## **HOUSE BILL No. 5291**

October 24, 1991, Introduced by Reps. Gubow, Bennane, Hunter, Barns, Gire, DeMars and Emerson and referred to the Committee on Public Health.

A bill to amend sections 16221 and 16226 of Act No. 368 of the Public Acts of 1978, entitled as amended "Public health code,"

as amended by Act No. 15 of the Public Acts of 1989, being sections 333.16221 and 333.16226 of the Michigan Compiled Laws; and to add sections 16268, 16269, 20169a, and 20169b.

## THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

- 1 Section 1. Sections 16221 and 16226 of Act No. 368 of the
- 2 Public Acts of 1978, as amended by Act No. 15 of the Public Acts
- 3 of 1989, being sections 333.16221 and 333.16226 of the Michigan
- 4 Compiled Laws, are amended and sections 16268, 16269, 20169a, and
- 5 20169b are added to read as follows:
- 6 Sec. 16221. The department may investigate activities
- 7 related to the practice of a health profession by a licensee, a
- 8 registrant, or an applicant for licensure or registration. The

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- 1 department may hold hearings, administer oaths, and order
- 2 relevant testimony to be taken and shall report its findings to
- 3 the appropriate board or appropriate task force. The A board
- 4 shall proceed under section 16226 if the board finds that any of
- 5 the following grounds exist:
- 6 (a) A violation of general duty, consisting of negligence or
- 7 failure to exercise due care, including negligent delegation to
- 8 or supervision of employees or other individuals, whether or not
- 9 injury results, or any conduct, practice, or condition -which-
- 10 THAT impairs, or may impair, the ability to safely and skillfully
- 11 practice the health profession.
- (b) Personal disqualifications, consisting of any of the
- 13 following:
- 14 (i) Incompetence.
- 15 (ii) Substance abuse as defined in section 6107.
- 16 (iii) Mental or physical inability reasonably related to and
- 17 adversely affecting the licensee's ability to practice in a safe
- 18 and competent manner.
- 19 (iv) Declaration of mental incompetence by a court of compe-
- 20 tent jurisdiction.
- v) Conviction of a misdemeanor or felony reasonably related
- 22 to and adversely affecting the licensee's ability to practice in
- 23 a safe and competent manner. A certified copy of the court
- 24 record -shall be IS conclusive evidence of the conviction.
- 25 (vi) Lack of good moral character.
- 26 (vii) Conviction of a criminal offense under sections -520a
- 27 to 520£ 520B TO 520G of the Michigan penal code, Act No. 328 of

- 1 the Public Acts of 1931, being sections -750.520a to 750.5204
- 2 750.520B TO 750.520G of the Michigan Compiled Laws. A certified
- 3 copy of the court record -shall be IS conclusive evidence of the
- 4 conviction.
- 5 (viii) Conviction of a violation of section 492a of the
- 6 Michigan penal code, Act No. 328 of the Public Acts of 1931,
- 7 being section 750.492a of the Michigan Compiled Laws. A certi-
- 8 fied copy of the court record -shall be IS conclusive evidence
- 9 of the conviction.
- 10 (ix) Conviction of a misdemeanor or felony involving fraud
- 11 in obtaining or attempting to obtain fees related to the practice
- 12 of a health profession. A certified copy of the court record
- 13 -shall be IS conclusive evidence of the conviction.
- (c) Prohibited acts, consisting of any of the following:
- 15 (i) Fraud or deceit in obtaining or renewing a license.
- 16 (ii) Permitting the license to be used by an unauthorized
- 17 person.
- 18 (iii) Practice outside the scope of a license.
- 19 (iv) Obtaining, possessing, or attempting to obtain or pos-
- 20 sess a controlled substance as defined in section 7.104 or a drug
- 21 as defined in section 7105 without lawful authority; or selling,
- 22 prescribing, giving away, or administering drugs for other than
- 23 lawful diagnostic or therapeutic purposes.
- 24 (d) Unethical business practices, consisting of any of the
- 25 following:
- 26 (i) False or misleading advertising.

