

ARTICLE XXIX. HEALTH AND WELLNESS PROGRAM

A. All members of the Union shall have a physical examination annually to be paid by the Employer.

B. The makeup of the physical examination may be changed in the future by mutual agreement of the joint Health and Wellness Committee. The initial examination makeup will include the following for each member:

- 12-Lead Resting EKG with Interpretation
- Pulmonary Function Test
- PSA (Prostate Cancer Blood Test)
- Cholestech Glucose and Lipid Panel
- CBC with Differential
- Comprehensive Metabolic Panel
- HRA (Health Risk Assessment)

C. In addition to the basic physical set out above, one-half of the firefighters 40 years of age or older will also be administered the Cardiac Treadmill Test each year. In addition, in the event a physician recommends a Cardiac Treadmill Test for any firefighter, regardless of age, the firefighter will submit to such a test.

D. Confidentiality of all personal medical information obtained through the physical examination shall be in accordance with federal and state law, and no personal medical information may be disclosed to any person without written authorization of the person receiving the examination or test.

E. At the conclusion of the examination, the examining physician shall inform the Employer as to whether the person examined is fit for duty or not fit for duty. In the event that the examining physician reports that the person examined is not fit for duty, the physician will also inform the Employer as to why the person examined is not fit for duty and the physician will also provide a professional opinion as to how long the person examined may continue to be not fit for duty. Each employee who undergoes a basic physical or cardiac treadmill test shall execute a medical release authorizing the examining physician to provide to the Township the information set out above.

F. All physical examinations and cardiac treadmill tests provided for under this Agreement shall be mandatory. Any employee who refuses to comply with a directive to take the annual physical examination or cardiac treadmill test shall be subject to discipline, up to and including termination of employment.