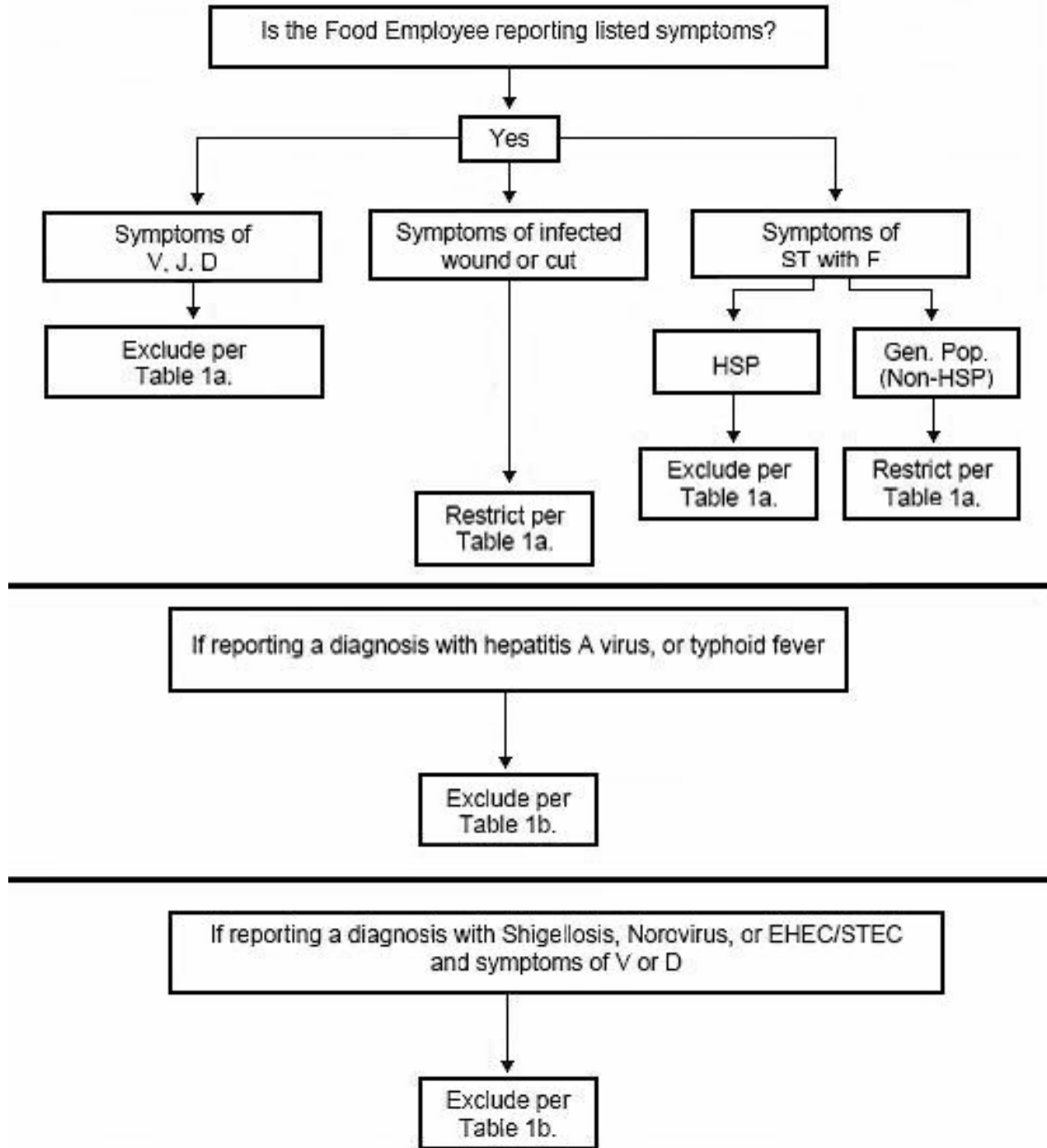


EMPLOYEE HEALTH GUIDE

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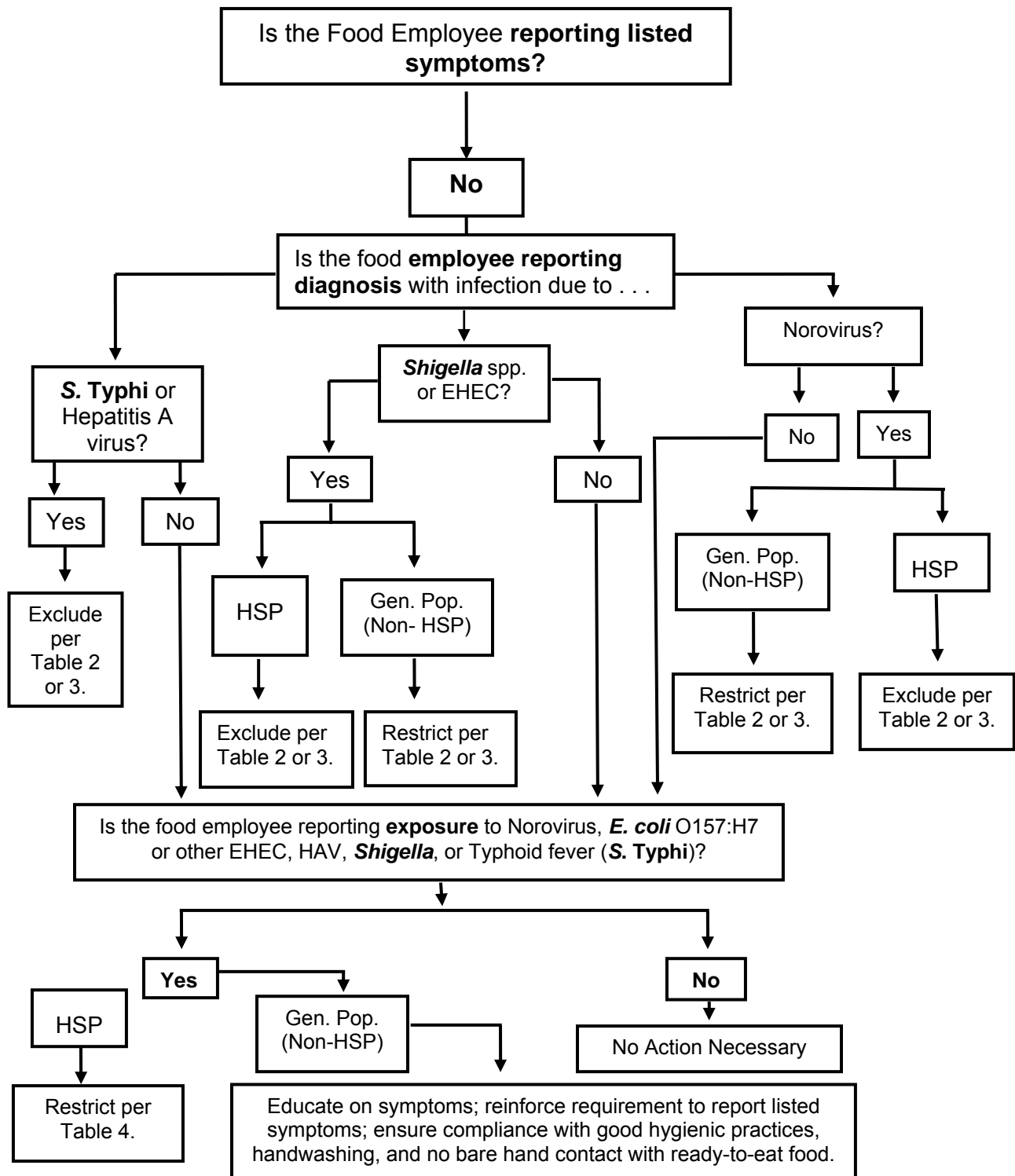
Decision Tree 1. When to Exclude or Restrict a Food Employee Who Reports a Symptom and When to Exclude a Food Employee Who Reports a Diagnosis with Symptoms Under the Food Code



Key:

Listed Symptoms for Report: (V) Vomiting; (J) Jaundice; (D) Diarrhea; (ST with F) Sore Throat with Fever; (HSP) Highly Susceptible Population; (Gen. Pop.) General Population

Decision Tree 2. When to Exclude or Restrict a Food Employee Who is Asymptomatic and Reports a Listed Diagnosis and When to Restrict a Food Employee Who Reports a Listed Exposure Under the Food Code



