

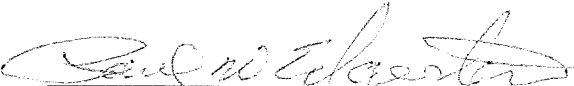
TOWN OF SWANSBORO

GENERAL POLICY – NO 15

Adverse reaction to small pox vaccination

The North Carolina Worker's Compensation Act will cover any first responder that receives the small pox vaccination in accordance with the Homeland Security Act. Whether the vaccination is voluntary or involuntary; anyone having an adverse medical reaction will still have the benefits of sick leave and salary continuation that apply for any other type of incident subject to worker's compensation under the following circumstances.

1. The absence is due to adverse reaction arising from a smallpox vaccination incident to 42 U.S.C. § 233 (p) when:
 - a. The employee received such vaccination in employment; or
 - b. The reaction was caused by exposure to a person who received such vaccination in employment and in whose home the employee is temporarily or permanently living.
2. A health care provider certifies the need for any such leave greater than 24 hours; and
3. The leave does not exceed 480 employment hours
4. If necessary the Town will make up the difference between the workers compensation 66 2/3 % of salary and the employees regular salary.


Paul W. Edgerton, Mayor

(Adopted August 19, 2003)