Michigan Right to Know Law, Infection Control and Blood-borne Pathogens

VBCMH Training – FY25

Michigan's Right to Know Law provides access to chemical information to workers whose jobs involve the routine use of hazardous chemicals. The requirements of the federal standard (29 C.F.R. 1910.1200) were adopted by the Michigan Right to Know Law - Part 42, 92 and 430.

- A hazardous chemical is any liquid, solid or gas that could present a physical or health hazard to an employee.
- Employers are prohibited from discharging, or discriminating against, an employee who exercises his/her rights to obtain information regarding hazardous chemicals used in the workplace.

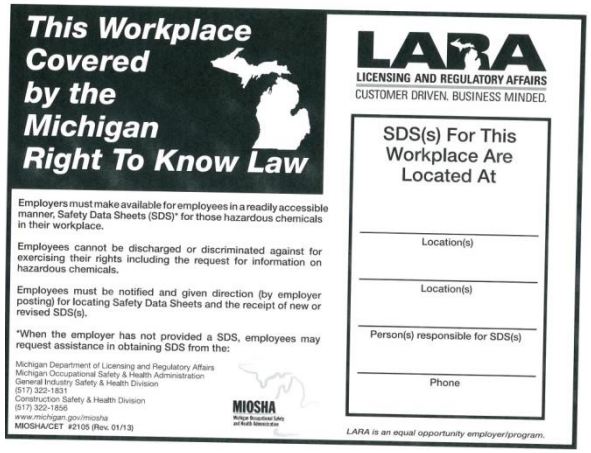
The **Michigan Right to Know Law** requires that containers housing hazardous substances be labeled. The intent of the **law** is to ensure that employees are fully informed as to the identities of the materials they are exposed to and any inherent danger to that employee if that substance is handled.

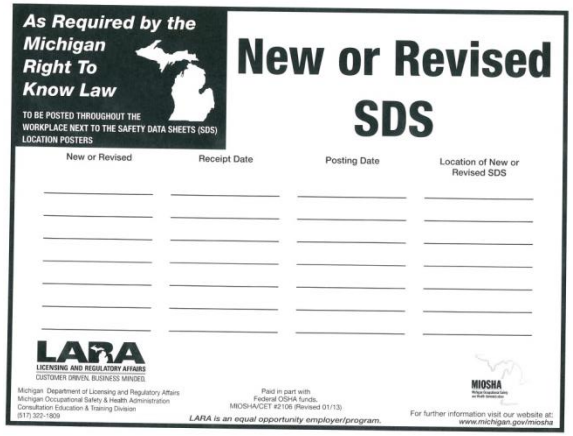
Access to SDS

VBCMH makes Safety Data Sheets for those potentially hazardous materials in their workplace available to staff.

Notices are displayed giving the location of the Safety Data Sheets and listing the receipt of new or revised SDS(s).

At VBCMH, posters are located in the common area (workroom, break room) of your worksite.





SDS: What are Safety Data Sheets?

The Safety Data Sheet (SDS) [previously material safety data sheet MSDS] is a detailed report about a chemical, the hazards associated with the chemical, and how to use the chemical safely. SDS are kept at each location and list chemicals used in that location.

Each safety data sheet is broken up into 16 sections as follows:

- Identification
- Hazard(s) Identification
- Composition/information on ingredients
- First Aid Measures (includes important symptoms; required treatment)
- Fire-fighting Measures
- Accidental Release Measures (includes emergency procedures; proper cleanup)
- Handling & Storage
- Exposure Controls/Personal Protection
- Physical and chemical properties
- Stability & reactivity
- Toxicological information (includes routes of exposure; related symptoms)
- Ecological information
- Disposal considerations
- Transport information
- Regulatory information
- Other information (includes date of preparation or last revision)

Pictograms

The pictograms to the right must be listed on hazardous chemical labels to alert users of the hazards to which they may be exposed.