Key:
 (HSP) Highly Susceptible Population; (Gen. Pop.) General Population

2-201.12 Table 1a: Summary of Requirements for Symptomatic Food Employees

Food employees and conditional employees shall report symptoms immediately to the person in charge				
The person in charge shall prohibit a conditional employee that reports a listed symptom from becoming a food employee until meeting the criteria listed in section 2-201.13 of the Food Code, for reinstatement of a symptomatic food employee.				
Symptom	EXCLUSION/ OR RESTRICTION		Removing symptomatic food employees from exclusion or restriction	RA Approval Needed to Return to Work?
	Facilities Serving a HSP	Facilities not serving a HSP		
Vomiting	EXCLUDE 2-201.12(A)(1)	EXCLUDE 2-201.12(A)(1)	When the excluded food employee has been asymptomatic for at least 24 hours or provides medical documentation 2-201.13(A)(1). Exceptions: If diagnosed with Norovirus, <i>Shigella</i> spp., <i>E. coli</i> O157:H7 or other EHEC, HAV, or typhoid fever (S. Typhi) (see Tables 1b & 2).	No if not diagnosed
Diarrhea	EXCLUDE 2-201.12(A)(1)	EXCLUDE 2-201.12(A)(1)	When the excluded food employee has been asymptomatic for at least 24 hours or provides medical documentation 2-201.13(A). Exceptions: If Diagnosed with Norovirus, <i>E. coli</i> O157:H7 or other EHEC, HAV, or S. Typhi (see Tables 1b & 2).	No if not diagnosed
Jaundice	EXCLUDE 2-201.12(B)(1) if the onset occurred within the last 7 days	EXCLUDE 2-201.12(B)(1) if the onset occurred within the last 7 days	When approval is obtained from the RA 2-201.13 (B), and: <ul style="list-style-type: none"> Food employee has been jaundiced for more than 7 calendar days 2-201.13(B)(1), or Provides medical documentation 2-201.13(B)(3). 	Yes
Sore Throat with Fever	EXCLUDE 2-201.12(G)(1)	RESTRICT 2-201.12(G)(2)	When food employee provides written medical documentation 201.13(G) (1)-(3).	No
Infected wound or pustular boil	RESTRICT 2-201.12(H)	RESTRICT 2-201.12(H)	When the infected wound or boil is properly covered 2-201.13(H)(1)-(3).	No

Key for Tables 1, 2, 3, and 4:

RA = Regulatory Authority

EHEC = Enterohemorrhagic, or Shiga toxin-producing *Escherichia coli*

HAV = Hepatitis A virus

HSP = Highly Susceptible Population

2-201.12 Table 1b: Summary of Requirements for Diagnosed, Symptomatic Food Employees

Food employees and conditional employees shall report a listed diagnosis with symptoms immediately to the person in charge			
The person in charge shall notify the RA when a food employee is jaundiced or reports a listed diagnosis			
The person in charge shall prohibit a conditional employee that reports a listed diagnosis with symptoms from becoming a food employee until meeting the criteria listed in section 2-201.13 of the Food Code, for reinstatement of a diagnosed, symptomatic food employee.			
Diagnosis	EXCLUSION Facilities Serving HSP or not Serving HSP	Removing diagnosed, symptomatic food employees from exclusion	RA Approval Needed to Return to Work?
Hepatitis A virus	EXCLUDE if within 14 days of any symptom, or within 7 days of jaundice 2-201.12(B)(2)	When approval is obtained from the RA 2-201.13(B), and: <ul style="list-style-type: none"> The food employee has been jaundiced for more than 7 calendar days 2-201.13(B)(1), or The anicteric food employee has had symptoms or more than 14 days 2-201.13(B)(2), or The food employee provides medical documentation 2-201.13(B)(3) (also see Table 2). 	Yes
Typhoid Fever (S. Typhi)	EXCLUDE 2-201.12(C)	When approval is obtained from the RA 2-201.13(C)(1), and: <ul style="list-style-type: none"> Food employee provides medical documentation, that states the food employee is free of a S. Typhi infection 2-201.13(C)(2) (also see Table 2). 	Yes
E. coli O157:H7 or other EHEC/ STEC	EXCLUDE Based on vomiting or diarrhea symptoms, under 2-201.12(A)(2)	<ol style="list-style-type: none"> <u>Serving Non-HSP facility:</u> 2-201.13(A)(4)(a): May only work on a restricted basis 24 hours after symptoms resolve and remains restricted until meeting the requirements listed below: <u>Serving HSP facility:</u> 2-201.13(A)(4)(b): Remains excluded until meeting the requirements listed below: <ul style="list-style-type: none"> Approval is obtained from RA 2-201.13(F), and Medically cleared 2-201.13(F)(1), or More than 7 calendar days have passed since the food employee became asymptomatic 2-201.13(F)(2) (also see Table 2). 	Yes to return to HSP or to return unrestricted; Not required to work on a restricted basis in a non-HSP facility

