

University of Illinois at Urbana-Champaign
Facilities & Services
Division of Safety and Compliance

Medical Surveillance Program

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ACRONYMS USED

S&C Division of Safety and Compliance
OSHA Occupational Safety and Health Administration
UIUC University of Illinois at Urbana-Champaign

SCOPE

Medical surveillance is the systematic collection, analysis, and evaluation of health data in the workplace to identify cases, patterns, or trends suggesting an adverse effect on the health of employees. It includes the routine medical examination of employees over a period of time to evaluate occupational exposure to a potential hazard.

Employees of UIUC are eligible for inclusion in this program if they perform work-related tasks that might be reasonably anticipated to cause occupational exposure to a potential hazard. The program does not include: students unless they are employed by UIUC; pre-employment medical examinations; certain vaccination schedules; and post-exposure medical examinations included in other UIUC Programs.

The UIUC Medical Surveillance Program has been implemented to meet regulatory requirements, guidelines or establish standards of practice to help prevent occupational disease and to protect the health and safety of UIUC employees.

DEFINITIONS

Biological Monitoring is the measurement of work place hazards, their metabolites, or related biochemical changes in vivo to evaluate absorption of the hazard by all routes (inhalation, percutaneous absorption, or ingestion).

Disease is a condition of the human body that impairs the performance of one of its vital functions. In this document it is used broadly to include illness, injury, or organ dysfunction.

Employee is any person that is hired directly by UIUC to work for wages or salary. Employees include faculty, academic professionals, graduate assistants, hourly employees, and civil service staff.

Medical Examination includes the medical test and evaluation administered by a healthcare provider:

- A. *Initial medical examination* is the examination that is administered after employment but prior to initiating work that might be reasonably anticipated to cause occupational exposure to a potential hazard.
- B. *Periodic medical examination* is the examination that is administered at regular intervals.
- C. *Exit medical examination* is the examination that is administered at the time of termination of employment or at the time the employee is no longer occupationally exposed to the potential hazard.

Medical surveillance is the systematic collection, analysis, and evaluation of health data in the work place to identify cases, patterns, or trends suggesting an adverse effect on the health of employees.

Occupational exposure is the reasonably anticipated contact with a potential hazard that may result from an employee's work-related tasks.

Potential hazard is a hazardous material(s) or condition(s) for which there is a regulation, guideline, or established standard of practice to which UIUC is subject, which mandates or recommends medical surveillance.

Primary prevention is taking action to prevent initiation of a disease process by removing or reducing risk factors for disease in a target population. Actions may include product substitution to decrease hazard level, design and installation of ventilation systems and fume hoods, biological safety cabinets, and/or personal protective equipment.

Secondary prevention is the early intervention in a disease process to reverse or limit its progression. Interventions may include medical treatment or abatement of risk factors.

ELIGIBILITY

Employees of UIUC are eligible for inclusion in this program if they perform work-related tasks that might be reasonably anticipated to cause occupational exposure to a potential hazard. These hazards include: animals used in research, their viable tissues, body fluids, wastes or their living quarters; human blood, body fluids and tissues to which universal precautions apply; agents infectious to humans; hazardous chemicals; and certain types of ionizing and non-ionizing radiation. In addition, an employee is eligible for a medical examination when monitoring reveals levels of a particular hazard to be above the limits set forth by applicable regulatory requirements, guidelines or established standards of practice. Individual eligibility criteria have been specified for each hazard in **APPENDIX II**.

Note: This program does not include pre-employment medical examination. Thus, potential UIUC employees are not eligible for inclusion in this program. The program also does not include students unless they are employed by UIUC. In addition, the program does not include certain vaccination schedules and post-exposure medical examinations included in other UIUC Programs.

PROGRAM COST

Medical examination and test shall be provided without cost to the employee and at a reasonable time and place. It shall be the responsibility of the individual campus unit to bear the full cost associated with the medical examination of its employees.

RESPONSIBILITIES

Management of the UIUC Medical Surveillance Program involves a healthcare provider, S&C, and the eligible employee's campus unit. The coordination of the UIUC Medical Surveillance Program shall be the responsibility of S&C. S&C shall be directly responsible to the Executive Director of Facilities and Services for the implementation and conduct of this program.

