

The following constitutes agreement between the Department of Veterans Affairs and the National VA Council regarding Circular 10-90- , Employee Health Follow-up for HIV After Accidental Occupational Exposure to Blood and Body Fluids.

1. VA will comply with OSHA Instruction CPL 2-2.44B (and 00-118-138 dated April 18, 1990) as it relates to Employee Health Follow-up for HIV After Accidental Occupational Exposure to Blood and Body Fluids.
2. The local station will provide a copy of OSHA Instruction CPL 2-2.44B to the local union president and the parties will bargain as appropriate.
3. Facilities will meet their labor relations responsibilities at the local level.
4. All employees involved in patient care (direct or indirect) with known breaks in skin will be treated as exposed if they come in contact with blood and body fluids. (E.G. an employee stuck with used needle; an employee having a small arm cut that is inadvertently exposed to body fluids).
5. All appropriate exposure forms (CA-1, CA-2, OWCP forms) will be completed on an exposed employee and copies maintained by the agency in employee health and OWCP file, forwarded to the appropriate outside agencies, and available to the affected employee.
6. VA policy will be no less stringent than CDC and OSHA recommendations for HIV post exposure follow-up.
7. VA will encourage employees to report exposures through its policies and practices. This may be done in station memorandum, flyers, newsletters, employee newsletters, etc.
8. The local facility will provide training concerning what to do if you believe you have been exposed and the importance of documentation of exposure and information regarding HIV.
9. Where prophylactic AZT is made available to employees under a facility protocol, it shall be available to all occupationally exposed employees.
10. There shall be no cost to the employee for either the AZT or the AZT when administered by the VA. HIV testing shall be done with the periodicity prescribed by the C.D.C.
11. Upon request, an employee will be provided a copy of the exposure form and a copy of any changes in information on the Potential Exposure to HIV Employee Epidemiologic Follow-up Form. The "source of exposure" excluded. (i.e. Name of exposure source and SSN)

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12. The form, Potential Exposure to HIV Employee Epidemiologic Follow-Up, will include a signature block for the professional health care staff completing the form.
13. Where Gamma Globulin is medically appropriate for post sticks, it shall be offered to any and all employees who could benefit from it.
14. If an employee seroconverts to HIV positive and has no known risk factors, it is possible that it is occupationally acquired.


For Management


For the N.V.A.C.

11-12-92
Date

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NATIONAL VA COUNCIL 