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2-201.12 Table 1b: Summary of Requirements for Diagnosed, Symptomatic Food Employees (continued)

Diagnosis	EXCLUSION Facilities Serving HSP or not Serving HSP	Removing diagnosed, symptomatic food employees from exclusion	RA Approval Needed to Return to Work?
Norovirus	EXCLUDE Based on vomiting or diarrhea symptoms, under 2-201.12(A)(2)	<ol style="list-style-type: none"> 1. <u>Serving non-HSP facility:</u> 2-201.13 (A)(2)(a): May only work on a restricted basis 24 hours after symptoms resolve and remains restricted until meeting the requirements listed below: 2. <u>Serving HSP facility:</u> 2-201.13(A)(2)(b): Remains excluded until meeting the requirements listed below: <ul style="list-style-type: none"> • Approval is obtained from the RA 2-201.13(D), and • Medically cleared 2-201.13(D)(1), or • More than 48 hours have passed since the food employee became asymptomatic 2-201.13(D)(2) (also see Table 2). 	Yes to return to HSP or to return unrestricted; Not required to work on a restricted basis in a non-HSP facility
<i>Shigella</i> spp.	EXCLUDE Based on vomiting or diarrhea symptoms, under 2-201.12(A)(2)	<ol style="list-style-type: none"> 1. <u>Serving Non-HSP facility:</u> 2-201.13(A)(3)(a): May only work on a restricted basis 24 hours after symptoms resolve, and remains restricted until meeting the requirements listed below: 2. <u>Serving HSP facility:</u> 2-201.13(A)(3)(b): Remains excluded until meeting the requirements listed below: <ul style="list-style-type: none"> • Approval is obtained from the RA 2-201.13(E), and • Medically cleared 2-201.13(E)(1), or • More than 7 calendar days have passed since the food employee became asymptomatic 2-201.13(E)(2) (also see Table 2). 	Yes to return to HSP or to return unrestricted; Not required to work on a restricted basis in a non-HSP facility

2-201.12 Table 2: Summary of Requirements for Diagnosed Food Employees with Resolved Symptoms

Food employees and conditional employees shall report a listed diagnosis immediately to the person in charge				
The person in charge shall notify the RA when a food employee reports a listed diagnosis				
The person in charge shall prohibit a conditional employee that reports a listed diagnosis from becoming a food employee until meeting the criteria listed in section 2-201.13 of the Food Code, for reinstatement of a diagnosed food employee.				
Pathogen Diagnosis	Facilities Serving HSP	Facilities Not Serving HSP	Removing Diagnosed Food Employees with Resolved Symptoms from Exclusion or Restriction	RA Approval Required to Return to Work
Typhoid fever (S. Typhi) including previous illness with S. Typhi (see 2-201.11 (A)(3))	EXCLUDE 2-201.12(C)	EXCLUDE 2-201.12(C)	When approval is obtained from the RA 2-201.13(C)(1), and: <ul style="list-style-type: none"> Food employee provides medical documentation, that states the food employee is free of a S. Typhi infection 2-201.13(C)(2) (also see Table 1b). 	Yes
Shigella spp.	EXCLUDE 2-201.12(E)(1)	RESTRICT 2-201.12(E)(2)	<ol style="list-style-type: none"> <u>Serving Non-HSP facility:</u> 2-201.13(A)(3)(a): May only work on a restricted basis 24 hours after symptoms resolve, and remains restricted until meeting the requirements listed below: <u>Serving HSP facility:</u> 2-201.13(A)(3)(b): Remains excluded until meeting the requirements listed below: <ul style="list-style-type: none"> Approval is obtained from the RA 2-201.13(E), and: Medically cleared 2-201.13(E)(1), or More than 7 calendar days have passed since the food employee became asymptomatic 2-201.13(E)(3)(a) (also see Table 1b). 	Yes to return to HSP or to return unrestricted; Not required to work on a restricted basis in a non-HSP facility

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2-201.12 Table 2: Summary of Requirements for Diagnosed Food Employees with Resolved Symptoms (continued)