HCS Pictograms and Hazards

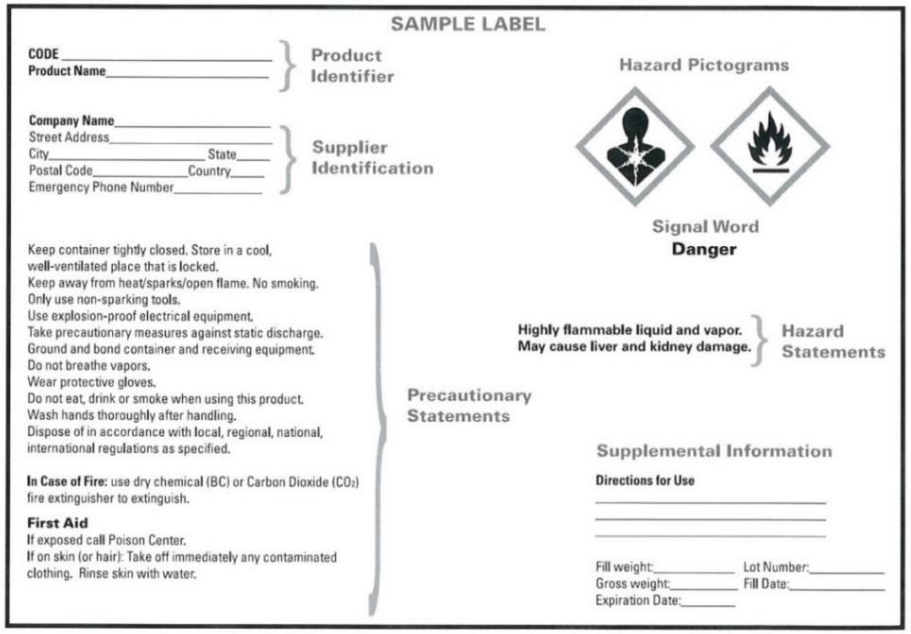
Health Hazard  • Carcinogen • Mutagenicity • Reproductive Toxicity • Respiratory Sensitizer • Target Organ Toxicity • Aspiration Toxicity	**Flame**  • Flammables • Pyrophorics • Self-Heating • Emits Flammable Gas • Self-Reactives • Organic Peroxides	**Exclamation Mark**  • Irritant (skin and eye) • Skin Sensitizer • Acute Toxicity (harmful) • Narcotic Effects • Respiratory Tract Irritant • Hazardous to Ozone Layer (Non-Mandatory)
Gas Cylinder  • Gases Under Pressure	**Corrosion**  • Skin Corrosion/ Burns • Eye Damage • Corrosive to Metals	**Exploding Bomb**  • Explosives • Self-Reactives • Organic Peroxides
Flame Over Circle  • Oxidizers	**Environment** (Non-Mandatory)  • Aquatic Toxicity	**Skull and Crossbones**  • Acute Toxicity (fatal or toxic)

Hazardous Chemical Labels

OSHA requirements for labeling of hazardous chemicals:

Labels are required to have pictograms, a signal word, hazard and precautionary statements, the product identifier, and supplier identification.

A sample revised label is shown here:



General Safety Precautions When Working With Chemicals

- Work in a well-ventilated area (open windows or doors if possible, to allow air to flow)
- Wear eye protection to prevent splashes
- Wear gloves and avoid contact with bare skin
- Do not mix chemicals
- Wear a mask as a protection from fumes

- **If you begin to feel ill or suspect you are having a reaction, leave the area if possible, notify your supervisor, and complete an Employee Incident Form.**

Infection Control

Methods of Transmission of Diseases

Contact

- Direct – Germs are transmitted from one person to another
- Indirect – Germs are transferred through an inanimate object or person
- Oral – Germs are transmitted by ingesting food or water contaminated by stool from an infected person (Hep A)

Droplet

- Respiratory droplets from sneezing or coughing
  - Common cold, flu, SARS

Airborne

- Small particles that can be breathed in by another person (these can live longer in the air than a droplet)
  - TB, Measles, Chicken Pox

Blood-borne

- Germs that live in the bloodstream or other bodily fluids
- Mucous membranes allow germs to spread through contact with secretions
  - HIV, Hep B, Hep C

Preventing Transmission of Diseases

Hand hygiene is the single most important practice that can reduce the transmission of disease.