- 1 (ii) Dividing fees for referral of patients or accepting
- 2 kickbacks on medical or surgical services, appliances, or
- 3 medications purchased by or -in- ON behalf of patients.
- 4 (iii) Fraud or deceit in obtaining or attempting to obtain
- 5 third party reimbursement.
- 6 (e) Unprofessional conduct, consisting of any of the
- 7 following:
- 8 (i) Misrepresentation to a consumer or patient or in obtain-
- 9 ing or attempting to obtain third party reimbursement in the
- 10 course of professional practice.
- (ii) Betrayal of a professional confidence.
- 12 (iii) Promotion for personal gain of an unnecessary drug,
- 13 device, treatment, procedure, or service.
- 14 (iv) Directing or requiring an individual to purchase or
- 15 secure a drug, device, treatment, procedure, or service from
- 16 another person, place, facility, or business in which the
- 17 licensee has a financial interest.
- (f) Failure to report a change of name or address within 30
- 19 days after the change occurs.
- 20 (g) A violation, or aiding or abetting in a violation, of
- 21 this article or of rules promulgated under this article.
- (h) Failure to comply with a subpoena issued pursuant to
- 23 this part.
- 24 (i) Failure to pay an installment of an assessment levied
- 25 pursuant to section 2504 of the insurance code of 1956, Act
- 26 No. 218 of the Public Acts of 1956, as amended, being section

- 1 500.2504 of the Michigan Compiled Laws, within 60 days after
- 2 notice by the appropriate board.
- 3 (j) A violation of section 17013 or 17513.
- 4 (K) A VIOLATION OF SECTION 16268.
- 5 (1) A VIOLATION OF SECTION 16269.
- 6 Sec. 16226. (1) After finding the existence of 1 or more of
- 7 the grounds for board action listed in section 16221, a board
- 8 shall impose 1 or more of the following sanctions for each
- 9 violation:

10	Violations of Section 16221	Sanctions
11	Subdivision (a),	Probation, limitation, denial,
12	(b)(ii),	suspension, revocation,
13	(b)(iv),	restitution, or fine.
14	(b)(vi), or	
15	(b)( <i>vii</i> )	
16	Subdivision (b)(viii)	Revocation.
17	Subdivision (b)(i),	Limitation, suspension,
18	(b)(iii),	revocation, denial,
19	(b)(v), or (b)( $ix$ )	probation, restitution, or
20		fine.
21	Subdivision (c)(i)	Denial, revocation, suspension,
22		probation, limitation, or
23		fine.
24	Subdivision (c)(ii)	Denial, suspension, revocation,
25		restitution, or fine.

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1 Subdivision (c)(iii)
                                    Probation, denial, suspension,
                                      revocation, restitution, or
2
3
                                      fine.
4 Subdivision (c)(iv)
                                    Fine, probation, denial,
      or (d)(iii)
                                      suspension, revocation,
5
6
                                      or restitution.
7 Subdivision (d)(i)
                                    Reprimand, fine, probation,
                                      or restitution.
      or (d)(ii)
9 Subdivision (e)(i)
                                    Reprimand, fine, probation,
                                      limitation, suspension, or
10
                                      restitution.
11
12 Subdivision (e)(ii)
                                    Reprimand, probation,
                                      suspension, restitution, or
13
      or (h)
                                      fine.
14
                                    Reprimand, fine, probation,
15 Subdivision (e)(iii)
                                      suspension, revocation, limita-
16
      or (e)(iv)
                                      tion, or restitution.
17
                                    Reprimand or fine.
18 Subdivision (f)
19 Subdivision (q), (K), OR(\ell)
                                    Reprimand, probation, denial,
                                      suspension, revocation, limita-
20
21
                                      tion, restitution, or fine.
22 Subdivision (i)
                                    Suspension or fine.
23 Subdivision (i)
                                    Reprimand or fine.
        (2) Determination of sanctions for violations under THIS
24
25 section -16226 shall be made by a board. If, during judicial
26 review, a court holds that a sanction is unlawful under section
27 106 of the administrative procedures act of 1969, Act No. 306 of
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- 1 the Public Acts of 1969, being section 24.306 of the Michigan
- 2 Compiled Laws, the court shall state on the record the reasons
- 3 for the holding and may remand the case to the board for further
- 4 consideration.
- 5 (3) A board created under part 170 or 175 may impose a fine
- 6 of up to, but not exceeding, \$250,000.00 for a violation of
- 7 section 16221(a) or (b).
- 8 SEC. 16268. (1) AS USED IN THIS SECTION:
- 9 (A) "HBV" MEANS HEPATITIS B VIRUS.
- 10 (B) "HIV" MEANS HUMAN IMMUNODEFICIENCY VIRUS.
- 11 (C) "PATHOGEN" MEANS A MICROORGANISM THAT PRODUCES DISEASE.
- 12 (D) "POTENTIALLY INFECTIOUS MATERIAL" MEANS ANY OF THE FOL-
- 13 LOWING BODY FLUIDS FROM A LIVING OR DEAD HUMAN:
- 14 (i) SEMEN.
- 15 (ii) VAGINAL SECRETIONS.
- 16 (iii) VOMIT.
- 17 (iv) FECES.
- 18 ( $\nu$ ) PURULENT DRAINAGE.
- 19 (vi) AMNIOTIC FLUID.
- 20 (vii) CEREBROSPINAL FLUID.
- 21 (viii) PERITONEAL FLUID.
- 22 (ix) PLEURAL FLUID.
- 23 (x) PERICARDIAL FLUID.
- 24 (xi) SYNOVIAL FLUID.
- 25 (xii) URINE.
- 26 (xiii) SALIVA.

