



Policy Title	Original Adoption Date	Policy Number
Health/Safety Policy	7/20/1972	HR-198
Responsible College Division/Department	Responsible College Manager Title	
Human Resources	Director of Human Resources	
Policy Statement		
<p><u>Physical Examinations</u></p> <p>As a condition of employment, all employees working more than 60 days in a fiscal year are required to have a physical examination including a chest x-ray or tuberculin test or certain immunizations as required by the job (i.e., measles), or show proof of the above within the past 90 days prior to the first employment date. Subsequent chest x-rays or tuberculin tests, physical examinations and required immunizations will be at the discretion of the governing body.</p> <p>The cost of the initial physical examination, tuberculin test and/or chest x-ray and required immunizations will be paid by LTC. The expenses incurred to LTC as a condition of employment will be limited to items identified on the examination form. Other subsequent examinations as determined and required by LTC will be at the employee's expense. Failure to comply with physical examination and tuberculin testing requirements shall be cause for termination.</p> <p>All physical examination reports will be considered confidential except in those cases where a dispute may arise out of disagreement between LTC and the employee over the application of this policy.</p> <p><u>Safety Program</u></p> <p>LTC and each employee are responsible for maintaining a healthful and safe work environment. Employees shall follow all established rules and regulations including those pertaining to the use of safety equipment and the wearing of safety eye-protective goggles and other protective devices.</p> <p>LTC will provide the required protective devices for employees. For full-time employees who normally wear eyeglasses, LTC will pay the difference between the cost of regular prescription glasses and of safety prescription glasses.</p> <p>The internal Safety Advisory Committee has responsibility for annually reviewing safety policies and procedures and making recommendations on the overall safety program.</p>		
Reason for Policy		
<p>Lakeshore Technical College (LTC) will ensure the health and safety of its employees and assist them in the maintenance of good health through the safety program and related health and safety policies and procedures.</p>		
Cross References and Legal Review		
<p>Created/Adopted: 7/20/72; 7/01/73; 8/19/76 Reviewed/Revised: 3/19/81; 7/01/89; 11/16/89; 8/21/91; 5/19/93; 6/17/96; 7/01/02; 1/25/13 Legal Reference: Wisconsin Statute 143.17 Cross Reference: Safety Program, Employee Fringe Benefits</p>		



Legal Counsel Review and Approval:

Board Policy: III.A. General Executive Constraint, III.B. People Treatment, III.C. Compensation and Benefits

Definitions