- Wash with soap and water or use hand sanitizer:
  - Before and after every contact with a customer.
  - Before preparing or eating food.
  - Before preparing medication.
  - After sneezing or coughing in your hands.
  - After using the bathroom.
  - After contact with objects that may be contaminated.
  - After any accidental exposure to bodily fluids, mucous membranes, or skin with cuts and sores.

Hand washing

- **Proper Hand Washing**
  - Use soap and water.
  - Rub vigorously for at least 30 seconds. Pay special attention to back of hands, wrists, in between fingers and under nails.
  - Rinse well, leave water running.
  - Dry hands with single towel and use same towel to shut off water to prevent recontamination.

- **Proper Use of Hand Sanitizer***
  - Apply product to palm of one hand.
  - Rub together and all over hands and wrists until dry.
  - If hands are visibly soiled, wash with **soap and water**.

**After 10 uses in a row of sanitizer, wash hands with soap and water.*

Blood-borne Pathogens

Healthcare professionals are at occupational risk for blood-borne pathogens.

Blood-borne pathogens are disease producing microorganisms found only in blood, certain body fluids, and on materials, objects, or surfaces that have had contact with blood and these certain body fluids.

You cannot tell by looking at people if they are infected. An infected person can transmit blood-borne pathogens before he or she even knows they are infected.

Intact skin is an effective temporary barrier to contracting an infection.

MRSA

- MRSA is **m**ethicillin-**r**esistant **s**taphyloccus **a**ureus. This type of bacteria causes "staph" infections that are resistant to treatment with the use of antibiotics.
- MRSA may cause skin infections that present as pimples or boils which can be swollen, painful and have pus.
- The most common form of MRSA is community acquired. It is more common or recurs commonly when household members have a history of infection, or there is a past history of infection.
- MRSA is becoming more prevalent in the healthcare setting.
- MRSA in the healthcare setting commonly causes serious and potentially life-threatening infections, such as bloodstream infections, surgical site infections and pneumonia.
- The most common carriers are people that have MRSA with no symptoms.
- The main mode of transmission is through human hands.

Hepatitis B (HBV)

- Infects the liver, may cause permanent liver damage, liver cancer, or death.
- Can remain alive and infectious *at least 7 days*, even in dried blood.
- OSHA & the CDC consider the HBV vaccine to be the best protection available to prevent an infection
- A series of **3-4** injections over a 6 month period is necessary to complete the vaccination.
- Vaccine:
  - Under the ACA, the Hepatitis B vaccine is a covered preventative health service with zero co-pay from your primary care doctor. VBCMH highly recommends this vaccination to its employees. This vaccination will also be provided by VBCMH to employees through the Public Health Department, as requested.
  - Please call the *Human Resource Office* if you would like to have information on how to obtain this vaccination, even if you have declined it before.

Hepatitis A

- **Hepatitis A** is a highly contagious liver infection caused by the hepatitis A virus. The virus is one of several types of hepatitis viruses that cause inflammation and affect your liver's ability to function.

- You don't always get symptoms, but when you do, you might have:
  - Jaundice (yellow eyes and skin, dark urine)
  - Pain in your belly
  - Loss of appetite
  - Nausea
  - Fever
  - Diarrhea
  - Fatigue
  - Children often have the disease with few symptoms.

Coronavirus: SARS-CoV-2 (**COVID-19**)

- A **coronavirus** is one of several viruses that cause disease.
- There are 3 vaccines fully approved to prevent or reduce the chance or hospitalization. These vaccines have been shown to be safe and effective.
- Variants are being found for COVID-19 : Viruses are constantly changing, including the virus that causes COVID-19. These changes occur over time and can lead to new characteristics.

- People with COVID-19 have had a wide range of symptoms reported – ranging from mild symptoms to severe illness. Symptoms may appear 2-14 days after exposure to the virus. Anyone can have mild to severe symptoms. People with these symptoms may have COVID-19:
  - Fever or chills
  - Cough
  - Shortness of breath or difficulty breathing
  - Fatigue
  - Muscle or body aches
  - Headache
  - New loss of taste or smell
  - Sore throat
  - Congestion or runny nose
- This list does not include all possible symptoms. Older adults and people who have severe underlying medical conditions like heart or lung disease or diabetes seem to be at higher risk for developing more serious complications from COVID-19 illness.

