

## **IMMUNIZATIONS - EMPLOYEES**

### **PURPOSE**

To establish a procedure for employee health and protection from tuberculosis formerly mandated by Massachusetts General Law (Chapter 71, Section 55B, amended by Chapter 85, Acts of 1981) that was repealed on July 31, 2003. The Massachusetts Department of Public Health recommends screening for high-risk personnel. Notify employees of vaccinations for employees at risk for exposure to other vaccine preventable diseases.

### **POLICY**

New employees will be given a tuberculosis risk questionnaire developed by the State Department of Public Health. If the employee's risk questionnaire indicates the possibility of latent tuberculosis infection, the Massachusetts Department of Public Health strongly recommends a Mantoux tuberculin skin test or an Interferon Gamma Release Assay (IGRA) test is also acceptable. The City Health Department or an employee's health care provider can provide Mantoux tuberculosis skin testing if tuberculosis risk is indicated on the questionnaire. If a new employee's Mantoux test is positive, they would be referred to a State tuberculosis clinic for follow-up service without cost or they could choose to see their own provider.

### **POSITIVE SKIN TEST**

Persons with a positive Mantoux tuberculin test must submit proof of a negative chest x-ray and physician's statement of freedom from tuberculosis to begin employment. Prophylactic therapy would likely be offered to employees who have a positive Mantoux or IGRA test.

If a new employee already has a history of a positive tuberculin skin test, another skin test is not necessary. New employees with a history of a positive TB test should submit this information with documentation of a clear chest X-ray. If the chest X-ray report is over five years old, the employee's provider should evaluate the employee and provide a statement that the employee is clinically clear of tuberculosis and has low risk of contagion.

# Westfield State University

Policy concerning:

**Section** Personnel

**Number** 4020

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APPROVED:

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While employed at the University, anyone who is diagnosed with active communicable tuberculosis will be allowed a temporary absence for treatment while placed on paid sick leave, with limitations. This employee can return to work when properly certified by the Department of Public Health or a designated TB Clinic as being free of tuberculosis in a communicable form.

## **OTHER IMMUNIZATIONS**

The Department of Environmental Health and Safety offers Hepatitis A and Hepatitis B vaccines to employees with occupational risk to these diseases. There is no fee for these vaccinations and they could be administered in Health Services. New employees should contact the Director of Environmental Health and Safety if they would like these vaccinations. Most people under the age of 36 have been immunized against Hepatitis B. New employees are also requested to submit a voluntary vaccine history form with dates of MMRs, Varicella and Tdap.

## **REVIEW**

This policy will be reviewed annually by the Director of Health Services and the Assistant Vice President for Human Resources and Affirmative Action or as Massachusetts General Law changes.