S&C shall:

- A. Develop and implement the UIUC Medical Surveillance Program.
- B. Negotiate the contract for services with the healthcare provider.
- C. Coordinate the activities of campus units involved in the UIUC Medical Surveillance Program.
- D. Maintain a computer database that includes information about the participants enrolled in the UIUC Medical Surveillance Program.
- E. Be the intermediary between campus units and the healthcare provider.
- F. Provide information on the steps required to obtain and complete a medical examination to the employee's supervisor.
- G. Receive the physician's written opinion from the healthcare provider and process as necessary.
- H. Be available to answer questions or concerns about the program from Deans, Directors, Heads of Academic and Administrative Units, supervisors, and employees.
- I. Be responsible for the review of this program.
- J. Annually update this program.

Deans, Directors and Heads of Academic and Administrative Units shall:

- A. Implement the UIUC Medical Surveillance Program for their unit.
- B. Ensure that supervisors have access to this program.
- C. Ensure that the required funding is available for the implementation of this program.
- D. Manage restrictions imposed on an employee as a result of the medical examination that limit the employee from performing certain functions of a work-related task.

Supervisors shall:

- A. Ensure that the UIUC Medical Surveillance Program is available to eligible employees.
- B. Ensure that eligible employees are enrolled in the UIUC Medical Surveillance Program if mandated by regulations.
- C. Ensure that if the employee chooses not to enroll in the UIUC Medical Surveillance Program, and if not mandated by regulations, then he/she reads and signs the declination statement (example in **APPENDIX I**).
- D. Ensure that a medical examination is available to an employee who initially declined the medical examination, but at a later date decides to enroll in the UIUC Medical Surveillance Program.
- E. Provide a copy of the declination statement to S&C.
- F. Inform S&C of an employee requiring medical surveillance.
- G. Inform employees of the UIUC Medical Surveillance Program on a continuing basis.
- H. Inform employees that the supervisor shall receive a copy of the physician's written opinion.
- I. Provide Department account information to the employee for billing by the healthcare provider.
- J. Direct the scheduling of employee appointments so that they occur during regular working hours.
- K. File and maintain the employee declination statements and the physician written opinions.
- L. Manage the restrictions imposed on an employee as a result of the medical examination, which limit the employee from performing a specific work-related task.

M. Facilitate employee access to his/her records.

Employees shall:

- A. Follow the requirements of the UIUC Medical Surveillance Program, if applicable.
- B. Enroll in the UIUC Medical Surveillance Program if mandated by regulations.
- C. Read and sign the declination statement if enrollment in the UIUC Medical Surveillance Program is not mandated by regulations and the employee does not wish to be enrolled in the program.
- D. Keep all appointments with the healthcare provider and complete the required medical examinations and tests.

The Healthcare Provider shall:

- A. Determine appropriate medical tests based on regulatory requirements, guidelines, or established standards of practice for occupational exposure to potential hazards.
- B. Perform the required medical examination and test in full compliance with regulatory requirements, guidelines, or established standards of practice for occupational exposure to potential hazards.
- C. Inform the employee of the results of the examination and, if applicable, the increased associated health risks.
- D. Advise the employee of any medical conditions resulting from an occupational exposure that require further evaluation or treatment.
- E. Provide to the employee a copy of the physician's written opinion.
- F. Send the employer's copy of the physician's written opinion to S&C.
- G. Maintain all confidential medical records.
- H. Oversee the quality control aspects of the medical examinations and tests.

PROGRAM REVIEW

The UIUC Medical Surveillance Program shall be reviewed and revised as needed, or at least on an annual basis. The review process shall be the responsibility of S&C.

QUALITY CONTROL

Quality control aspects of the UIUC Medical Surveillance Program include medical and administrative quality control.

The healthcare provider shall be responsible for quality control of the medical aspects of the program. This shall include: the use of properly calibrated and functional equipment to meet minimum specifications; the use of certified and proficient laboratories for analysis of biological samples, if required; the provision of necessary space and capacity of the healthcare testing facility; and the availability of adequately trained and certified staff to administer the medical examinations and tests to unequivocally provide the best possible healthcare service.