- 1 (xiv) SPUTUM.
- 2 (xv) SECRETIONS AND FLUIDS OTHER THAN THOSE LISTED IN
- 3 SUBPARAGRAPHS (i) TO (xiv) THAT ARE CONTAMINATED WITH BLOOD.
- 4 (E) "UNIVERSAL PRECAUTIONS" MEANS A METHOD OF INFECTION CON-
- 5 TROL AS DEFINED BY RULE OF THE DEPARTMENT OF PUBLIC HEALTH UNDER
- 6 SUBSECTION (2) THAT TREATS ALL HUMAN BLOOD AND POTENTIALLY INFEC-
- 7 TIOUS MATERIAL AS CAPABLE OF TRANSMITTING HIV, HBV, OR OTHER
- 8 BLOOD-BORNE PATHOGENS.
- 9 (2) WITHIN 60 DAYS AFTER THE EFFECTIVE DATE OF THIS SECTION,
- 10 THE DEPARTMENT OF PUBLIC HEALTH SHALL SUBMIT FOR PUBLIC HEARING
- 11 UNDER THE ADMINISTRATIVE PROCEDURES ACT OF 1969 RULES DEFINING
- 12 UNIVERSAL PRECAUTIONS FOR PURPOSES OF THIS SECTION. THE DEPART-
- 13 MENT OF PUBLIC HEALTH MAY PROMULGATE OTHER RULES TO IMPLEMENT
- 14 THIS SECTION.
- 15 (3) WITHIN 60 DAYS AFTER THE EFFECTIVE DATE OF THIS SECTION,
- 16 THE DEPARTMENT OF PUBLIC HEALTH SHALL PROVIDE TO EACH LICENSEE
- 17 WHO MAY COME INTO DIRECT CONTACT WITH HUMAN BLOOD OR OTHER POTEN-
- 18 TIALLY INFECTIOUS MATERIAL DURING THE PRACTICE OF HIS OR HER
- 19 HEALTH PROFESSION A FORM DEVELOPED BY THE DEPARTMENT OF PUBLIC
- 20 HEALTH THAT IDENTIFIES THE PROCESS BY WHICH AN INDIVIDUAL MAY
- 21 FILE A COMPLAINT WITH THAT DEPARTMENT OF PUBLIC HEALTH OR THE
- 22 DEPARTMENT OF LABOR, OR BOTH, FOR A LICENSEE'S OR A HEALTH
- 23 FACILITY'S OR AGENCY'S FAILURE TO EMPLOY UNIVERSAL PRECAUTIONS AS
- 24 REQUIRED UNDER THIS SECTION. A LICENSEE ENGAGED IN PRIVATE PRAC-
- 25 TICE SHALL MAKE THE FORM AVAILABLE TO HIS OR HER PATIENTS BY DIS-
- 26 PLAYING COPIES OF THE FORM IN THE PATIENT WAITING AREA OF THE
- 27 LICENSEE'S PRIVATE PRACTICE OFFICE.

