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## FALL RIVER RURAL ELECTRIC COOPERATIVE, INC.

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### GENERAL POLICY No. 626

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#### SUBJECT: BLOOD BORNE PATHOGENS EXPOSURE CONTROL PLAN

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#### I. PURPOSE:

As a part of the Cooperative's ongoing health and safety program, this policy complies with OSHA Standard 1910.1030 Blood Borne Pathogens. Employees may be at risk from occupational exposure to Blood Borne Pathogens present in human blood and other body fluids. This plan is designed to eliminate or minimize exposure.

Definition Note:

Anytime the word "standard" is stated in this Policy, it refers to OSHA Standard 1910.1030 Blood Borne Pathogens.

#### II. POLICY:

##### A. Methods of Compliance

1. Safe working practices shall be utilized to eliminate or minimize exposure to employees.
2. Every precaution shall be observed to prevent contact with blood, body fluids, or other potentially infectious materials.
3. Any exposure incident shall be reported to the Operations Manager or employee's supervisor as soon as practicable, and no later than the end of the workday, including weekends.
4. Blood Borne Pathogen kits shall be supplied in every Cooperative vehicle and at designated work locations.
  - a) Employees shall use the Blood Borne Pathogen Kits when an exposure incident occurs.

- b) Pocket breathing masks or other approved barrier devices shall be used whenever an employee performs CPR.
- c) EXCEPTION: When under rare and extraordinary circumstances it was the employee's personal judgment that this equipment would have prevented the delivery of health care or increased the hazard to the employee or co-worker.

5. After any exposure incident, employees should:

- a) Wash their hands immediately or as soon as possible.
- b) Flush with water as soon as possible any body parts following contact with blood, body fluids or other potentially infectious materials.
- c) Employees should put any and all material that has come in contact with blood or body fluids into the biohazard bag for disposal.

6. Pre-Exposure Procedures

- a) The Cooperative shall make available, at no cost, the Hepatitis B vaccination series to all employees with occupational exposure.
- b) Vaccination will be performed by or under the supervision of a licensed health care professional.
- c) A copy of the standard shall be provided to the health care professional prior to the vaccination of any employee by the Safety Coordinator.
- d) If an employee declines the Hepatitis B vaccination, they must sign the OSHA required waiver indicating their refusal.

7. Post-Exposure Procedures

- a) The Cooperative shall make available the Hepatitis B vaccination series to all employees following an exposure incident. Should the employee elect to take the vaccination series, vaccination should begin within twenty-four hours of the exposure incident.

- b) If an employee declines the Hepatitis B vaccination, they must sign the OSHA required waiver indicating their refusal.
- c) Following any exposure incident, the Operations Manager shall investigate and document all circumstances related to the incident.

#### 8. Information and Training

- a) The Operations Manager ensures employees receive a copy of the standard and an explanation of its contents.
- b) New employees shall be provided with this information during their orientation by the Operations Manager/HR Manager and receive training on the Blood Borne Pathogen Kits.
- c) The Operations Manager is responsible for maintaining the following training records for three (3) years from the date of training.
  - a. The dates of the training.
  - b. An outline of the material presented.
  - c. The names of all employees attending the training session.

### III. **RESPONSIBILITY:**

The CEO/General Manager and the Manager of Operations are responsible for reviewing, updating, and enforcement of this policy.

### V. **PRIMACY OF POLICY**

This policy supersedes any past or present policy relating to the subject matter thereof. This policy does not represent a contract between the employer and employee, and the policies herein may be changed by the Cooperative at any time by the Cooperative alone and without notice.

APPROVED BY THE CEO/GENERAL MANAGER

  
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Bryan Case, CEO/GM

DATE APPROVED: May 23, 2011

REVIEWED: May 30, 2018  
July 26, 2021  
February 27, 2025  
January 26, 2026