S&C shall be responsible for quality control of the administrative aspects of the program. This shall involve accurate record keeping and documentation. S&C may audit UIUC Medical Surveillance Program records at any time to determine compliance.

IMPLEMENTATION

The following steps shall be followed for an *initial or exit medical examination*:

- A. The employee or supervisor shall inform S&C of an employee requiring medical surveillance.
- B. As needed, S&C shall send a memo to the supervisor of the employee needing medical surveillance, detailing the steps required to obtain and complete the medical examination.
- C. The supervisor shall inform the employee of the UIUC Medical Surveillance Program and ensure that all eligible employees are enrolled in the program if mandated by regulations. The supervisor shall also ensure that if the employee chooses not to enroll in the UIUC Medical Surveillance Program and if not mandated by regulations then he/she reads and signs the declination statement (example in **APPENDIX I**). A copy of the declination statement along with other information about the employee shall be forwarded to S&C by the supervisor. The supervisor shall also ensure that a medical examination is available to the employee that initially declined the medical examination, but at a later date decides to enroll in the program.
- D. The employee shall be asked to voluntarily give his/her University Identification Number (UIN), which shall be used by S&C in the medical surveillance database and to track employee records. The employee shall be assured that the information will be kept confidential at all times. Dates-of-birth information shall only be requested when the medical examination includes age-related testing.
- E. S&C shall enter this information about the participants enrolled in the UIUC Medical Surveillance Program in a computer database.
- F. The supervisor or the employee shall make an appointment with the healthcare provider for the employee.
- G. The supervisor shall allow the employee to keep the appointment during regular working hours.
- H. The employee shall keep the appointment with the healthcare provider and complete the required medical examinations and tests.
- I. The healthcare provider shall perform the required medical examinations and tests.
- J. The healthcare provider shall inform the employee of the results of the examination and, if applicable, the increased associated health risks.
- K. The healthcare provider shall provide the employee's copy of the physician's written opinion to the employee.
- L. The healthcare provider shall send the employer's copy of the physician's written opinion to S&C.
- M. S&C shall enter the information in the computer database.
- N. The supervisor shall file the declination statement or the physician's written opinion as confidential information in the personnel file of the employee.

The following steps shall be followed for a *periodic medical examination*:

- A. S&C shall work with the supervisor to notify an employee for periodic medical exams when required by the substance specific standard.
- B. ...continue with steps G-N listed above.

MEDICAL TESTING

The *Initial Medical Examination* shall be administered prior to initiating work that might be reasonably anticipated to cause occupational exposure to a potential hazard. The initial medical examination shall include a medical history and appropriate medical examinations and tests. The examination shall be considered to be the baseline for comparative purposes, should an exposure incident occur. Specific medical tests for the initial medical examination of each hazard have been included in **APPENDIX II**.

The *Periodic Medical Examination* shall be administered at regular intervals, the frequency of which shall be based on the regulatory dictate or the expected timing of health effects in relation to occupational exposure to a potential hazard. The medical tests required for the periodic examination may not be as extensive as those required at the initial examination. Specific schedules and medical tests for the periodic medical examination of each hazard have been included in **APPENDIX II**.

The *Exit Medical Examination* shall be administered, if required, at the time of termination of employment or change in an employee's job status such that he/she is no longer occupationally exposed to the potential hazard that required participation in the UIUC Medical Surveillance Program. Specific medical tests for the exit medical examination of each hazard have been included in **APPENDIX II**.

Results of Medical Testing

Notification of Results: It shall be the responsibility of the healthcare provider to inform the employee of the results of the examination and, if applicable, the increased associated health risks. The healthcare provider shall provide the employee's copy of the physician's written opinion to the employee and send the employer's copy to S&C. The physician's written opinion shall contain, but not be limited to: the healthcare provider's medical opinion related to the occupational exposure to the potential hazard; recommended limitations, if any; and a statement that the employee has been informed of the results of the examination and, if present, the increased associated health risks.