Safety Measures

Universal Precautions

- An approach to infection control where potentially infectious materials are treated as if known to be infected with HIV, HBV or other blood borne pathogens.
- Essentially, universal precautions are good hygiene habits, such as hand washing; the use of gloves and other barriers; correct handling of hypodermic needles and scalpels; and aseptic techniques.
- TREAT ALL biological substances as infected materials.
  - This means:
    - Avoid having your skin come into contact with soiled materials by wearing gloves.
    - Do not place soiled materials in typical trash cans.

Universal precautions were typically practiced when workers are exposed to bodily fluids, such as:

- Blood
- Semen
- Vaginal secretions
- Synovial fluid
- Amniotic fluid
- Cerebrospinal fluid
- Pleural fluid
- Peritoneal fluid
- Pericardial fluid
- Feces
- Urine

Universal Precautions

The first line of defense is to ensure you engage in universal precautions. ***Everyone is required to be vigilant in best practice infection control practices, no matter where you work.***

Universal Precautions

- Sanitize your hands often.
- Practice social distancing: Stay at least 6 feet away from others.
- Wear a mask that covers both nose and mouth in public or when gathering with people who are not in your household.
- Cover coughs and sneezes with your elbow.
- Disinfect surfaces and belongings.
- Stay home if you feel sick.
- Outdoor gatherings are safer than indoors. The smaller the number of people at gatherings the safer. Use universal precautions outside as well as inside.

Safety Measures

- If you are sick and believe you may be contagious, please stay home to avoid exposing others.
  - Many of our clients have compromised immune systems please consider telehealth appointments if you believe you might have any illness that could spread.

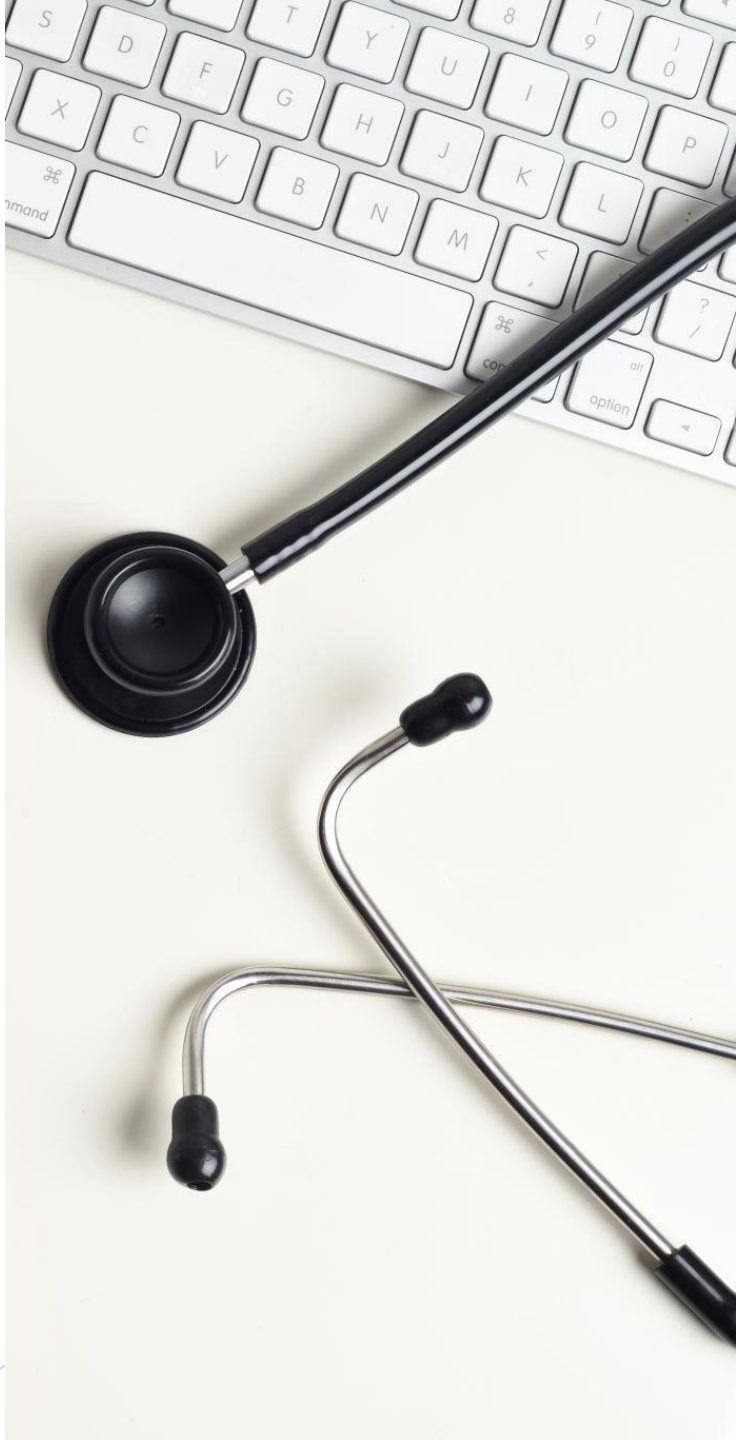
- For more information please review our VBCMH Emergency Action and Communication Plan managed by Kyleen Gray.

