



EMPLOYEE HEALTH RESPONSIBILITIES

Some illnesses can be easily passed from an ill food worker to a customer through food. These illnesses are called foodborne illnesses. In order to reduce the risk of foodborne illness for customers and co-workers, employees and managers must be held to strict standards regarding their health.

Employees (and applicants offered employment) in a public food service establishment must report the illnesses / symptoms listed in the charts below when they occur along with the date that symptoms began (or date of diagnosis) to the manager or person in charge. In addition, employees must report if they have been exposed to the illnesses within the timeframes specified in the “Monitor Closely” chart below.

This reporting requirement is in compliance with the Americans with Disabilities Act of 1990 (ADA). Under the ADA, the Centers for Disease Control and Prevention (CDC) is required to publish a list of infectious and communicable diseases. The ADA has special rules for food workers who have diseases on the CDC list that can be passed along through food.

Managers and those in charge of a public food service establishment are required to monitor the health of their employees in order to help prevent foodborne illnesses from being spread to customers. Managers must know the proper actions to take once notified of an employee illness / symptom or when recognizing symptoms through routine employee monitoring.

REPORT TO THE HEALTH DEPARTMENT

If an employee is jaundiced or diagnosed with one of the following illnesses, **notify** the State Department of Health or local County Health Department.

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| ▪ Hepatitis A | ▪ Salmonella Typhi (typhoid fever) |
| ▪ Shigella | ▪ Shiga toxin-producing E. coli |
| ▪ Norovirus | ▪ Jaundice |

*EXCLUDE = NOT PRESENT

If an employee exhibits the following symptoms or is diagnosed with the following illnesses, **exclude** the employee. The employee may not work at the food service establishment in any capacity until the employee provides a doctor’s note clearing them to work as a food employee and/or approval is granted from the Department of Health. Employees with diarrhea or vomiting may not return to work until they have not experienced these symptoms for at least 24 hours (48 hours is recommended).

Employees with a chronic, noninfectious condition (such as Crohn’s disease, irritable bowel syndrome or ulcerative colitis) may provide a doctor’s note stating symptoms are caused by such illness and be allowed to return to work.

*If your establishment serves a Highly Susceptible Population (elderly, children, immunocompromised, etc.), please contact the Department of Health for further guidance as there may be more stringent requirements due to the vulnerability of those served.

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| ▪ Hepatitis A | ▪ Vomiting |
| ▪ Salmonella Typhi (typhoid fever) | ▪ Diarrhea |
| | ▪ Jaundice (if appeared within the last 7 days) |

*RESTRICT = LIMIT DUTIES

If an employee exhibits the following symptoms or is diagnosed with the following illnesses, **restrict** the employee. This means the employee may not work with food; clean equipment, utensils, or linens; or unwrapped single-service items until the employee provides a doctor's note clearing them to work as a food employee and/or approval is granted from the Department of Health.

*If your establishment serves a Highly Susceptible Population (elderly, children, immunocompromised, etc.), please contact the Department of Health for further guidance as there may be more stringent requirements due to the vulnerability of those served.

- **Norovirus**
- **Shigella**
- **Lesion containing pus or an open/draining infected wound on the hand or wrist** (unless the lesion or wound is covered by an impermeable cover and a single-use glove)
- **Lesion containing pus or an open/draining infected wound on an exposed portion of the arm** (unless the lesion or wound is covered by an impermeable cover)
- **Lesion containing pus or an open/draining infected wound on any other exposed portion of the body** (unless the lesion or wound is covered by a dry, tight-fitting cover)
- **Sore throat with fever**
- **Shiga toxin-producing E. coli**

MONITOR CLOSELY

For the following illnesses, **monitor** the employee if they have been exposed to the illness within the timeframe specified. If the employee develops symptoms or is diagnosed with the illness, follow the exclusions and/or restrictions listed above.

Exposure includes attending or working in a location where there is a confirmed foodborne outbreak, living in the same house as a person who attends or works in a location where there is a confirmed foodborne outbreak, or living in the same house as a person diagnosed with one of the following illnesses.

- **Norovirus** within the past 48 hours
- **Shiga toxin-producing E. coli** within the past 3 days
- **Shigella** within the past 3 days
- **Salmonella Typhi** (typhoid fever) within the past 14 days
- **Hepatitis A** within the past 30 days

Approximately 48 million people suffer from foodborne illness in the United States each year. Of those ill, 128,000 will be hospitalized and 3,000 will die. Do your part – report illnesses and encourage others to do the same.

The information in this handout is based upon the 2009 Food and Drug Administration Food Code.