Test Results: Results of the medical examination that limit an employee's ability to perform a specific work-related task shall be dealt with on an individual basis. The employee's supervisor shall try to accommodate, if possible, the restrictions imposed on the employee as a result of the medical examination. However, it shall be the ultimate responsibility of the Deans, Directors, and Heads of Academic and Administrative units to make all possible reasonable changes to accommodate the restrictions imposed on an employee as a result of the medical examination that limit the employee from performing the essential functions of a work-related task. Deans, Directors, and Heads of Academic and Administrative units may wish to consult with the Office of Academic Human Resources or the Personnel Services Office in this matter.

Surveillance Recall

Employees enrolled in the UIUC Medical Surveillance Program shall be recalled for medical follow-up according to the frequency specified with each hazard in **APPENDIX II**.

RECORD-KEEPING

Medical Records: the healthcare provider shall maintain medical records for each employee for at least the duration of employment plus 30 years. The records shall include but not be limited to: employee identification; results of the medical examination and tests; the *physician's written opinion* for each evaluation; and any other pertinent medical information.

Other Records: Information about the participants enrolled in the UIUC Medical Surveillance Program shall be maintained on a computer database by the S&C. This information shall include but not be limited to employee identification, enrollment in the program, and pertinent information on the physician's written opinion. The declination statement or the physician's written opinion for each employee enrolled in the program shall be maintained as confidential information by the supervisor in the personnel file of each employee.

Record Availability: Employee medical records shall be kept confidential and shall not be disclosed or reported without the employee's express written consent to any person within or outside the work place. To obtain medical records, the employee shall complete and submit an "Authorization to Release Patient Information" form to the healthcare provider. This form is specific to the healthcare provider.

Confidentiality: All medical information obtained during the medical examination shall remain confidential. Employee medical records shall not be disclosed or reported without the employee's express written consent to any person within or outside the work place except as required by the regulating authority specified above.

APPENDIX I

Example of Declination Statement
(Campus Unit Letterhead)

Medical Surveillance Declination Form

[If an employee declines to be enrolled in the UIUC Medical Surveillance Program, he/she shall sign a declination statement that uses the following text.]

I understand that due to my occupational exposure to _____, I am eligible and have been given the opportunity to enroll in the UIUC Medical Surveillance Program. This will enable me to receive specific initial, periodic and exit medical examinations for the hazard identified above, at no charge to myself and at a reasonable time and place.

However, I decline to be enrolled in this program at this time. I understand that by declining this enrollment, I will not be medically monitored for occupational exposure to this hazard. I also understand that if in the future I continue to have occupational exposure to _____ and I want to be enrolled in the UIUC Medical Surveillance Program, I can do so at any time at no charge to me.

Print Name: _____

Employee Signature: _____

Date: _____

Department: _____

Supervisor Signature: _____

Date: _____

APPENDIX II

Medical Examination Requirements

The individual medical requirements for some common potential hazards are listed in alphabetical order in this appendix. However, the medical examination for an unlisted hazard is similar to a listed hazard in the same category or shall be determined by the healthcare provider.

Descriptions of medical examinations and tests included in this appendix have been generalized for all employees. Requirements of the medical examination and tests for an individual employee may be altered based on the health status of the employee and shall be at the discretion of the healthcare provider.

ANIMAL CONTACT

Regulation:	NIH Publication 85-23
Eligibility:	Any employee who is involved in the direct care of animals or their living quarters or has direct contact with animals (live or sacrificed), their viable tissues, body fluids or waste.
UIUC Eligible Employees:	As identified

