

**UNIVERSITY SAFETY AND SECURITY COMMITTEE
MINUTES
June 8, 2006**

Members Present: Laurie Charest, Carolyn Elfland, George Hare (for Derek Poarch), Steve Kenny, John Olsen, David Perry (for Nancy Sutzenfield), Chris Payne, Pete Reinhardt

Members Absent: Robert Adams, Lorraine Alexander, Lesley Marson, Mike Rolleri, Bruce Runberg, Leslie Gene Scarborough, Strohm, Tony Waldrop, Marie Zeldin

Guests: Bill Furman, David Weber, Cindy Taylor, Ray Hackney, Mary Crabtree

1. Change in Tuberculin Skin Test Policy

Mr. Reinhardt, Dr. Furman, and Dr. Weber discussed a proposed change in the tuberculin skin test policy for employees in clinical settings. The University's present policy requires annual testing, with the threat of disciplinary action for employees who do not have the testing completed. The compliance rate is only about 60%. UNC Hospitals has a voluntary policy for annual testing, their rate also is about 60%. Other teaching hospitals in the area have mandatory annual testing requirements, similar compliance rates, and also do not take disciplinary action. The School of Medicine is requesting that the University's policy be changed so that it is consistent with UNC Hospitals. The School of Medicine also is proposing to begin enforcement of the mandatory testing requirement for new employees, as part of the mandatory pre-employment immunization review and medical surveillance policy. Credentials would be withheld from employees who do not complete this mandatory requirement within 2 weeks of beginning work. Dr. Weber noted that initial pre-employment screening often identifies persons with positive tuberculosis skin tests, but annual repeat testing for individuals who completed the initial pre-employment test rarely if ever identifies a positive employee without symptoms. Statistically, the chances of identifying such a person are less than 1 in a million. Ms. Charest noted that bloodborne pathogens training is a condition of employment for certain employees, but there are no other health-related conditions. The requirement for mandatory pre-employment screening and immunization review needs to be made a condition of employment, explained to employees, and included in their job offers. Ms. Crabtree noted that every SPA position is included in the EHS information system along with all pre-employment and ongoing medical surveillance and training requirements and it would be easy to identify the positions that need to have this condition attached to their positions in the HRIS system. Ms. Charest also noted that this requirement needs to be included in EPA appointment letters, similar to the background check condition. Otherwise, a person could be hired, not complete the required pre-employment process and not be granted credentials, but it would be impossible to remove him/her from the payroll until the end of his/her appointment. There also are several EHS policies that need to be changed. The Committee agreed that repeat tuberculin skin tests, after the initial pre-employment test, could be changed from mandatory to strongly encouraged once the supporting changes have been made in University systems and processes. Dr. Furman noted that as Assistant Chief of Staff for UNC Hospitals he intends to begin enforcement of the pre-employment requirements on July 1, 2006.

2. University Mumps Plan

Mr. Reinhardt and Dr. Weber discussed mumps planning. There have recently been outbreaks in 9 midwestern states, including over 2,500 cases. The 18-25 age group is most affected, particularly college students. There is an ongoing outbreak in England, with a total of over 60,000 cases in the last 2 years. Previously it has been assumed that all persons born before 1957 have naturally acquired immunity to mumps, that assumption is now being changed and there will be mumps immunization or blood testing to determine mumps antibody titers for persons born before 1957 in high risk groups. Student Health and residence hall employees are considered at highest risk, with Dental School employees involved in clinical practice also considered at high risk. Another high risk group is dining workers, and contact is being made with our dining service contractor regarding mumps planning should an outbreak occur at Carolina. UNC Hospitals is offering immunization to all current employees, and requiring it for new hires.

3. Pandemic Flu Planning Update

Mr. Reinhardt updated the Committee on the progress of Pandemic Flu Planning at Carolina. Carolina's plan follows are University Emergency Plan and coincides with the various levels of threat recognized by the World Health Organization. Suspending classes and taking other social distancing measures likely will be implemented in a pandemic situation. In discussing this issue with other universities, he had learned that UNC's plans are more well-developed than most. General Administration held a pandemic flu planning conference for all sixteen campuses this week. He and Dr. Weber both gave presentations. The Chancellor has asked that a committee be formally charged with completing the plan, and Mr. Reinhardt is in the process of defining the committee membership.

There being no further business, the meeting was adjourned.