- 1 (4) BEGINNING 30 DAYS AFTER THE EFFECTIVE DATE OF THE RULES
- 2 PROMULGATED UNDER SUBSECTION (2), A LICENSEE SHALL DO EACH OF THE
- 3 FOLLOWING:
- 4 (A) EMPLOY UNIVERSAL PRECAUTIONS.
- 5 (B) PROVIDE TRAINING, AT LEAST ONCE ANNUALLY, IN APPLICABLE
- 6 UNIVERSAL PRECAUTIONS PROCEDURES TO EACH EMPLOYEE OR AGENT OF THE
- 7 LICENSEE WHO MAY COME INTO DIRECT CONTACT WITH HUMAN BLOOD OR
- 8 OTHER POTENTIALLY INFECTIOUS MATERIAL.
- 9 (5) AN INDIVIDUAL MAY FILE A COMPLAINT WITH THE DEPARTMENT
- 10 OF PUBLIC HEALTH OR THE DEPARTMENT OF LABOR FOR A LICENSEE'S
- 11 FAILURE TO EMPLOY UNIVERSAL PRECAUTIONS. THE DEPARTMENT OF
- 12 PUBLIC HEALTH OR THE DEPARTMENT OF LABOR SHALL INVESTIGATE EACH
- 13 COMPLAINT IT RECEIVES UNDER THIS SECTION, AND SHALL REPORT ITS
- 14 FINDINGS TO THE APPROPRIATE BOARD.
- 15 (6) IN ADDITION TO THE ADMINISTRATIVE PENALTIES DESCRIBED IN
- 16 SECTION 16226, AN INDIVIDUAL WHO VIOLATES THIS SECTION IS SUBJECT
- 17 TO SECTION 16299.
- 18 SEC. 16269. (1) AS USED IN THIS SECTION:
- 19 (A) "EXPOSURE PRONE INVASIVE SURGICAL PROCEDURE" MEANS A
- 20 SURGICAL PROCEDURE THAT INVOLVES THE DIGITAL PALPITATION OF A
- 21 NEEDLE TIP IN A BODY CAVITY OR THE SÍMULTANEOUS PRESENCE OF A
- 22 LICENSEE'S FINGERS AND A NEEDLE OR OTHER SHARP INSTRUMENT OR
- 23 OBJECT IN A POORLY VISUALIZED OR HIGHLY CONFINED ANATOMIC SITE.
- 24 (B) "HIV" MEANS HUMAN IMMUNODEFICIENCY VIRUS.
- 25 (C) "HIV INFECTED" MEANS THAT TERM AS DEFINED IN
- 26 SECTION 5101.

- 1 (2) A LICENSEE WHO KNOWS THAT HE OR SHE IS HIV INFECTED
- 2 SHALL NOT PERFORM AN EXPOSURE PRONE INVASIVE SURGICAL PROCEDURE
- 3 EXCEPT WITH THE APPROVAL OF THE DIRECTOR OF PUBLIC HEALTH, PURSU-
- 4 ANT TO THIS SECTION.
- 5 (3) A LICENSEE WHO KNOWS THAT HE OR SHE IS HIV INFECTED AND
- 6 DESINES TO CONTINUE TO PERFORM EXPOSURE PRONE INVASIVE SURGICAL
- 7 PROCEDURES IMMEDIATELY SHALL NOTIFY THE DIRECTOR OF PUBLIC HEALTH
- 8 OF THAT FACT IN WRITING.
- 9 (4) WITHIN 15 DAYS OF RECEIPT OF NOTICE UNDER
- 10 SUBSECTION (3), THE DIRECTOR OF PUBLIC HEALTH SHALL APPOINT AN
- 11 EXPERT REVIEW PANEL. THE DIRECTOR OF PUBLIC HEALTH SHALL APPOINT
- 12 ALL OF THE FOLLOWING TO THE EXPERT REVIEW PANEL:
- 13 (A) THE LICENSEE'S PERSONAL PHYSICIAN.
- 14 (B) AN INFECTIOUS DISEASE SPECIALIST WITH EXPERTISE IN THE
- 15 EPIDEMIOLOGY OF HIV TRANSMISSION.
- 16 (C) ONE OR MORE HEALTH PROFESSIONALS WITH EXPERTISE IN THE
- 17 EXPOSURE PRONE INVASIVE SURGICAL PROCEDURES PERFORMED BY THE
- 18 LICENSEE.
- 19 (D) A STATE OR LOCAL PUBLIC HEALTH OFFICIAL.
- 20 (E) A REPRESENTATIVE OF THE LICENSEE'S PROFESSIONAL ASSOCIA-
- 21 TION OR COLLECTIVE BARGAINING AGENT.
- 22 (5) AS SOON AS PRACTICABLE AFTER APPOINTMENT UNDER
- 23 SUBSECTION (4), THE EXPERT REVIEW PANEL SHALL SCHEDULE A HEARING
- 24 AND NOTIFY THE LICENSEE IN WRITING OF THE DATE, TIME, AND LOCA-
- 25 TION OF THE HEARING. THE EXPERT REVIEW PANEL SHALL MAKE A FIND-
- 26 ING AT THE HEARING AS TO WHETHER OR NOT THE LICENSEE COULD SAFELY
- 27 PERFORM 1 OR MORE TYPES OF EXPOSURE PRONE INVASIVE SURGICAL

