



WORKER SAFETY AWARENESS PROGRAM

MODULE 5 ADDITIONAL STATE INFORMATION: BLOODBORNE PATHOGENS

Module Five, Additional State Information: *Bloodborne Pathogens & Covid-19 Requirements* provides basic information about Washington State worker safety requirements related to bloodborne pathogens and the Covid-19 pandemic. It recognizes that Washington State bloodborne pathogen requirements are similar to Federal requirements with some additional information on state reporting requirements and how to safely dispose of contaminated needles or other contaminated sharps. Brief descriptions of State bloodborne pathogen requirements are provided along with links to the accompanying Washington Administrative Code (WAC) rules. Information is also given for safety rules related to Covid-19 such as respirator and facemask requirements. More information on bloodborne pathogen safety and prevention is available in the related AFHC OSHA Module 5 on Bloodborne Pathogens.

Grant Project Goal:

The Adult Family Home Council (AFHC) believes that introducing a first-of-its-kind, industry-specific, safety awareness training program will significantly reduce worker injuries in adult family homes.

Background:

The AFHC received a grant from the Safety and Health Investments Projects (SHIP) Program, Washington State Department of Labor & Industries for \$175,000 to develop training and education materials for a worker safety awareness program specific to the adult family home (AFH) industry. Claims data from the Washington State workers' compensation system shows that workers are getting hurt in the AFH industry. There were over 12,000 reported injury claims, including over 100 serious injuries, from 2012 through 2016 in the risk class that includes adult family home businesses. In order to help prevent future injuries, an AFH Worker Safety Awareness Review Committee has been established to oversee development, upkeep, and implementation of worker safety awareness training and education materials specific to the AFH industry.

Training Topics Included in this Module:

1. State bloodborne pathogen requirements similar to federal OSHA requirements
2. State planning requirements
3. Training requirements
4. Hepatitis B vaccination requirements
5. Requirements for controlling employee exposure
 - a. Use feasible controls
 - b. Labeling requirements
 - c. Worksite cleaning & sanitation requirements
 - d. Personal protective equipment requirements
6. Post-exposure requirements
7. Medical records and recording needle sticks & other sharps injuries
8. Covid-19 requirements



Training Module Objectives:

- Understand Washington State’s bloodborne pathogen rules & requirements
- Recognize that Washington’s bloodborne pathogen requirements are similar to Federal OSHA requirements
- Understand contaminated needle & other sharps disposal requirements
- Understand State bloodborne pathogen & needle-stick injury recordkeeping & reporting requirements
- Understand State Covid-19 Requirements, including the need for masks and respirators

Target Audience:

The target audience includes the owners and operators of the 2,900 adult family homes in Washington and their approximately 14,000 employees. By definition, adult family homes are small businesses located in residential homes, each with unique challenges. The AFHC is committed to supporting and helping adult family homes succeed.

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MODULE 5 ADDITIONAL STATE INFORMATION CHECKLIST: BLOODBORNE PATHOGENS

- State bloodborne pathogen requirements similar to federal OSHA requirements
 - State requirements are found in [WAC Chapter 296-823](#)
 - Adult family homes must develop & implement a written exposure control plan to eliminate or minimize employee exposure to bloodborne pathogens
- State planning requirements
 - Determine if you have employees with occupational exposure. If yes, prepare a written list of job classes with exposure to bloodborne pathogens
 - Develop and implement a written bloodborne exposure plan
 - A model bloodborne pathogen exposure control plan is included in the supplemental materials for this module
- Training requirements
 - Provide training to employees:
 - Before assigning tasks with exposure and at least annually
 - Must include a copy of the [WAC 296-823](#) rules
 - Must include the training topics and explanations outlined in the AFHC OSHA bloodborne pathogen training
 - Provide additional training when tasks are added or changed in ways that affect exposure
 - Maintain training records for at least 3 years including training dates, content or summary, name & qualification of the trainer, and the names & job titles of attendees
- Hepatitis B virus (HBV) vaccinations
 - Hepatitis B vaccinations must be made available to all employees at no charge
 - Obtain a copy of the healthcare professional's written vaccination opinion & provide a copy to the employee within 15 days of the evaluation
- Control employee exposure
 - Use feasible controls, including appropriate equipment & safer medical devices, to eliminate or minimize occupational exposure
 - Handle contaminated sharps properly & safely
 - Don't bend, recap, or remove contaminated needles or other sharps
 - Handle reusable sharps properly & safely
 - Place in proper container until properly decontaminated
 - Any puncture resistant, closable, & properly labeled container may be used
 - Minimize splashing, spraying, splattering, & generating droplets
 - Make sure items are appropriately labeled
 - Use the biohazard symbol & mostly florescent orange or orange-red labels
 - Red bags or containers may be substituted for labels as long as this is communicated to all staff as part of your hazard control plan

