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## **Chapter 4 : BLOODBORNE PATHOGENS**

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### ***INTRODUCTION/OVERVIEW***

One of the major goals of the Occupational Safety and Health Administration (OSHA) and **CUNNINGHAM PAVING** is to promote safe work practices in an effort to minimize the incidence of illness and injury experienced by employees.

To this end, OSHA has enacted the Bloodborne Pathogens Standard, codified as 29 CFR 1910.1030. The purpose of the Bloodborne Pathogens Standard is to "reduce occupational exposure to Hepatitis B Virus (HBV), Human Immunodeficiency Virus (HIV) and other bloodborne pathogens" that employees may encounter in their workplace. In the event that our employees are working in an environment where they may be exposed to Bloodborne Pathogens, the following procedures will be implemented.

### ***EXPOSURE CONTROL PLAN***

Our Exposure Control Plan has been established to comply with both the letter and intent of the OSHA Bloodborne Pathogens Standard. The objective of this plan is twofold:

- To protect our employees from the health hazards associated with bloodborne pathogens.
- To provide appropriate treatment and counseling should an employee be exposed to bloodborne pathogens.

Our employees can review our Exposure Control Plan at any time. Employees are informed of this right of ready access to the plan during education/training sessions. The major components of our Exposure Control Plan are summarized below.

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## **EXPOSURE CONTROL PLAN - MANAGEMENT**

There are three major categories of responsibility that are central to the effective implementation of the Exposure Control Plan. These are:

- Safety Director
- Project Managers and Supervisors.
- Our Employees

### **SAFETY DIRECTOR**

The Safety Director will be responsible for overall management and support of **CUNNINGHAM PAVING's** Bloodborne Pathogens Compliance Program as well as for providing information and training to all employees who have the potential for exposure to bloodborne pathogens. Activities that are delegated to the Safety Director typically include, but are not limited to:

1. Overall responsibility for implementing the Exposure Control Plan.
2. Working with management and other employees to develop and administer any additional bloodborne-pathogens-related policies and practices needed to support the effective implementation of this plan.
3. Looking for ways to improve the Exposure Control Plan, as well as to revise and update the plan when necessary.
4. Collecting and maintaining a suitable reference library on the Bloodborne Pathogens Standard and bloodborne pathogens safety and health information.
5. Knowing current legal requirements concerning bloodborne pathogens.
6. Acting as **CUNNINGHAM PAVING's** liaison during OSHA inspections.
7. Conducting periodic audits of **CUNNINGHAM PAVING** jobsites to maintain an up-to-date Exposure Control Plan.
8. Maintaining an up-to-date list of personnel requiring training (in conjunction with management).
9. Developing suitable education/training programs.
10. Scheduling periodic training seminars for employees.
11. Maintaining appropriate training documentation.
12. Periodically reviewing the training programs with the Project Managers and Supervisors to ensure that new information is added when appropriate.

### **PROJECT MANAGERS AND SUPERVISORS**

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Project Managers and Supervisors are responsible for exposure control in their respective areas. They work directly with the Safety Director and our employees to ensure that proper exposure control procedures are followed.

## EMPLOYEES

As with all **CUNNINGHAM PAVING** activities, our employees have the most important role in our bloodborne pathogens compliance program, because the ultimate execution of much of our Exposure Control Plan rests in their hands. In this role they must do things such as:

- Know what tasks they perform that have occupational exposure.
- Attend the bloodborne pathogens training sessions.
- Plan and conduct all operations in accordance with our work practice controls.
- Develop good personal hygiene habits.

## ***EXPOSURE DETERMINATION***

One of the keys to implementing a successful Exposure Control Plan is to identify exposure situations employees may encounter. In order to facilitate the identification of these conditions, we have prepared the following lists.

- Job classifications in which **all** employees have occupational exposure to bloodborne pathogens.
- Job classifications in which **some** employees have occupational exposure to bloodborne pathogens.
- Tasks and procedures in which occupational exposure to bloodborne pathogens occur. (Employees in the job classifications shown on the two previous lists perform these tasks and procedures.)

The Safety Director will work with project managers and supervisors to revise and update these lists as tasks, procedures, and classifications change.

## ***EXPOSURE CONTROL PLAN - TYPES OF CONTROL***

There are a number of areas that must be addressed in order to effectively eliminate or minimize exposure to bloodborne pathogens. By rigorously following the requirements of OSHA's Bloodborne Pathogens Standard in the following areas, our employees' occupational exposure to bloodborne pathogens will be eliminated or minimized as much as is possible. Each of these areas is reviewed with our employees during their bloodborne pathogens related training.

## UNIVERSAL PRECAUTIONS