- 1 PROCEDURES. IF THE EXPERT REVIEW PANEL FINDS THAT THE LICENSEE
- 2 COULD SAFELY PERFORM 1 OR MORE TYPES OF EXPOSURE PRONE INVASIVE
- 3 SURGICAL PROCEDURES, THEN THE EXPERT REVIEW PANEL ALSO SHALL LIST
- 4 THE SPECIFIC PROCEDURES ALLOWED AND DESCRIBE THE CIRCUMSTANCES
- 5 UNDER WHICH THE LICENSEE IS TO PERFORM THOSE PROCEDURES. IF THE
- 6 EXPERT REVIEW PANEL FINDS THAT THE LICENSEE CANNOT SAFELY PERFORM
- 7 1 OR MORE EXPOSURE PRONE INVASIVE SURGICAL PROCEDURES, THE EXPERT
- 8 REVIEW PANEL SHALL LIST THE SPECIFIC TYPES OF PROCEDURES
- 9 PROHIBITED. THE EXPERT REVIEW PANEL SHALL TRANSMIT ITS FINDINGS
- 10 TO THE DIRECTOR OF PUBLIC HEALTH AS A PROPOSED DECISION. THE
- 11 DIRECTOR OF PUBLIC HEALTH MAY ACCEPT, REJECT, OR MODIFY, IN WHOLE
- 12 OR IN PART, THE PROPOSED DECISION OF THE EXPERT REVIEW PANEL.
- 13 THE DIRECTOR OF PUBLIC HEALTH SHALL MAKE THE FINAL DECISION UNDER
- 14 THIS SUBSECTION.
- 15 (6) IF THE DIRECTOR OF PUBLIC HEALTH ALLOWS A LICENSEE TO
- 16 PERFORM 1 OR MORE TYPES OF EXPOSURE PRONE INVASIVE SURGICAL PRO-
- 17 CEDURES UNDER SUBSECTION (5), THE LICENSEE SHALL NOTIFY EACH
- 18 PATIENT WHO CONSULTS THE LICENSEE REGARDING 1 OR MORE OF THE PRO-
- 19 CEDURES, AT THE TIME OF INITIAL CONSULTATION, THAT THE LICENSEE
- 20 IS HIV INFECTED.
- 21 (7) INFORMATION PERTAINING TO A LICENSEE'S HIV INFECTED
- 22 STATUS OBTAINED BY AN EXPERT REVIEW PANEL DURING A HEARING HELD
- 23 UNDER SUBSECTION (5) IS CONFIDENTIAL AND IS SUBJECT TO
- 24 SECTION 5131. A HEARING HELD UNDER SUBSECTION (5) IS NOT OPEN TO
- 25 THE PUBLIC.
- 26 (8) THE MEMBERS OF AN EXPERT REVIEW PANEL APPOINTED UNDER
- 27 THIS SECTION SHALL SERVE ONLY UNTIL A PROPOSED DECISION IS MADE

