exposure evaluation, and follow-up procedures
- Medical professional's written opinion and a copy of information provided to the professional

## 11. HBV VACCINATION PROCEDURE

A hepatitis B vaccination series (3 injections in a 6-month period) will be made available to all designated CPR/First Aid trained employees after they have been trained and within 10 working days of initial assignment to a position that could have occupational exposure, at no cost to the employee.

This offer is not mandatory and may be initially declined by the affected employee. If the employee later decides to accept the vaccination series, it will again be offered at no cost to the employee. (Any refusal will be documented by the employee signing the included employee declination statement which will be filed in the employee's personnel file.) A vaccination series will be offered within 24 hours of a reported bodily fluid exposure, or even if an exposure is suspected, to unvaccinated employees. This vaccination series for Hepatitis B is considered 90% effective if administered within 7 - 14 days of a bodily-fluid exposure.

If a routine booster shot or shots are recommended by the U.S. Public Health Service at a future date, the employee will be offered this service at the expense of **H2**.

If an employee has already had a vaccination series, or demonstrates immunity to HBV by testing procedures, they will not be required to participate in another repeat vaccination.

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## **12. INFORMATION AND TRAINING**

Since various **H2** operations involve the use of hazardous materials, power-operated machinery or general work operations that potentially expose employees body parts to impact, electricity, chemicals, falls, etc., all employees will be provided information on the following:

- General explanation of the epidemiology and symptoms of bloodborne infectious diseases.
- Transmission routes of bloodborne diseases.
- Explanation of the Company's Exposure Control Plan.
- Recognition of exposure situations.
- Location, selection and use of PPE.
- Safe handling and cleanup procedures in the event of an exposure.
- Information regarding HBV vaccination series.
- Procedures in the event of an exposure.
- Post-exposure evaluation and follow-up program.
- Explanation of sign, labels, and color-coding.

**H2** shall establish and maintain an accurate record for each employee with occupational exposure in accordance with CFR 1910.1020. Training records will include the following: Dates and Contents of Training, Names and Job Titles of persons attending. Training records shall be maintained for 3 years from the date of training and medical records shall be maintained for at least the duration of employment plus 30 years. If an employee transfers to another employer, these training records will be made available to the new employer. All records will be maintained by the Project Safety Coordinator for the duration of the project, and then transferred to the Tulsa Safety Office. Non-compliance by any **H2** employee with any part of this described program will result in disciplinary action as outlined in the Company's Corrective Action and Disciplinary Program found in this manual.