- Make sure employees clean their hands with soap & water and/or antiseptic hand rub products as soon as possible after contact with blood or other possible infectious materials
- Prohibit eating, drinking, smoking, applying cosmetics or lip balm, & handling contact lenses in areas of possible exposure
- Examine & label equipment that could become contaminated
 - Decontaminate if possible
- Make sure your worksite is maintained in a clean & sanitary condition
 - Develop a written schedule for cleaning & decontamination
 - Decontaminate work surfaces and equipment with appropriate disinfectant
 - Use a brush & dustpan, tongs, pliers, etc. to clean up broken glass or other fallen sharps that may be contaminated
- Handle & move regulated waste properly & safely
 - Discard contaminated sharps immediately or as soon as possible in appropriate & labeled sharps containers
 - Containers must be closed prior to removal or replacement
 - Place in a secondary container if leaking is possible
 - Containers must be appropriately labeled or color-coded
 - Dispose of all regulated waste according to state & local regulations
- Handle contaminated laundry properly & safely
 - Handle contaminated laundry as little as possible & with a minimum of agitation
 - Bag contaminated laundry or put it into a container where it was used
 - Do not sort or rinse where it was soiled
 - Place & transport contaminated laundry in bags or containers that are properly labeled or color-coded, including if sending offsite
 - Place & transport wet contaminated laundry that may soak through or leak in bags or containers that will prevent leaks
- Personal protective equipment (PPE)
 - Provide PPE at no cost and make sure it is used when there might be exposure
 - Make sure appropriate gloves are worn
 - Make sure appropriate masks, eye protection, & face shields are worn
 - Wear appropriate protective clothing
 - Maintain PPE
 - Employers must clean, repair, replace, launder, & dispose of PPE at no cost to the employee
- Post-exposure requirements
 - Make sure employees who have been exposed to blood or other potentially infectious materials have appropriate post-exposure evaluation & follow-up available
 - Make a confidential medical evaluation & follow-up available to employees who experience an exposure incident at no charge to the employee
 - Arrange to test the blood of the source person
 - Provide the results of the source person's blood test to the exposed employee
 - Arrange to collect & test the exposed employee's blood

- Provide information to the healthcare professional evaluating the employee
 - Give the following post-exposure information to the evaluating health care professional:
 - A copy of WAC 296-823-160
 - A description of the job duties the exposed employee was performing when exposed
 - Documentation of the routes of exposure & circumstances of the exposure
 - Results of the source person's blood tests
 - All relevant medical records you must maintain, including vaccination status
 - Obtain and provide a copy of the health care professional's written opinion on post-exposure evaluation to the employee
- Medical records and recording needle-stick & other sharps injuries
 - Establish & maintain medical records and record all occupational injuries resulting from contaminated needle sticks or cuts from contaminated sharps
 - Establish & maintain an accurate medical record for each employee with exposure
 - You must record needle stick injuries per OSHA requirements & [WAC 296-27](#) unless you are exempt because you have 10 or fewer employees
 - Record the following for each employee with a possible exposure:
 - Name & Social Security number
 - A copy of their hepatitis B vaccination status, including the dates of all the hepatitis B vaccinations
 - Any medical records related to the employee's ability to receive vaccinations including:
 - Any HBV declination statement
 - A copy of all results of examinations, medical testing, and follow-up procedures related to post-exposure evaluations
 - Your copy of the health care professional's written opinion
 - A copy of the information provided to the health care professional as required
 - Make sure that employee medical records are:
 - Kept confidential
 - Not disclosed or reported to any person without the employee's written consent, except as required by law or rule
 - Maintained for the employee's length of employment plus 30 years
- Understand State Covid-19 Requirements, including the need for masks and respirators
 - Most work in adult family homes considered high risk or extremely high risk for Covid-19 transmission
 - Work near (6 feet) to people known or suspected of having COVID-19
 - Work involving face-to-face contact (within 3 feet), like bathing, feeding, or other care activities that require close contact **with healthy people** several times a day for more than 10 minutes an hour
 - Work with healthy or asymptomatic people with potential for aerosols generated from the mouth or nose
 - Use of aerosol-generating equipment, such as CPAP machines, is high risk
 - Near coughing or sneezing people