- 1 UNDER SUBSECTION (5), SUBJECT TO A HEARING OR A REHEARING, IF 2 ANY.
- 3 (9) THE DEPARTMENT MAY PROMULGATE RULES TO IMPLEMENT THIS
- 4 SECTION.
- 5 (10) THE DIRECTOR OF PUBLIC HEALTH SHALL TRANSMIT A COPY OF
- 6 THE PROPOSED DECISION TO THE APPROPRIATE BOARD.
- 7 SEC. 20169A. (1) AS USED IN THIS SECTION:
- 8 (A) "HBV" MEANS HEPATITIS B VIRUS.
- 9 (B) "HIV" MEANS HUMAN IMMUNODEFICIENCY VIRUS.
- 10 (C) "PATHOGEN" MEANS A MICROORGANISM THAT PRODUCES DISEASE.
- 11 (D) "POTENTIALLY INFECTIOUS MATERIAL" MEANS HUMAN SEMEN,
- 12 VAGINAL SECRETIONS, BODY FLUIDS CONTAMINATED WITH BLOOD, AND
- 13 OTHER MATERIAL IDENTIFIED AS POTENTIALLY INFECTIOUS BY RULE OF
- 14 THE DEPARTMENT OF PUBLIC HEALTH.
- 15 (E) "UNIVERSAL PRECAUTIONS" MEANS A METHOD OF INFECTION CON-
- 16 TROL AS DEFINED BY RULE OF THE DEPARTMENT PROMULGATED UNDER
- 17 SECTION 16268 THAT TREATS ALL HUMAN BLOOD AND POTENTIALLY INFEC-
- 18 TIOUS MATERIAL AS CAPABLE OF TRANSMITTING HIV, HBV, OR OTHER
- 19 BLOOD-BORNE PATHOGENS.
- 20 (2) BEGINNING 30 DAYS AFTER THE EFFECTIVE DATE OF THE RULES
- 21 PROMULGATED UNDER SECTION 16268, A HEALTH FACILITY OR AGENCY
- 22 LICENSED UNDER THIS ARTICLE SHALL DO EACH OF THE FOLLOWING:
- 23 (A' REQUIRE ITS EMPLOYEES AND AGENTS WHO MAY COME INTO
- 24 DIRECT CONTACT WITH HUMAN BLOOD OR OTHER POTENTIALLY INFECTIOUS
- 25 MATERIAL TO EMPLOY UNIVERSAL PRECAUTIONS.
- 26 (B) PROVIDE TRAINING, AT LEAST ONCE ANNUALLY, IN APPLICABLE
- 27 UNIVERSAL PRECAUTIONS PROCEDURES TO EACH EMPLOYEE OR AGENT WHO

- 1 MAY COME INTO DIRECT CONTACT WITH HUMAN BLOOD OR OTHER
- 2 POTENTIALLY INFECTIOUS MATERIAL.
- 3 (3) A PERSON MAY FILE A COMPLAINT WITH THE DEPARTMENT FOR A
- 4 HEALTH FACILITY'S OR AGENCY'S FAILURE TO EMPLOY UNIVERSAL PRECAU-
- 5 TIONS AS REQUIRED UNDER THIS SECTION.
- 6 (4) THE DEPARTMENT SHALL INVESTIGATE EACH COMPLAINT IT
- 7 RECEIVES UNDER THIS SECTION. IN ADDITION TO IMPOSING 1 OR MORE
- 8 SANCTIONS IDENTIFIED IN SECTION 20165 FOR A VIOLATION OF THIS
- 9 ARTICLE, THE DEPARTMENT MAY IMPOSE A FINE FOR A VIOLATION OF THIS
- 10 SECTION.
- 11 (5) THE DEPARTMENT MAY PROMULGATE RULES TO IMPLEMENT THIS
- 12 SECTION.
- 13 SEC. 20169B. A HEALTH FACILITY OR AGENCY SHALL ACCOMMODATE
- 14 AND PROVIDE OPPORTUNITIES TO CONTINUE APPROPRIATE PATIENT CARE
- 15 ACTIVITIES TO HEALTHCARE WORKERS WHOSE PRACTICES ARE MODIFIED
- 16 BECAUSE OF THEIR HIV OR HBV INFECTION STATUS PURSUANT TO THE
- 17 AMERICANS WITH DISABILITIES ACT OF 1990, PUBLIC LAW NO. 101-336
- 18 104 STAT. 327 AND THE MICHIGAN HANDICAPPER'S CIVIL RIGHTS ACT,
- 19 ACT NO. 220 OF THE PUBLIC ACTS OF 1976, BEING SECTIONS 37.1101 TO
- 20 37.1607 OF THE MICHIGAN COMPILED LAWS. A HEALTH FACILITY OR
- 21 AGENCY SHALL ENSURE THAT CAREER COUNSELING AND JOB REASSIGNMENT
- 22 PROVIDED TO AN HIV OR HBV INFECTED HEALTHCARE WORKER PROMOTES THE
- 23 CONTINUED USE OF THE HEALTHCARE WORKER'S TALENTS, KNOWLEDGE, AND
- 24 SKILLS. A HEALTH FACILITY OR AGENCY SHALL PERIODICALLY REEVALU-
- 25 ATE EACH HEALTHCARE WORKER WHOSE PRACTICE IS MODIFIED BECAUSE OF
- 26 HBV INFECTION TO DETERMINE WHETHER THE HEALTHCARE WORKER'S HBV

- 1 INFECTED STATUS CHANGES DUE TO RESOLUTION OF INFECTION OR AS A
- 2 RESULT OF TREATMENT.