

## EMPLOYEE IMMUNIZATIONS

The Advisory Committee on Immunization Practices (ACIP) and the Hospital Infection Control Practices Advisory Committee strongly recommend that all health care workers be vaccinated against (or have documented immunity to) vaccine-preventable diseases. Health care workers are at risk for exposure to and may possibly transmit vaccine-preventable diseases. Maintenance of immunity is an essential part of prevention and infection control for health care workers.

### Upon Hire

- A new EIPH employee will have 10 working days to receive the recommendation vaccination and/or screening or provide proof of immunity.
- The Immunization Coordinator will meet with the employee to review his/her vaccine history and provide the employee with any vaccine recommendations.
- Employees will be required to sign a vaccination declination statement if he/she refuses immunizations.
- An employee's immunization record, titers, and/or declinations will be kept in an electronic medical record.

### Mandatory Vaccines or Immunity

The following vaccines are required and free to the employee (insurance will be billed any and uncovered cost will be waived):

- Influenza (annually by October 31)
- Tdap
- MMR (All EIPH health care workers\* must have documentation of two vaccines or positive titers for all three antigens.)
- Varicella ~~(or history of disease)~~ All EIPH health care workers\* must have documentation of two vaccines or documentation of disease by a healthcare provider or a positive titer.

\*For the purpose of this policy, EIPH's health care workers include:

- All FAHCS employees
- All WIC staff
- Epidemiologists, including back-ups
- Dental Hygienists
- Any employee who routinely works with children

### At-Risk Employees Only:

- **Hepatitis A**
  - At risk employees: any EIPH employee with direct exposure to sewage or fecal matter
- **Hepatitis B**
  - At risk employees: any EIPH employee with direct exposure to blood, i.e., public health nurses and clinical assistants
  - Health care workers are required to document immunity to Hepatitis B by a HBs positive titer report (with a negative titer current follow-up guidelines and recommendations will be utilized).

### Mandatory Screening

Mandatory screenings will be provided free to the employee.

### Non-Mandatory Vaccines

EIPH endorses the ACIP recommendations for all other vaccines and will provide them to employees and their dependents with the administration fee free (insurance will be billed any and uncovered cost will be waived). It is the responsibility of the employee to bring their Explanation of Benefits (EOB) to the billing office to have

uncovered administration charges waived. The cost of vaccine is the responsibility of the employee and they will be billed for any remaining amount that insurance does not cover.

- **TB Screening (PPD)**

- All new employees will be tested with the two-step protocol, which consists of:

- Day 1 - Place PPD: IF there is a positive reaction at any time between 48 hours and 72 hours after placing the PPD, record (in mm) and do not repeat test.

- Between Days 7-14: If there has been no reaction, or a reaction less than 10 mm, place another PPD test. Read second PPD 48 – 72 hours after placement and record in mm.

- If both tests are negative, subsequent yearly or every two year tests will be one-step only.

- Employees with routine direct client contact will be tested annually in October.
- Employees that do not have routine direct client contact will be tested every two years in October.
- If employee has a history of a positive PPD, a positive PPD test on either the first or second PPD test of a two-step procedure, or on any subsequent tests, refer employee to EIPH's TB Program Coordinator.