- **Vaccinated workers** must still wear required personal protective equipment (PPE)
- Required PPE when working with people who have Covid-19, or are suspected of having it, or when doing high- risk or extremely high-risk work near healthy people
 - Respiratory protection equal to a fit-tested NIOSH certified N95 respirator or better
 - **Required** by L&I for providing direct care (<https://www.lni.wa.gov/safety-health/safety-rules/enforcement-policies/DD1180.PDF>)
 - Respirators should be used within a [respiratory protection program](#) that provides staff with training, [medical evaluations](#), & [fit testing](#)
 - If respirators are not available, use a surgical facemask and eye protection (not a cloth mask)
 - Use eye protection (goggles or face shield), gloves, & gown when working with or near residents (within 3 feet)
- Caregivers within 3 feet of a resident or equipment during an aerosol-generating procedure must wear a fit-tested respirator
 - Examples include CPAP & BIPAP machines, deep breathing exercises, & use of nebulizers
 - A barrier, such as a closed door, should be used during aerosol-generating procedures to prevent virus spread to other areas of the home
 - PPE such as gloves, eye protection, & gowns also needed
- Facemasks must be worn even if residents are not suspected of having Covid-19 & you cannot stay 6 feet away
- Surgical facemasks needed for medium or low risk work
- Residents should at least wear cloth masks when out of their rooms (unless unable to tolerate)
 - Visitors should also be required to wear masks
- Implement a COVID-19 response plan
 - Educate staff, residents, & visitors on your plan
 - Your plan should include procedures for testing staff & residents, managing new or returning residents, visitor restrictions, & what to do if a resident becomes infected with COVID-19
 - Let staff, residents, & visitors know about the precautions being taken in your home & the actions they should take to protect themselves and others
 - Assign one or more people with infection control training to oversee your program
 - Provide information on signs, symptoms, & how the disease is spread
 - Instruct staff to stay home when sick & reinforce your sick leave policy
 - Train staff on hand hygiene, personal protective equipment, & sanitation procedures
 - Implement a [respiratory protection program](#) for properly using respirators that provides staff with training, [medical evaluations](#), & [fit testing](#)
- Your COVID-19 response plan must include:
 1. Educating staff on COVID-19 & how to prevent transmission
 - Provide information in the language workers understand best
 - Include COVID-19 hazards and symptoms, how to protect yourself, & workplace expectations
 2. Taking steps to prevent COVID-19 transmission
 - Implement a respiratory protection program & properly use fit-tested respirators near residents

- Provide PPE (respirators, gloves, eye protection, gowns)
- Other controls such as distancing, physical barriers, & having residents & guests wear masks
- 3. Regular cleaning & sanitation of commonly touched surfaces
 - Wash with soap & water, sanitize with diluted bleach or other EPA approved sanitizing solutions
- 4. Ensuring frequent & adequate handwashing
- 5. Making sure sick workers stay home
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- Provide the supplies needed to follow infection prevention & control guidelines
 - Ensure adequate personal protective equipment (PPE) is available
 - Facemasks, respirators, eye protection (goggles or face shields), gloves, & gowns
 - Implement a process for decontamination & reuse of PPE that will be worn more than once, like goggles, respirators, or face shields
 - Hand hygiene supplies
 - Keep 60-95% alcohol-based sanitizer in residents' room & any common areas (when safe to do so)
 - Respiratory hygiene & cough etiquette
 - Make tissues & trash cans available in residents' rooms & any common areas
 - Environmental cleaning & disinfection supplies
 - Develop a schedule for regular cleaning & disinfection of shared equipment & frequently touched surfaces
- COVID-19 resources are available
 - L&I COVID-19 Prevention: Respiratory Protection for Nursing and Residential Care: <https://www.lni.wa.gov/forms-publications/F414-161-000.pdf>
 - L&I Which Mask for Which Task brochure: <https://www.lni.wa.gov/forms-publications/F414-168-000.pdf>
 - L&I Washington Coronavirus Considerations for Employers: Face Coverings, Masks, and Respirator Choices guidance: <https://www.lni.wa.gov/agency/docs/wacoronavirushazardconsiderationemployers.pdf>
 - L&I COVID-19 (Coronavirus) website: <https://www.lni.wa.gov/safety-health/safety-topics/topics/coronavirus#general-information>
 - Centers for Disease Control and Prevention (CDC) PPE FAQs: <https://www.cdc.gov/coronavirus/2019-ncov/hcp/respirator-use-faq.html>
 - CDC Infection Control for Nursing Homes: <https://www.cdc.gov/coronavirus/2019-ncov/hcp/long-term-care.html>
 - OSHA COVID-19 webpage: <https://www.osha.gov/SLTC/COVID-19/>
- L&I consultant can help you find solutions to prevent bloodborne pathogen issues at your adult family home

- Request a consultation - To request a free and confidential safety consultation, contact Washington State's Department of Labor & Industries' Consultation Program by:
 - Calling 360-902-5554
 - Going to: <https://www.lni.wa.gov/safety-health/preventing-injuries-illnesses/request-consultation/>
 - Contact your local L&I office and request a safety & health consultation:
<https://lni.wa.gov/agency/contact/#office-locations>

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MODULE 5 ADDITIONAL STATE INFORMATION RESOURCE LIST: BLOODBORNE PATHOGENS

