

Intermountain Health Drug Screen, Criminal Background Check and Immunization UTAH and IDAHO Requirements

Workers (Worker) providing services to Intermountain Health must submit to and successfully pass a urine drug screen, a criminal background check, and complete specified immunizations. Documentation of these tests and immunizations are maintained by the Worker's Employer (Employer). Verification of completion must be provided by the Employer to Intermountain Health upon request.

Urine Drug Screen

Certified Laboratories / MRO:

The Employer should contract with a qualified laboratory capable of certifying a SAM-5 or SAM-9 drug screen by providing a Medical Review Officer (MRO) assessment for any positive results.

Urine Drug Screen:

A urine drug screen must be done at least 30 days prior to the work assignment. If the Worker has a *failed test* (as defined below), he/she would not be eligible to work at an Intermountain facility for one year.

- SAM-5 urine drug test is required if the Worker is not providing patient care.
- SAM-9/10 urine drug test is required if the Worker is providing patient care, has direct patient contact, or providing couriers services.

NOTE: Managers may require a random drug test.

SAM-5:

- Marijuana Metabolite
- Opiates to include Morphine, Codeine, Oxycodone, Hydrocodone
- Amphetamines / Methamphetamines
- Cocaine Metabolites
- Phencyclidine (PCP)

SAM-9/10:

- Marijuana Metabolite
- Phencyclidine (PCP)
- Benzodiazepines
- Cocaine Metabolites
- Opiates to include Morphine, Codeine, Oxycodone, Hydrocodone
- Barbiturates
- Propoxyphene / Metabolite
- Amphetamines / Methamphetamines
- Methadone

Failed Test:

- a. The presence of illegal drugs without MRO justification.
- b. The presence of prescription drugs and/or metabolites for which the tested individual does not have a current prescription.
- c. Diluted, tampered, or questionable urine sample. A diluted test can be repeated once (within three business days). A second diluted test will be considered a failed test.

Criminal Background Check

Intermountain requires a thorough criminal background check of seven years for all names associated with the Worker (ten years if the Worker is providing services at SelectHealth). The background check must be completed within 90 days of the worker's start date and will include:

- Misdemeanor and felony convictions for multi-county, multi state.
- National sex offender search.
- An Office of the Inspector General check ("OIG Check").
- State Registry search. Look for reported abuse sanctions.
- Social Security trace: State and/or County
- Education verification for Worker assignments requiring a degree or certification.

FBI fingerprinting may be requested by Intermountain for Workers assigned to specific areas (e.g., Homecare and Dialysis).

The Employer will determine whether a Worker passes a criminal background check based on the following:

If the Employer has an individual whose application or criminal background check reveals a past conviction, the Employer is required to conduct a targeted screening process as contemplated by the EEOC. This targeted screening considers (1) the nature and gravity of the offense or conduct, (2) the time that has passed since the offense, conduct and/or completion of the sentence, and (3) the nature of the job being sought. Individuals screened out by this process will have the opportunity to demonstrate - and for the Employer to consider - particular circumstances that may weigh against exclusion.

NOTE: There are certain items that are inconsistent with a job at Intermountain:

- If the Worker was convicted of a crime of a sexual or violent nature, or that involves drugs, the individual would not be eligible for a work assignment.
- If the Worker is listed in the OIG Check, the individual would not be eligible for a work assignment.

NOTE: If the Worker has worked for Intermountain previously and is given a new work assignment, a repeat criminal background check is not necessary, unless there has been a six month (or more) pause between assignments.

Immunizations

These immunization requirements may be revised as mandated by the Centers for Disease Control and Prevention ("CDC") or Intermountain Health. Such revised requirements shall become binding upon and adhered to by the parties on and after the effective date as designated by the CDC or Intermountain Health. If necessary, a medical or religious exemption must be completed by the Employer before the worker begins their work assignment.

Employer verifies that Worker has completed the following immunizations.

1. Tuberculosis screening requirements. One of the following is required and must be completed before the worker begins their work assignment. There are no exemptions or waivers for TB testing.
 - (a) 2-step TST (two separate Tuberculin Skin Tests, aka PPD tests, is placed no sooner than seven (7) days apart and no longer than twelve (12) months a part. The second test must be completed within 30 days of the start date.
 - (b) One (1) QuantiFERON Gold blood test with negative result.
 - (c) One (1) T-SPOT blood test with negative result.If previously positive to any TB test, worker must complete a symptom questionnaire and have a chest x-ray read by a radiologist with a normal result. Chest x-ray must have been taken within the previous 2 years. If chest x-ray is abnormal, the worker needs to be cleared by their physician or local health department before beginning their work assignment at an Intermountain Health Facility.
2. Measles (Rubeola), Mumps and Rubella requirement. One of the following is required. Completion of the 2-vaccine series must be at least 28 days apart but completed within 58 days.
 - (a) Proof of two (2) MMR vaccinations.
 - (b) Proof of immunity to Measles (Rubeola), Mumps, Rubella through a blood test prior to immunization.
3. Varicella (Chicken Pox) requirement. One of the following is required. Completion of the 2-vaccine series must be at least 28 days apart but completed within 58 days.
 - (a) Proof of two (2) Varicella vaccinations.
 - (b) Proof of immunity to Varicella through a blood test prior to immunization.
4. COVID-19 Vaccination requirement. One of the following is required before the worker begins their work assignment:
 - (a) If vaccine requires: proof of two (2) COVID-19 vaccinations.
 - (b) If vaccine requires: proof of one (1) COVID-19 vaccination.
5. Tdap (tetanus, diphtheria and pertussis) requirement must be completed after age ten. If not current, then within 30 days of the work assignment.
 - (a) Proof of one (1) Tdap vaccination.
6. Flu Vaccination requirement:
 - (a) Proof of current, annual influenza vaccination. Flu season generally runs from October 1 through March 30. These dates may vary as determined by Intermountain Health.
7. Hepatitis B. The Hepatitis B series should be offered to anyone who is at risk for an occupational exposure, which is defined as someone with a reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials that may result from the performance of their duties. One of the following should be performed:
 - (a) Documentation of three (3) Recombivax HB or Engerix-B Hepatitis B vaccinations (dose 2 given at least one month after dose 1, and dose 3 given at least five months after dose 2) and HBsAb blood test with "Positive" or "Reactive" result.
 - (b) Documentation of three (3) Recombivax HB or Engerix-B Hepatitis B vaccinations (dose 2 given at least one month after dose 1, and dose 3 given at least five months after dose 2) given more than 8 weeks prior to start date with no documented blood test results (no blood test is required, but a baseline titer should be run immediately if the person has a significant exposure to blood or body fluids).
 - (c) HBsAb blood test with "Positive" or "Reactive" result.
 - (d) Documentation of six (6) Hepatitis B Vaccinations with HBsAb blood test result of "Negative" or "Not Reactive" (this person is considered a "Non-Responder").
 - (e) Documentation of two (2) Heplisav B vaccinations given at least 4 weeks apart and HBsAb blood test with "Positive" or "Reactive" result. Documentation of two (2) Heplisav B vaccinations given at least 4 weeks apart with no documented blood test results (no blood test is required, but a baseline titer should be run immediately if the person has a significant exposure to blood or body fluids).

NOTE: 1) A Worker whose work assignment is not located at an Intermountain hospital campus, clinic, or office building (every physical Intermountain location) is not required to complete immunizations.
2) A Worker who is assigned offshore is not required to complete immunizations or a drug screen.
3) If the Worker is reassigned to an Intermountain facility, drug screening and immunizations are required.