Medical Examination Requirements:	
Initial:	<p>Prior to assignment where exposure may occur</p> <p><u>Exposure to all animal contact</u></p> <ul style="list-style-type: none"> • initial questionnaire including medical and work history • complete physical examination • tetanus prophylaxis • tuberculosis screening • any other test healthcare provider feels necessary <p><u>Exposure to small and large animals</u></p> <ul style="list-style-type: none"> • same as above • rabies prophylaxis • Q fever risk assessment • toxoplasmosis risk assessment <p><u>Exposure to non-human primates</u></p> <ul style="list-style-type: none"> • same as above • rubeola prophylaxis • hepatitis vaccination • herpesvirus risk assessment
Periodic:	<p>Frequency to be determined on an individual basis</p> <ul style="list-style-type: none"> • tetanus prophylaxis every 10 years • serologic testing for rabies annually if rabies immunization has not been initiated • tuberculin skin test every 6 months if exposed to non-human primates • any other test healthcare provider deems necessary
Other:	<ul style="list-style-type: none"> • All work related injuries resulting from direct animal contact, all gastrointestinal, respiratory or dermal illnesses or all suspected work related allergies shall be thoroughly investigated. • All details in the UIUC Hearing Conservation Program shall be followed if noise exposure is a hazard. • Respirator standards shall be applied if respirator worn.

ASBESTOS

Regulation:	29 CFR 1910.1001 and 1926.58
Eligibility:	All employees who for a combined total of 30 or more days per year are engaged in Class I, II and III work or are exposed at or above a permissible exposure limit. (0.1 fiber/cc of air calculated as an 8 hour time-weighted-average).
UIUC Eligible Employees:	<ul style="list-style-type: none"> F&S employees with current licenses through Illinois Department of Public Health as asbestos workers or supervisors As identified

Medical Examination Requirements:	
Initial:	<p>Prior to assignment where exposure may occur</p> <ul style="list-style-type: none"> initial questionnaire including medical and work history complete physical examination of all systems with special emphasis on respiratory, cardiovascular and digestive system chest x-ray (PA only), to be read by a B-reader, board certified/eligible radiologist or experienced physician with known expertise in pneumococcosis pulmonary function tests including forced vital capacity and forced expiratory volume at 1 second any other test healthcare provider deems necessary
Periodic:	<p>Annually</p> <ul style="list-style-type: none"> periodic questionnaire including medical and work history complete physical examination of all systems with special emphasis on respiratory, cardiovascular and gastrointestinal system chest x-ray (PA view: see table below for frequency), to be read by a B-reader, or board certified/eligible radiologist or experienced physician with known expertise in pneumococcosis pulmonary function tests including forced vital capacity and forced expiratory volume at 1 second any other test healthcare provider deems necessary
Exit:	<p>Required unless the medical examination was done within the last year</p> <ul style="list-style-type: none"> initial questionnaire including medical and work history complete physical examination of all systems with special emphasis on respiratory, cardiovascular and digestive system chest x-ray (PA view: see table below for frequency), to be read by a B-reader, or board certified/eligible radiologist or experienced physician with known expertise in pneumococcosis pulmonary function tests including forced vital capacity and forced expiratory volume at 1 second any other test healthcare provider deems necessary
Other:	Respirator standards shall be applied if respirator worn.

Frequency of Chest X-Ray

Years Since First Exposure	Age of Employee (years)		
	15 to 35	35+ to 45	45+
0 to 10	Every 5 years	Every 5 years	Every 5 years
10+	Every 5 years	Every 2 years	Every 1 years

BLOOD BORNE PATHOGENS

Regulation:	29 CFR 1910.1030
Eligibility:	Any employee that has a reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials that may result from the performance of an employee's duties.
UIUC Eligible Employees:	<ul style="list-style-type: none">As Identified

Medical Examination Requirements:	
Initial:	HPV vaccination series must be made available to eligible employee prior to or within 10 working days of assignment where exposure may occur.
Post-exposure:	After an exposure incident occurs <ul style="list-style-type: none">testing of source individual, if consent is obtained. Results of testing of source individual, if performed, must be made available to the exposed employeeblood collection, as soon as feasible for testing for HIV/HBV/HCV serological status after consent is obtained. Collected blood shall be retained for 90 days or until consent to test is obtained, whichever time period is shorterpost-exposure prophylaxis, when medically indicatedcounselingevaluation of reported illnesses
Other:	All procedures detailed in the UIUC Bloodborne Pathogen Exposure Control Plan shall be followed.