- Chapter 49.17 Revised Code of Washington (RCW) Washington Industrial Safety and Health Act (WISHA) state safety laws: <https://app.leg.wa.gov/RCW/default.aspx?cite=49.17>
- RCW 49.17.060 General Safety Standard that all employers must comply with: <https://app.leg.wa.gov/RCW/default.aspx?cite=49.17.060>
- Chapter 296-800 Washington Administrative Code (WAC) safety regulations that further define state safety requirements: <https://lni.wa.gov/safety-health/safety-rules/chapter-pdfs/WAC296-800.pdf>
- Washington State Department of Labor & Industries (L&I) Request Consultation Page for information on how to get free safety & health assistance: <https://www.lni.wa.gov/safety-health/preventing-injuries-illnesses/request-consultation/>
- L&I General Website: lni.wa.gov
- Find a local L&I office near you: <http://www.lni.wa.gov/Offices>
- Chapter 296- 823 WAC Occupational Exposure to Bloodborne Pathogens: <https://lni.wa.gov/safety-health/safety-rules/rules-by-chapter/?chapter=823>
- L&I Nursing, and Residential Care safety webpage: <https://lni.wa.gov/safety-health/safety-topics/industry/nursing-residential-care>
- L&I Biological Hazards from Humans webpage (Includes bloodborne pathogen information): <https://lni.wa.gov/safety-health/preventing-injuries-illnesses/get-started-with-safety-health/biological-hazards#from-humans>
- OSHA Bloodborne Pathogens and Needlestick Prevention webpage: <https://www.osha.gov/SLTC/bloodbornepathogens/>
- L&I Self-Paced Bloodborne Pathogens Online Training Course: http://wisha-training.lni.wa.gov/Training/articulate/BBPathogens/story_html5.html
- L&I Bloodborne Pathogen Training Kit: <https://lni.wa.gov/safety-health/safety-training-materials/training-kits#BloodbornePathogens>
- The National Institute for Occupational Safety and Health (NIOSH) First Responders: Encourage Your Workers to Report Bloodborne Pathogen Exposures: <https://www.cdc.gov/niosh/docs/2008-118/default.html>
- National Institutes of Health MedlinePlus webpage on Bloodborne Pathogens: <https://medlineplus.gov/ency/patientinstructions/000453.htm>
- National Institutes of Health Medline Plus webpage on Infection Control: <https://medlineplus.gov/infectioncontrol.html>
- Centers for Disease Control and Prevention (CDC) How Infections Spread: <https://www.cdc.gov/infectioncontrol/spread/index.html>
- Oregon OSHA Bloodborne Pathogens webpage: <https://osha.oregon.gov/Pages/topics/bloodborne-pathogens.aspx>
- OSHAcademy Bloodborne Pathogens in the Healthcare Setting online safety training: <https://www.oshatrain.org/courses/mods/656m1.html>

- L&I and Washington State Department of Health's Preventing the spread of COVID-19 in Healthcare Workers and Patients Joint Hazard Alert: <https://lni.wa.gov/safety-health/preventing-injuries-illnesses/hazardalerts/HazardAlertCOVIDHealthCare.pdf>
- Washington State Department of Health Coronavirus website: <https://www.doh.wa.gov/Emergencies/COVID19>
- L&I Covid-19 (Coronavirus) website: <https://www.lni.wa.gov/safety-health/safety-topics/topics/coronavirus>
- L&I's COVID-19 Prevention: Respiratory Protection for Nursing and Residential Care: <http://www.lni.wa.gov/forms-publications/F414-161-000.pdf>
- L&I's sample respiratory protection program: <http://www.lni.wa.gov/dA/d029304375/RespProtectguide2.doc>
- L&I Which Mask for Which Task brochure: <https://www.lni.wa.gov/forms-publications/F414-168-000.pdf>
- L&I Washington Coronavirus Considerations for Employers Face Coverings, Masks, and Respirator Choices guidance: https://www.lni.wa.gov/agency/_docs/wacoronavirushazardconsiderationemployers.pdf
- Centers for Disease Control and Prevention (CDC) PPE FAQs: <https://www.cdc.gov/coronavirus/2019-ncov/hcp/respirator-use-faq.html>
- CDC Infection Control for Nursing Homes: <https://www.cdc.gov/coronavirus/2019-ncov/hcp/long-term-care.html>
- CDC Infection Prevention and Control Assessment Tool for Nursing Homes Preparing for COVID-19: <https://www.cdc.gov/coronavirus/2019-ncov/hcp/assessment-tool-for-nursing-homes.html>
- OSHA COVID-19 Guidance for Nursing Home and Long-Term Care Facility Workers: <https://www.osha.gov/Publications/OSHA4025.pdf>
- OSHA Covid-19 webpage: <https://www.osha.gov/SLTC/covid-19/>

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