

# Employee Health Responsibilities



Florida Department of Health • Environmental Public Health • Food Safety and Sanitation

Some illnesses can be easily passed from food workers to customers through food. These illnesses are called foodborne illnesses. To reduce the risk of foodborne illnesses, employees and managers must be held to strict standards regarding their health.

Employees (and applicants offered employment) in a food service establishment regulated by the Florida Department of Health **must report to the manager or person in charge:**

- Any listed illnesses or symptoms
- The date symptoms began or date of diagnosis.
- Any exposure to a listed illnesses within the listed time frame (see page 2)

This reporting requirement is in compliance with the Americans with Disabilities Act of 1990 (ADA). Under the ADA, the U.S. 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 spread through by food preparation.

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

## Illnesses to Report

If an employee is jaundiced or diagnosed with one of the following illnesses, **notify** the Florida Department of Health through a local county health department.

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

## Exclude = Not Present

If an employee exhibits the symptoms or is diagnosed with an illnesses listed below, the employee **must be excluded**.

The employee **MUST NOT WORK** at the food service establishment **in any capacity** until written documentation from a health care provider clearing them to work as a food employee and/or approval is granted from the Florida Department of Health. Employees with diarrhea or vomiting must not return to work until they are symptom free 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 written documentation from a health care provider stating symptoms are caused by such illness and be allowed to return to work.

**If your establishment serves a highly susceptible individuals (elderly, children under the age of nine, or immunocompromised), contact the Florida Department of Health for guidance as more stringent requirements may be necessary to protect the vulnerability of those served.**

- **Salmonella Typhi (typhoid fever)**
- **Non-typhoidal Salmonella**
- **Hepatitis A**
- **Diarrhea**
- **Vomiting**
- **Jaundice (if appeared within the last 7 days)**

## Restrict = Limit Duties

If an employee exhibits the symptoms or is diagnosed with the illnesses listed below, **restrict** the employee.

This means the employee **MUST NOT WORK** with food; clean equipment, utensils, or linens; or unwrap service items until the employee provides written documentation from a health care provider clearing them to work as a food employee and/or approval is granted from the Florida Department of Health.

If your establishment serves highly susceptible individuals (elderly, children under the age of nine, immunocompromised), contact the Florida Department of Health for guidance as more stringent requirements may be necessary to protect consumers.

- **Norovirus**
- **Shigella**
- **Shiga toxin-producing E. coli**
- **Sore throat with fever**
- **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)

## Monitor Closely

For the following illnesses, **monitor** the employee if they have been exposed within the time frame specified below. If the employee develops symptoms or is diagnosed with the illness, follow the exclusions and/or restriction guidelines provided.

**Exposure** means attending or working in a confirmed foodborne outbreak location, living in the same house as a person in an outbreak location, or living in the same house as a person diagnosed with one of these 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 U.S. every year.**

**Of those, 128,000 will be hospitalized, and 3,000 will die.**

**DO YOUR PART:  
Report illnesses and  
encourage others to  
do the same.**

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