

TO: Deans and ADRs
CC: Sangita Pawar, Mariette Marsh, Leon Harris
FROM: Betsy Cantwell *Betsy R. Cantwell*
DATE: January 18, 2022
RE: Change to Occupational Health Services Charges to Units

Dear Colleagues,

The University of Arizona is required to provide occupational health services to its employees who may be exposed to conditions that require immunizations, medications, or laboratory services, among other workplace hazard assessments. This is a requirement of the Occupational Health & Safety Administration (OSHA). At UArizona, Research, Innovation and Impact (RII) is responsible for the Occupational Health (OH) Program, which focuses on our research laboratories and centers but also serves Facilities Management, UAPD, and other units. Demand for OH services continues to increase steadily as the University's research portfolio grows, providing services to more than 9,145 employees.

Starting with the new 2023 fiscal year on July 1, services with direct charges associated with an employee's occupational health care will be passed through to departments and units. These are the costs of goods purchased or services rendered and include:

- Immunizations
- Medications
- Laboratory testing
- Referral fees

According to OSHA, employees cannot be made to pay for these services if they are required for their employment, nor can the University deny these services to employees because of cost if OH has completed an assessment and requires the treatment. OH may recommend some services that are not required; in that case, the employee may elect not to receive them. However, the individual unit must cover these services if the employee chooses to receive them.

At this time, RII will continue to cover other OH services, such as respiratory protection, audiometric testing, and industrial hygiene.

The OH program will provide more details as FY23 approaches, including a list of standard charges and expected expenses. Please note that OH services are not covered as part of ERE, because not all positions require OH services. Additionally, OH services are an allowable expense on a grant or award but must be proportionally adjusted.

For questions, please contact Mariette Marsh, Assistant Vice President, Regulatory Affairs and Safety, marshm@arizona.edu.