

Adopted: 4-14-11

FOOD SERVICE EMPLOYEES ILLNESS POLICY

Management shall require the following:

- A. All food service employees and food service applicants to whom a conditional offer of employment is made to report to the person in charge information about their health and activities as they relate to diseases transmissible through food.
- B. Food service employees or applicants shall report to the person in charge if they have symptoms caused by illness, infection, or other source that is:
 - 1. associated with diarrhea, vomiting, or other acute gastrointestinal illness;
 - 2. jaundice; or
 - 3. a boil, infected wound, or other lesion containing pus that is open or draining and it:
 - a. on the hands or wrists, unless a finger cot, stall, or other impermeable cover protects the lesion and a single-use glove is worn over the impermeable cover;
 - b. on exposed portions of the arms, unless the lesion is protected by an impermeable cover; or
 - c. on other parts of the body, unless the lesion is covered by a dry, durable, tight-fitting bandage.
- C. The food service employee or applicant shall report to the person in charge if they are known to be infected with:
 - 1. Salmonella spp., Shigella spp., Escherichia coli 0157:H7, or other enteric bacterial pathogen; or
 - 2. The hepatitis A virus
 - 3. Norovirus
- D. The food service employee or applicant shall report the date of the onset of any of the symptoms or illness specified in this part.
- E. Management must ensure that Employee Illness Reporting Agreements are completed by each employee and be kept onsite for Brown-Nicollet Environmental Health staff to review upon request.

Person in Charge shall:

- A. Exclude a food service employee from working if the food service employee is ill with vomiting or diarrhea after asymptomatic for at least 24 hours.
- B. Restrict a food service employee from working with exposed food, clean equipment, and clean utensils in a food establishment if the food service employee has an enteric bacterial pathogen

capable of being transmitted by food, including *Salmonella* spp., *Shigella* spp., or *Escherichia coli* 0157:H7, until the Department of Health and the licensing regulatory authority have evaluated the potential for food borne disease transmission; and

- C. Restrict an employee if the results of an epidemiological investigation by the commissioner of health under Minnesota Statutes, section 31.171, determines that a food service employee or applicant presents a risk for transmission of food borne disease.
- D. The person in charge shall notify the regulatory authority of a food service employee infected with:
 - (1) *Salmonella* spp., *Shigella* spp., *Escherichia coli* 0157:H7, or other enteric bacterial pathogen capable of being transmitted by food; or
 - (2) the hepatitis A virus.
- E. The person in charge shall record and maintain an Employee Illness Log provided by Brown-Nicollet Environmental Health and keep that log on file for one year. This information must be protected and follow data privacy rule.

Restrictions specified in item C, shall remain in effect for a food employee until the Department of Health and the licensing regulatory authority complete an investigation of the confirmed disease transmission.

Food Service Employees or applicants must:

A food service employee or a person who applies for a job as a food service employee shall:

- A. Report to the person in charge as required.
- B. Comply with exclusions and restrictions ordered by Management.
- C. Each employee/applicant must sign an Employee Illness Reporting Agreement each year.