Grand County
Colorado

# Employee Health Exclusion/Restriction Guide

**Restrict –** A restricted employee may not handle, prepare, cook, or serve food. Restricted employees can work the register and perform other non-food service actions. Please note that handling utensils and other food contact surfaces is not allowed when restricted.

**Exclude –** An excluded employee may not be present in the booth and may not do food or non-food service actions.

**Illnesses:**

| | Exposed | Diagnosed & Asymptomatic | Symptomatic |
|---|---|---|---|
| Norovirus | Can work* | Restrict | Exclude |
| Hepatitis A | Can work* | Exclude | Exclude |
| Shigella | Can work* | Restrict | Exclude |
| E. coli O157:H7 | Can work* | Restrict | Exclude |
| Salmonella Typhi | Can work* | Exclude | Exclude |
| Nontyphoidal Salmonella | Can work* | Restrict | Exclude |

*An employee that has been exposed to these illnesses may work as normal, but employers must keep a close eye on the employee and exclude/restrict them if any symptoms begin to appear.

**If an employee is diagnosed with any of these illnesses, you must report the diagnosis to the Grand County Public Health department as required by the *Colorado Retail Food Establishment Regulations*.**

**Symptoms:**

| Symptom | Excluded or Restricted |
|---|---|
| Vomiting | Exclude |
| Diarrhea | Exclude |
| Jaundice/Yellowing of the Eyes | Exclude |
| Sore Throat With Fever | Restrict |
| Infected Sores/Open Lesion | Restrict (unless properly bandaged, see below) |

A proper bandage consists of an impermeable cover over the sore/lesion and a single use glove worn over the impermeable cover if the wound is on the hand or wrist, an impermeable cover if the wound is on an exposed portion of the arm, or a durable, tight-fitting bandage if on other parts of the body.

**When Can I Return to Work?**

**Vomiting/Diarrhea** – Asymptomatic for at least 24 hours or provides the person in charge written medical documentation from a health practitioner that states the symptom(s) are from a noninfectious condition.

**Jaundice/Yellowing of Eyes** – Must obtain approval from Grand County Public Health prior to removing an exclusion. Additionally, the employee must have been jaundiced for more than 7 calendar days or provide written medical documentation from a health practitioner that states the food employee is free of a Hepatitis A infection.

**Sore Throat with Fever** – Employee must provide written medical documentation from a health practitioner that states the food employee has received antibiotic therapy for a *Streptococcus pyogenes* infection for more than 24 hours, has at least one negative throat specimen culture for *Streptococcus pyogenes* infection, or is otherwise determined by a health practitioner to be free of a *Streptococcus pyogenes* infection.

**Hepatitis A** - Must obtain approval from Grand County Public Health prior to removing an exclusion and the employee must meet at least one of the following conditions:

- The employee has been jaundiced for more than 7 calendar days.
- The anicteric (non-jaundiced) employee has been symptomatic with symptoms other than jaundice for more than 14 calendar days.
- The employee provides written medical documentation from a health practitioner that states the employee is free of a Hepatitis A infection.

**Salmonella Typhi (Typhoid Fever)** – Must obtain approval from Grand County Public Health prior to removing an exclusion and the employee must meet at least one of the following conditions:

- The employee provides written medical documentation from a health practitioner that states the employee is free from Typhoid Fever.

**Norovirus** - Must obtain approval from Grand County Public Health prior to removing an exclusion and the employee must meet one of the following conditions:

- The employee provides written medical documentation from a health practitioner that states the employee is free from a Norovirus infection
- More than 48 hours have passed since the employee became asymptomatic
- If the employee was asymptomatic after a Norovirus diagnosis, they can return to work 48 hours after being diagnosed.

**Shigella** - Must obtain approval from Grand County Public Health prior to removing an exclusion and the employee must meet one of the following conditions:

- The employee provides written medical documentation from a health practitioner that states the employee is free from a Shigella infection based on test results showing 2 consecutive negative stool specimen cultures that are taken:
    - Not earlier than 48 hours after discontinuance of antibiotics, and
    - At least 24 hours apart
- More than 7 calendar days have passed since the employee became asymptomatic

- If the employee was asymptomatic after a Shigella diagnosis, they can return to work 7 calendar days after being diagnosed.

**E. coli O157:H7** - Must obtain approval from Grand County Public Health prior to removing an exclusion and the employee must meet one of the following conditions:

- The employee provides written medical documentation from a health practitioner that states the employee is free from a Shiga Toxin-Producing Escherichia Coli infection based on test results showing 2 consecutive negative stool specimen cultures that are taken:
    - Not earlier than 48 hours after discontinuance of antibiotics, and
    - At least not 24 hours apart
- More than 7 calendar days have passed since the employee became asymptomatic
- If the employee was asymptomatic after a Shiga Toxin-Producing Escherichia Coli diagnosis, they can return to work 7 calendar days after being diagnosed.

**Nontyphoidal Salmonella** - Must obtain approval from Grand County Public Health prior to removing an exclusion and the employee must meet one of the following conditions:

- The employee provides written medical documentation from a health practitioner that states the employee is free from a Shiga Toxin-Producing Escherichia Coli infection based on test results showing 2 consecutive negative stool specimen cultures that are taken:
    - Not earlier than 48 hours after discontinuance of antibiotics, and
    - At least not 24 hours apart
- More than 30 calendar days have passed since the employee became asymptomatic
- If the employee was asymptomatic after a Nontyphoidal Salmonella diagnosis, they can return to work 30 calendar days after being diagnosed.

**<u>Facilities Serving Highly Susceptible Populations (HSP)</u>**

These exclusion/restriction requirements are different for facilities serving highly susceptible populations. Please reach out to Grand County Environmental Health for information if you serve HSP's.