

University of Vermont Occupational Health Program

Reason for the Program

The University of Vermont (UVM) Occupational Health Program covers the costs of work-related medical services for UVM employees, including Federal, State, and University mandated medical surveillance programs. The aim of the Program is to reduce the risks associated with occupationally related injuries and illnesses. The Program is administered by the UVM Department of Risk Management and Safety (RMS).

Applicability of the Program

This program applies to all University of Vermont faculty, staff and students who, as part of academic, research or employment activities at UVM:

- Wear a respirator;
- Handle animals;
- Require baseline, routine, or exit physical examinations and/or biological monitoring for exposure to hazardous materials including but not limited to: lead, asbestos, formaldehyde, tuberculosis, other disease organisms;
- Require prophylactic or work-related travel vaccinations;
- Operate vehicles and vessels under a commercial driver or Coast Guard license;
- Require occupational physicals for work in medical or other facilities, or work regulated under other federal or state programs; or

This program also applies to persons who have been offered a position at UVM for which there is a post-offer pre-employment physical and to UVM employees who may need a return to work assessment after medical leave unrelated to a workplace injury. This program does not apply to medical services required following a work place injury. This program also does not cover costs associated with routine vaccinations.

The UVM Occupational Health Program applies only to UVM employees and students. The Program will not cover the cost of occupational health services for non-UVM employees working at UVM, including contractors, visiting researchers, or volunteers unless a visiting researcher is working as part of a UVM-funded program or otherwise stated in a Contract or Memorandum of Understanding with UVM. Non-UVM employees must follow their employer's occupational health program and should contact their supervisors with any questions.

Program Elaboration

The UVM Occupational Health Program covers the cost of occupational health services from a general fund account within RMS. Supervisors are responsible for determining whether an employee within their unit requires occupational health services. RMS personnel are available to assist with that determination.

Currently, RMS has contracted with the following healthcare facilities to provide occupational health services for UVM employees:

- Champlain Medical Urgent Care, 150 Kennedy Drive, South Burlington VT (802-448-9370) – provides all occupational health services;
- Concentra Urgent Care, 7 Fayette Drive #1, South Burlington, VT (802-658-5756) – provides physicals and drug screenings for commercial driver’s license holders and members of the Coast Guard;
- Injury & Health Management Solutions (IHMS), 441 Water Tower Circle Suite 100, Colchester, VT (802-655-1115) – provides pre-employment post-offer physicals only; and
- University of Vermont Medical Center – 111 Colchester Ave, Burlington VT (802-847-0000) – provides immunizations, pre-exposure testing, and post exposure prophylaxis to UVM employees working with biological agents only.

On rare occasions, a UVM employee may need to see their personal physician or other medical provider for occupational health services. In these cases, UVM Occupational Health Program will cover the cost of the service at the price agreed upon by the UVM and one of the occupational health service providers listed above, or the employee’s Department will be responsible for paying the difference.

Definitions

None.

Procedures

1. UVM employees must fill out and have their supervisor sign an Authorization for Examination or Treatment Form prior to receiving occupational health services.
2. UVM employees are required to present this completed form at the health care facility before treatment will be given. Failure to do so will result in cancellation of the appointment. A copy of the Authorization for Examination or Treatment Form is included in Appendix A.

Occupational Health Services Covered by the Program

1. Medical Questionnaire Review – UVM administers the following annual medical surveillance questionnaires:
 - OSHA-Mandated Respirator Questionnaire in accordance with OSHA 29 CFR 1910.134
 - UVM employees and students who are enrolled in the UVM Respirator Protection Program
 - Animal Handler Questionnaire
 - UVM employees and students working with animals under an Institutional Animal Care and Use Committee (IACUC) protocol
2. Physicals – UVM pays for the following physicals per Federal standards and UVM policies:
 - Pre-Employment Physical Exams – are provided to the following:
 - Job candidates of RMS who are covered under OSHA 29 CFR 1910.120 Hazardous Waste Operations and Emergency Responses (HAZWOPER) standard
 - Job candidates of the Physical Plant Asbestos Management Program per OSHA 29 CFR 1910.1001 and the Lead/Lead Based Paint Program per OSHA 29 CFR 1910.1025 and 1926.62

