

# EMPLOYEE ILLNESS DECISION GUIDE

For Use by Food Establishment Persons-In-Charge

CONTACT MDH OR YOUR LOCAL HEALTH DEPARTMENT WITH ANY SPECIFIC QUESTIONS

Ask these 3 questions to decide if employees' duties should be modified due to illness:

1. Do you have vomiting and/or diarrhea?

Yes →

**EXCLUDE FROM WORK**

- Send home if at work.
- Symptoms must be gone *at least* 24 hrs before returning to work.
- Record symptoms on Employee Illness Log.
- **Doctor diagnosed illnesses:** *Salmonella, Shigella, E. coli*, or hepatitis A, must be reported to your local health department or MDH.

No ↓

2. Does someone in your household have vomiting and/or diarrhea?

Yes →

**WORK WITH PRECAUTIONS**

- Reinforce proper handwashing.
- No bare-hand contact with ready-to-eat foods or clean dishes.
- **Discuss:** Illness reporting requirements for employees; ways that foodworkers can spread illness through food, and prevention strategies.

No ↓

3. Do you have a cough, sore throat, fever, or runny nose?

No →

**EMPLOYEE IS NOT REQUIRED TO BE EXCLUDED OR RESTRICTED FROM NORMAL WORK DUTIES**

However, if there are concerns about the spread of other communicable illnesses, restrictions may be warranted.

**Contact your local health department with specific concerns.**

Yes ↓

If an employee has influenza-like symptoms (cough, fever, sore throat, or runny nose) or has been diagnosed with any type of influenza, consult the CDC website ([www.cdc.gov](http://www.cdc.gov)) or the MDH website (<http://www.health.state.mn.us/>) for the most up-to-date guidance.