Pathogen Diagnosis	Facilities Serving HSP	Facilities Not Serving HSP	Removing Diagnosed Food Employee with Resolved Symptoms from Exclusion or Restriction	RA Approval Required to Return to Work
Norovirus	EXCLUDE 2-201.12(D)(1)	RESTRICT 2-201.12(D)(2)	<ol style="list-style-type: none"> 1. <u>Serving Non-HSP facility:</u> 2-201.13(A)(2)(a): May only work on a restricted basis 24 hours after symptoms resolve and remains restricted until meeting the requirements listed below: 2. <u>Serving HSP facility:</u> 2-201.13(A)(2)(b): Remains excluded until meeting the requirements listed below: <ul style="list-style-type: none"> • Approval is obtained from the RA 2-201.13(D), and: • Medically cleared 2-201.13(D)(1), or • More than 48 hours have passed since the food employee became asymptomatic 2-201.13(D)(2) (also see Table 1b). 	Yes to return to HSP or to return unrestricted; Not required to work on a restricted basis in a non-HSP facility
<i>E. coli</i> O157:H7 or other EHEC/ STEC	EXCLUDE 2-201.12(F)(1)	RESTRICT 2-201.12(F)(2)	<ol style="list-style-type: none"> 1. <u>Serving Non-HSP facility:</u> 2-201.13(A)(4)(a): May only work on a restricted basis 24 hours after symptoms resolve and remains restricted until meeting the requirements listed below: 2. <u>Serving HSP facility:</u> 2-201.13(A)(4)(b): Remains excluded until meeting the requirements listed below: <ul style="list-style-type: none"> • Approval is obtained from the RA 2-201.13(F), and: • Medically cleared 2-201.13(F)(1), or • More than 7 calendar days have passed since the food employee became asymptomatic 2-201.13(F)(2). 	Yes to return to HSP or to return unrestricted; Not required to work on a restricted basis in a non-HSP facility

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2-201.12 Table 2: Summary of Requirements for Diagnosed Food Employees with Resolved Symptoms (continued)

Pathogen Diagnosis	Facilities Serving HSP	Facilities Not Serving HSP	Removing Diagnosed Food Employees with Resolved Symptoms from Exclusion or Restriction	RA Approval Required to Return to Work
Hepatitis A virus	EXCLUDE if within 14 days of any symptom, or within 7 days of jaundice 2-201.12(B)(2)	EXCLUDE if within 14 days of any symptom, or within 7 days of jaundice 2-201.12(B)(2)	When approval is obtained from the RA 2-201.13(B), and: <ul style="list-style-type: none"> • The food employee has been jaundiced for more than 7 calendar days 2-201.13(B)(1), or • The anicteric food employee has had symptoms for more than 14 days 2-201.13(B)(2), or • The food employee provides medical documentation 2-201.13(B)(3) (see also Table 1b). 	Yes

2-201.12 Table 3: Summary of Requirements for Diagnosed Food Employees Who Never Develop Gastrointestinal Symptoms

Food employees and conditional employees shall report a listed diagnosis immediately to the person in charge				
The person in charge shall notify the RA when a food employee reports a listed diagnosis				
The person in charge shall prohibit a conditional employee that reports a listed diagnosis from becoming a food employee until meeting the criteria listed in section 2-201.13 of the Food Code, for reinstatement of a diagnosed food employee				
Pathogen Diagnosis	Facilities Serving HSP	Facilities Not Serving HSP	Removing Diagnosed Food Employees Who Never Develop Gastrointestinal Symptoms from Exclusion or Restriction	RA Approval Required to Return to Work
Typhoid Fever (S. Typhi) including previous illness with S. Typhi (see 2-201.11 (A)(3))	EXCLUDE 2-201.12(C)	EXCLUDE 2-201.12(C)	When approval is obtained from the RA 2-201.13(C)(1), and: Food employee provides medical documentation, specifying that the food employee is free of a S. Typhi infection 2-201.13(C)(2).	Yes
Shigella spp.	EXCLUDE 2-201.12(E)(1)	RESTRICT 2-201.12(E)(2)	Remains excluded or restricted until approval is obtained from the RA, and: <ul style="list-style-type: none"> • Medically cleared 2-201.13(E)(1), or • More than 7 calendar days have passed since the food employee was last diagnosed 2-201.13(E)(3). 	Yes to return to HSP or to return unrestricted; Not required to work on a restricted basis in a non-HSP facility
Norovirus	EXCLUDE 2-201.12(D)(1)	RESTRICT 2-201.12(D)(2)	Remains excluded or restricted until approval is obtained from the RA 2-201.13(D), and <ul style="list-style-type: none"> • Medically cleared 2-201.13(D)(1), or • More than 48 hours have passed since the food employee was diagnosed 2-201.13(D)(3). 	Yes to return to HSP or to return unrestricted; Not required to work on a restricted basis in a non-HSP facility