- Post Offer Pre-Employment Physicals (POPES) – The University provides POPES as part of an ongoing effort to reduce the likelihood of workplace injuries. POPES are provided based on a Job Analysis for specific job titles in the following departments:
 - Custodial
 - Residential Life
 - Risk Management & Safety
 - TSP/IMF
 - Physical Plant
 - University Book Store
 - Proctor Maple Research Center
 - Annual Physicals – Are provided for the following employee groups based on Federal requirements:
 - UVM employees covered by the OSHA HAZWOPER standard (provided annually or at the physician’s discretion)
 - Physical Plant employees in the Asbestos Management Program per OSHA 29 CFR 1910.1001 and 1926.1101
 - Physical Plant employees in the Lead/Lead Based Paint Program per OSHA 29 CFR 1910.1025 and 1926.62
 - Physical Exams Upon Termination – Are provided to the following employees based on Federal requirements:
 - Employees of RMS who are covered under the OSHA HAZWOPER standard
 - Employees of Physical Plant Asbestos Management Program per OSHA 29 CFR 1910.1001
 - Department of Transportation (DOT) Commercial Driver’s License (CDL) Physicals – Per Federal law, CDL holders must have a physical every 24 months. The University will cover the cost of this physical for all UVM employees who are required to hold a CDL as part of their job. This includes employees in the following departments:
 - Transportation and Parking
 - RMS (these employees must also meet federal requirements for HazMat endorsements)
 - Coast Guard licensed employees acting as a crewmember on board on a Coast Guard regulated vessel
3. Pulmonary Function Tests – Are administered in accordance with federal law for the following employees:
- Physical Plant employees in the Asbestos Management Program
 - Additional employees in the following areas as determined by a physician:
 - Employees who wear respirators and enrolled in the UVM Respiratory Protection Program
 - Physical Plant Employees in the Lead/Lead Based Paint Program
 - RMS employees covered by the OSHA HAZWOPER standard
4. Drug and Alcohol Screenings – Are performed for the following two employee groups:
- UVM employees who are required to hold a CDL as part of their job. Screenings are conducted per DOT 49 CFR Part 40, U.S. Coast Guard 46 CFR 16.230, and the UVM Commercial Driver and Coast Guard Employee Testing for Alcohol and Controlled Substances Policy. Drug and alcohol screenings are required in the following situations:

- Pre-employment
 - Two hours following an accident with a University vehicle or vessel
 - Randomly throughout the year
 - Reasonable suspicion
 - Prior to returning-to-duty or follow up after a positive drug or alcohol test
 - A minimum of six unannounced follow-up tests will be conducted after a violation of the DOT regulations over the first year and up to five years following a return to duty
 - For any UVM employee in instances of probable cause that the employee is under the influence on the job as per Vermont Statue 21 V.S.A. § 513.
5. Vaccinations and Related Bloodwork (including titers and boosters):
- Hepatitis B Three Shot Series – is offered to any employee determined to be at risk for exposure to human blood or bodily fluids in accordance with OSHA 29 CFR 1910.1030, including employees in the following departments:
 - Custodial
 - College of Medicine Infectious Disease Vaccine Testing Center
 - Residential Life
 - Center for Health and Wellbeing
 - TSP/IMF
 - UVM Police Services
 - UVM Rescue
 - Other vaccinations are offered, as appropriate, to employees who are part of an UVM-approved Institutional Biosafety Committee (IBC) protocol
6. Tuberculosis (TB) Screening – Per CDC guidelines, screening for TB, including purified protein derivative (PPD) skin tests and subsequent readings, is not routinely provided for UVM employees unless:
- The employee is covered under an approved IBC protocol that involves working with TB bacteria
 - The employee is a healthcare provider at the Center for Health and Wellbeing
7. Biomonitoring for specific substance(s) – UVM will provide biomonitoring services for the following employees:
- Employees enrolled in the Physical Plant Lead/Lead Based Paint Program
 - Any employee at risk of overexposure to a hazardous substance as determined by RMS staff
8. Pre-Exposure Testing and Routine Screenings – Are offered to on a case-by-case basis for UVM employees working with infectious agents under a University-approved IBC protocol.

