



Subject/Title

Smallpox Vaccine

Date Effective

September 10, 2003

Revision Date Effective

September 10, 2003

Code Number

HR16

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Human Resources

Responsible Key Business

**Objective:**

To comply with North Carolina General Statutes regarding sick leave and salary continuation for employees who receive smallpox vaccinations.

**Purpose:**

Chapter 160A of the North Carolina General Statutes mandates that all municipalities that employ firefighters, police officers, paramedics, or other first responders shall enact a policy regarding sick leave and salary continuation for those employees absent from work due to an adverse medical reaction resulting from the employee receiving an employment vaccination against smallpox pursuant to Section 304 of the Homeland Security Act.

**Policy:**

Workers' Compensation

Infection with smallpox or an adverse medical reaction resulting from an employee receiving an employment vaccination against smallpox in accordance with Section 304 of the Homeland Security Act is considered an occupational disease that is governed by Workers' Compensation.

Policy Statement

This policy applies only to employees who receive an employment vaccination against smallpox in accordance with Section 304 of the Homeland Security Act.

If an employee is absent from work due to an adverse reaction to the vaccination, that absence will be treated like any other workers' compensation absence for purposes of salary continuation and sick leave.