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2-201.12 Table 3: Summary of Requirements for Diagnosed Food Employees Who Never Develop Gastrointestinal Symptoms (continued)

Pathogen Diagnosis	Facilities Serving HSP	Facilities Not Serving HSP	Removing Diagnosed Food Employees Who Never Develop Gastrointestinal Symptoms from Exclusion or Restriction	RA Approval Required to Return to Work
<i>E. coli</i> O157:H7 or other EHEC/STEC	EXCLUDE 2-201.12(F)(1)	RESTRICT 2-201.12(F)(2)	Remains excluded or restricted until approval is obtained from the RA 2-201.13(F), and: <ul style="list-style-type: none"> • Medically cleared 2-201.13(F)(1), or • More than 7 calendar days have passed since the food employee was diagnosed 2-201.13(F)(3). 	Yes to return to HSP or to return unrestricted; Not required to work on a restricted basis in a non-HSP facility
Hepatitis A virus	EXCLUDE 2-201.12(B)(3)	EXCLUDE 2-201.12(B)(3)	When approval is obtained from the RA 2-201.13(B), and <ul style="list-style-type: none"> • The anicteric food employee has had symptoms for more than 14 days 2-201.13(B)(2), or • The food employee provides medical documentation 2-201.13(B)(3). 	Yes

2-201.12 Table 4: History of Exposure, and Absent Symptoms or Diagnosis

<p>Food employees and conditional employees shall report a listed exposure to the person in charge</p> <p>The person in charge shall prohibit a conditional employee who reports a listed exposure from becoming a food employee in a facility serving a HSP until meeting the criteria listed in section 2-201.13 of the Food Code, for reinstatement of an exposed food employee</p> <p>The person in charge shall reinforce and ensure compliance with good hygienic practices, symptom reporting requirements, proper handwashing and no BHC with RTE foods for all food employees that report a listed exposure</p>				
Pathogen Diagnosis	Facilities Serving HSP	Facilities Not Serving HSP	When Can the Restricted Food Employee Return to Work?	RA Approval needed
Typhoid Fever (<i>S. Typhi</i>)	RESTRICT 2-201.12(I)	Educate food employee on symptoms to watch for and ensure compliance with GHP, handwashing and no BHC with RTE foods.	2-201.13(I)(3) When 14 calendar days have passed since the last exposure, or more than 14 days has passed since the food employee's household contact became asymptomatic.	No
<i>Shigella</i> spp.	RESTRICT 2-201.12(I)	Educate food employee on symptoms to watch for and ensure compliance with GHP, handwashing and no BHC with RTE foods.	2-201.13(I)(2) When more than 3 calendar days have passed since the last exposure, or more than 3 days have passed since the food employee's household contact became asymptomatic.	No
Norovirus	RESTRICT 2-201.12(I)	Educate food employee on symptoms to watch for and ensure compliance with GHP, handwashing and no bare hand contact with RTE foods.	2-201.13(I)(1) When more than 48 hours have passed since the last exposure, or more than 48 hours has passed since the food employee's household contact became asymptomatic.	No
<i>E. coli</i> O157:H7 or other EHEC/ STEC	RESTRICT 2-201.12(I)	Educate food employee on symptoms to watch for and ensure compliance with GHP, handwashing and no bare hand contact with RTE foods.	2-201.13(I)(2) When more than 3 calendar days have passed since the last exposure, or more than 3 calendar days has passed since the food employee's household contact became asymptomatic.	No
Hepatitis A virus	RESTRICT 2-201.12(I)	Educate food employee on symptoms to watch for and ensure compliance with GHP, handwashing and no bare hand contact with RTE foods.	2-201.13(I)(4) When any of the following conditions is met: * The food employee is immune to HAV infection because of a prior illness from HAV, vaccination against HAV, or IgG administration; or * More than 30 calendar days have passed since the last exposure; or since the food employee's household contact became jaundiced; or * The food employee does not use an alternative procedure that allows BHC with RTE food until at least 30 days after the potential exposure, and the employee receives additional training.	No

Key for Table 4:

GHP = Good Hygienic Practices; RTE = Ready-to-Eat foods; BHC = Bare Hand Contact