Health Services Not Covered by the Program

Immunizations

The UVM Occupational Health Program does not cover the cost of common childhood and adult vaccinations that are routinely administered by a primary care physician per the most recent CDC Recommended Immunization Schedule (available at: <https://www.cdc.gov/vaccines/schedules/hcp/imz/adult.html>) or any services associated with these vaccines (i.e. bloodwork, titers, or boosters). The only exception is for a UVM employee working with an infectious agent as part of a University-approved IBC protocol. Examples of routine vaccinations that are not covered by the Program are:

- Influenza
- Tdap – (diphtheria, tetanus, and pertussis)
- Varicella (chicken pox)
- MMR (measles, mumps, and rubella)
- Meningococcal vaccines
- Pneumococcal vaccines
- Hepatitis A
- Human Papillomavirus (HPV)

Workplace Injuries and Illnesses

Medical expenses related to the treatment of work-related injuries or illnesses are covered under UVM's Workers Compensation system and are not covered by the UVM Occupational Health Program. This includes post-exposure prophylaxis and monitoring following a documented workplace exposure to blood or bodily fluids, such as a needlestick injury. UVM students who are injured on campus receive treatment through UVM Student Health Services and related expenses are billed to the student's insurance.

For more information on UVM Worker's Compensation system please visit:

https://www.uvm.edu/~riskmgmt/?Page=insurance/workerscomp.html&SM=insurance/insuranceclaims_submenu.html

Non-Work Related Health Conditions

During a work related physical, an occupational health physician may recommend a UVM employee follow up with their personal physician regarding a health issue that does not affect the employee's ability to do their job. In these instances, the employee is responsible for any costs incurred during the diagnosis or treatment of a non-work related health condition.

Contact

All questions regarding the program should be directed to ohhealth@uvm.edu

Attachments

- A. Authorization for Examination or Treatment Form

Effective Date

April 9, 2018

Last Updated

January 2020

Appendix A



The University of Vermont

Risk Management & Safety
284 East Ave.

Burlington, VT 05405

(802) 656-2570 or akutchuk@uvm.edu (OSHA questions)

(802) 656-0738 or sarah.burnett@uvm.edu (worker's comp, back to work, insurance, injury questions)

AUTHORIZATION FOR EXAMINATION OR TREATMENT

****You are required send this form to one of the contacts above and to present this completed form at the health care facility before treatment will be given. Failure to do so will result in cancellation of your appointment.****

NAME: _____ DATE OF BIRTH: _____

DEPARTMENT: _____

DEPT. CONTACT NAME: _____

DEPT. CONTACT PHONE: _____

DEPT. CONTACT EMAIL: _____

FACILITY YOU WILL VISIT:

- Champlain Medical Urgent Care, 150 Kennedy Dr., S. Burlington 802-448-9370
- Concentra Urgent Care, 7 Fayette Dr # 1, S. Burlington 802-658-5756
- IHMS, 441 Water Tower Circle – Suite 100, Colchester, 802-655-1115
- Other – Provide name and address of Medical Facility:

Reason for Visit (check all that apply)

- Injury (date of injury _____)
- Illness
- Respirator physical
- PFT/Spirometry
- Animal handler physical
- DOT physical
- Pre-employment physical
- Post offer/pre-employment Screening (POPES)
- Hazardous material physical
- Vaccination (for) _____
- Blood draw (for) _____
- Drug screening
- Tuberculosis screening
- Other _____

Authorized by: _____ Date: _____