

MIOSHA Fact Sheet

Adult and Child Care Industries



What standards apply?

General Industry Standard [Part 554. Bloodborne Infectious Diseases](#) (Part 554).

General Industry Standard [Part 430. Hazard Communication](#) (Part 430).

General Industry Standard [Part 433. Personal Protective Equipment](#) (Part 433).

MIOSHA Administrative Standard, [Part 11. Recording and Reporting of Occupational Injuries and Illnesses](#) (Part 11).

Part 554. Bloodborne Infectious Diseases

If an employee has a designated job duty that involves actual or potential exposure to blood or other potentially infectious materials (OPIMs), they would be considered category A and are covered by the standard. Employees who are required to provide first aid to clients or co-workers are considered category A.

What are the written exposure control plan (ECP) requirements?

Establish a written ECP to eliminate or minimize employee exposure. This plan must include all of the following elements:

- The exposure determination,
- Schedule and methods to implement each applicable rule of the standard,
- Contents or summary of the training program,
- Procedures for the evaluation of exposure incidents,
- Task-specific standard operating procedures.

In addition, the plan must include documentation of employee involvement when employees are potentially exposed to injuries from contaminated sharps (needles, scalpels, broken glass, dental wires, etc.). This plan must be reviewed at least annually.

What are the employee training requirements?

The training must be conducted by a person who is knowledgeable in the subject matter and must include a question-and-answer period. If using an online program, there must be a knowledgeable individual available for questions.

The training must be conducted initially and annually. Training must include the following content:

- An explanation of:
 - The facility's ECP and how to obtain a copy,
 - Methods to recognize tasks and other activities that may involve exposure to blood and OPIM, including what constitutes an exposure incident,
 - The use and limitations of engineering controls, work practices, and personal protective equipment (PPE),
 - Supervised practice with the types, uses, location, removal, handling, decontamination, and disposal of PPE,
 - The basis for PPE selection,
 - Procedures to follow if an exposure incident occurs, including the method of reporting the incident and the confidential medical evaluation and follow up that will be made available,
 - The signs and labels and/or color coding required by the standard and used at the facility.
- Information on the hepatitis B vaccine, including information on its efficacy, safety, method of administration, the benefits of being vaccinated, and that the vaccine will be offered free of charge.
- Information on the appropriate actions to take and persons to contact in an emergency involving blood or OPIM.
- Information on the post exposure evaluation and follow up that the employer is required to provide for the employee following an exposure incident.

LEO is an equal opportunity employer/program.



General Industry Safety and Health Division
530 W. Allegan Street • P.O. Box 30644 • Lansing, Michigan 48909-8144
www.michigan.gov/miosha • (517) 284-7750
(GISHD Fact Sheet #024 • Revised 5/01/2023)



What are the requirements for Hepatitis B vaccinations?

The employer is required to provide a hepatitis B vaccination as well as antibody testing within 10 working days of their initial assignment for each category A job. If an employee declines to accept the hepatitis B vaccination, they must sign a waiver statement that contains the information stated in Rule 13 (4) (d).

Part 430. Hazard Communication

Does this standard apply to my company?

Part 430 applies if employees are exposed to hazardous chemicals. Some common exceptions are:

- Office-type chemicals such as screen cleaner, toner, correction fluid, desk cleaner, soap, etc., used in typical office-setting quantities.
- Common household chemicals or consumer products that are used for the purpose intended by the manufacturer and in a quantity and frequency typical for household use.

However, where employees are performing janitorial duties on a daily basis, the standard does apply.

What are the main elements of the standard?

- Hazard determination,
- Written hazard communication program,
- Labeling of hazardous chemical containers,
- Safety data sheets (SDS),
- Employee information and training.

Section 14a of the Michigan Occupational Safety and Health Act, [MCL 408.1001 et. seq., P.A. 154 of 1974](#), as amended also requires the employer to:

- Identify the contents of pipes or piping systems containing a hazardous chemical.
- Post a sign with the location of SDSs.
- Post a sign listing any new or revised SDSs; organize SDSs in a systematic and consistent manner; and train employees in locating SDSs.

Part 433. Personal Protective Equipment (PPE)

All employers are required to perform a hazard assessment of their workplace to identify hazards and determine if the use of appropriate PPE is required to protect employees. Examples of PPE include gloves and safety glasses. If PPE is required, the employer must:

- Perform a “hazard assessment” of the workplace to identify and control hazards.
- Certify, in writing, completion of a hazard assessment.
- Identify and provide appropriate PPE for employees.
- Train and retrain employees in the use and care of the PPE.
- Maintain PPE, including replacing worn or damaged PPE.
- Periodically review, update and evaluate the effectiveness of the PPE program.

Part 11. Recording and Reporting of Occupational Injuries and Illnesses

Employers with 11 or more employees are covered by MIOSHA's recordkeeping requirements. Covered employers must prepare and maintain records of work-related injuries and illnesses. You can review Part 11. Recording and Reporting of Occupational Injuries and Illnesses, to see exactly which cases to record and other requirements of the standard.

Additional information

Please note that additional MIOSHA Safety and Health Standards may apply.

For additional information, please visit the MIOSHA website at www.michigan.gov/mioshapublications where additional information may be available; or contact the Consultation Education and Training Division at (517) 284-7720.