CADMIUM

Regulation:	29 CFR 1910.1027
Eligibility:	Any employee who potentially is or may be exposed to airborne cadmium at or above the action level (5µg/m ³ of air calculated as an 8 hour time-weighted average) for 30 or more days per year.
UIUC Eligible Employees:	<ul style="list-style-type: none"> As identified

Medical Examination Requirements:	
Initial:	<p>Within 30 days after initial assignment to a job with exposure to cadmium</p> <ul style="list-style-type: none"> initial questionnaire including medical and work history complete physical examination of all systems with special emphasis on blood pressure, respiratory and urinary system chest x-rays (PA view) pulmonary function tests including forced vital capacity and forced expiratory volume at 1 second biological testing including cadmium in blood and urine and beta-2 microglobulin in urine lab tests including CBC profile, renal profile and urinalysis any other test healthcare provider deems necessary
Periodic:	<p>Within one year after the initial examination, at least biennially thereafter. Biological monitoring must be done at least annually</p> <ul style="list-style-type: none"> periodic questionnaire including medical and work history complete physical examination of all systems with emphasis on blood pressure, respiratory and urinary system prostate palpation for males over 40 years old pulmonary function tests including forced vital capacity and forced expiratory volume at 1 second biological testing including cadmium in blood and urine and beta-2 microglobulin in urine lab tests including CBC profile, renal profile and urinalysis any other test healthcare provider deems necessary
Exit:	<p>Required unless medical examination was done within the last six months</p> <ul style="list-style-type: none"> same as periodic medical examination chest x-ray
Other:	<ul style="list-style-type: none"> Respirator standards shall be applied if respirator worn. Follow up procedures for actions triggered by results of biological testing shall be according to the regulations. Biological testing shall be done at “participating laboratories” that conform to the provisions of the non-mandatory protocol specified in the regulations.

HAZARDOUS WASTE OPERATIONS

Regulation:	29 CFR 1910.120
Eligibility:	All employees who are or may be exposed to hazardous substances or health hazards at or above the established permissible exposure limit for 30 days or more a year.
UIUC Eligible Employees:	<ul style="list-style-type: none"> • Division of Research Safety, Environmental Chemical Specialists and Hazardous Waste Technicians • Division of Safety and Compliance, Environmental Compliance employees • As identified

Medical Examination Requirements:	
Initial:	<p>Prior to assignment where exposure may occur</p> <ul style="list-style-type: none"> • medical history • complete x-ray (PA and lateral view) • EKG • pulmonary function test including forced vital capacity and forced expiratory volume at 1 second • audiogram • eye exam with depth, vision and color evaluation • treadmill stress exercise test (if required) • lab tests including SMAC-20, CBC profile and urine analysis • any other test healthcare provider deems necessary
Periodic:	<p>Annually; however, complete initial examination should be performed every 5 years for employees under 40 years of age and once every 2 years for employees over 40 years of age. Employees holding administrative jobs which limit exposure to chemicals may only require a complete examination every 3 years.</p> <ul style="list-style-type: none"> • medical history • complete physical examination • pulmonary function test including forced vital capacity and forced expiratory volume at 1 second • audiogram • eye exam with depth, vision and color evaluation • treadmill stress exercise test (if required) • lab tests including SMAC-20, CBC profile and urine analysis • any other test healthcare provider deems necessary
Exit:	<p>Required unless a medical examination was done within the last six months</p> <ul style="list-style-type: none"> • same as initial medical examination
Other:	Respirator standards shall be applied if respirator worn.

LEAD

Regulation:	29 CFR 1910.1025 and 1926.62
Eligibility:	Any employee who is or will be exposed to an airborne exposure of lead at or above the action level (30µg/m ³ of air over an 8 hour time-weighted-average) for more than 30 days per year.
UIUC Eligible Employees:	As identified

Medical Examination Requirements:

- Initial:** Prior to assignment where exposure may occur
- questionnaire including medical and detailed work history with particular attention to past lead exposure
 - complete physical examination of all systems with special emphasis to teeth, gums, hematologic, gastrointestinal, renal, cardiovascular and neurological systems
 - blood pressure, pulse, weight
 - chest x-ray (PA and lateral view)
 - EKG
 - pulmonary function tests including forced vital capacity and forced expiratory volume at 1 second, if respirator worn
 - lab tests including CBC profile, blood lead level, blood zinc protoporphyrin urinalysis
 - any other test healthcare provider feels necessary
- Periodic:** At least annually, if blood sampling test conducted at any time during the preceding 12 months indicated a blood lead level at or above 40 µg/100g of whole blood; as soon as possible upon notification by an employee that he/she has developed signs or symptoms commonly associated with lead intoxication, that the employee desires medical advice concerning the effects of current or past exposure to procreate a health child, or that the employee has demonstrated difficulty in breathing during a respirator fit test or during use; and as medically appropriate for each employee either removed from exposure to lead due to risk of sustaining material impairment to health
- same as initial medical examination
- Exit:** Not required if medical exam done within the last year.
- Other:**
- Biological monitoring for blood lead and zinc protoporphyrin level shall be made available: to any employee that is occupationally exposed on any day to lead at or above the action level; at least every 2 months and every 6 months thereafter to any employee who is exposed to an airborne exposure of lead at or above the action level for more than 30 days in any consecutive 12 months; at least every 2 months for each employee whose last blood sampling and analysis indicated a blood lead level of 40µg/100g of whole blood (this frequency shall continue until two consecutive blood samples and analyses indicate a blood lead level below 40µg/100g of whole blood) and at least monthly during the removal period of each employee removed from exposure to lead due to an elevated blood lead level.
 - Conditions of temporary medical removal and return of employee to former job status shall be followed as detailed in the regulations.
 - A multiple physician review mechanism shall be available to the employee.
 - Employee shall be notified of results within 5 working days after receiving the biological results.

- Respirator standards shall be applied if respirator worn.

NOISE

Regulation:	29 CFR 1910.95 and 1926.52
Eligibility:	Any employee who potentially is or may be exposed to noise at or above the action level (80 decibels calculated as an 8 hour time-weighted-average).
UIUC Eligible Employees:	<ul style="list-style-type: none"> • As identified

Medical Examination Requirements:	
Initial:	Prior to or within 6 months of an employee's first exposure. (Also called baseline audiogram). <ul style="list-style-type: none"> • hearing test • any other test healthcare provider deems necessary
Periodic:	Annually. The annual audiogram shall be compared to the baseline audiogram to determine a standard threshold shift (STS). A retest will be given within 30 days with an average STS of 10 db in either ear. The retest exam will be considered as the annual audiogram. An employee must be notified in writing of an STS within 21 days <ul style="list-style-type: none"> • same as initial medical examination
Exit:	Required unless medical exam completed within the last year.
Other:	<ul style="list-style-type: none"> • All procedures detailed in the UIUC Hearing Conservation Program shall be followed. • Non-occupational noise exposure shall be avoided during a 14-hour period immediately prior to testing. • An annual audiogram may be substituted for a baseline audiogram when the STS shift is persistent or a significant improvement over the baseline audiogram. • Audiometric tests shall be conducted by a license or certified audiologist, otolaryngologist, or other physician, or by a technician who is certified by the Council of Accreditation in Occupational Hearing Conservation, or who has satisfactorily demonstrated competence in administering audiometric examinations.

RESPIRATOR

Regulation:	29 CFR 1910.134
Eligibility:	Any employee wearing or who may need to wear a respirator.
UIUC Eligible Employees:	<ul style="list-style-type: none"> • asbestos workers • As identified

Medical Examination Requirements:	
Initial:	Prior to wearing respirator <ul style="list-style-type: none"> • medical evaluation using medical questionnaire, 29 CFR 1910.134, Appendix C or it's equivalent, and/or • physical examination • pulmonary function tests including forced vital capacity and forced expiratory volume at 1 second • blood pressure • pulse • other tests the healthcare provider deems necessary to determine fitness
Periodic:	<ul style="list-style-type: none"> • periodic medical evaluation is not required in 29 CFR 1910.134 for annual fit testing and training. • at the frequency required by OSHA substance specific standards • as deemed necessary by the healthcare provider • same as initial medical examination
Other:	All procedures and exemptions detailed in the UIUC Respiratory Protection Program shall be followed.