SAFETY MEASURES

Personal Protective Equipment	Work Practice Controls	Engineering Controls
• Items provided by the employer to any employee who has the potential for occupational exposure. Such as gloves, gowns, lab coats, face shields or masks, eye protection, CPR mouthpieces, etc.	• Frequent hand washing, procedures for handling “sharps,” procedures for “Regulated Waste” disposal, etc.	• Puncture resistant sharps containers, self-sheathing needles, etc. • Encouraging remote work when possible and limiting contact between people.

Post-Exposure Evaluation and Follow-Up

- All exposure incidents must be reported to your supervisor immediately!
- Complete an Employee Incident Form.
- Contact Human Resources to be scheduled for a confidential medical evaluation.
- If you cannot reach your supervisor, division manager, or HR, (such as an incident occurring after-hours) go to the nearest hospital to seek treatment and contact Human Resources as soon as possible afterward.



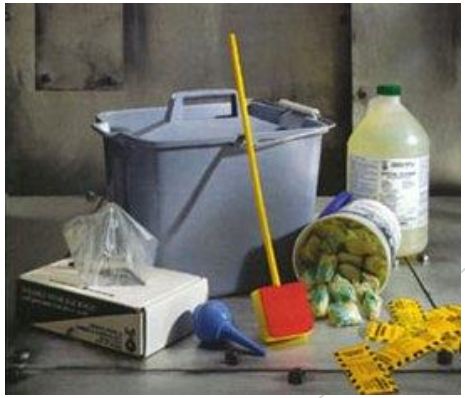
Regulated Waste Disposal

- All regulated waste destined for disposal should be placed in covered, leak-proof containers or bags that are color-coded or labeled with biohazard labels available in your common areas.
- VBCMH provides small biohazard bags and we do store a few larger ones at HSB. If you need more please order through Finance.
- Bags with biohazard waste will be picked up by the same company that collects our Sharps.
- All properly packaged, regulated waste should be sent to the appropriate person in your building (typically the RN) for pickup by our waste disposal service.

Housekeeping/Laundry Practices

- All equipment, environmental surfaces, and work surfaces shall be decontaminated as soon as possible after contact with blood or other potentially infectious materials.

- Hospital-grade disinfectants, or a fresh 1 to 10 solution of bleach and water, are necessary for proper decontamination.



Staff with any questions about, or who want to further discuss, the potential for occupational exposure and the agency's BBP procedure, may contact the Health Services Supervisor, Jeff Stearns-Taylor, RN, at jtaylor@vbcmh.com – 269.655.3325.

Please refer general Questions to Human Resources (HR) and/or the Environmental Safety and Infection Control Committee (ESICC) Chair:

HR: Tina Boyer,
Catherine Allen & Christine Schlabaugh

ESICC Chair: Kyleen Gray