



Orange County Food Safety Advisory Council Meeting



Food Safety
Program



Environmental Health Division
April 30, 2025

Meeting Agenda
April 30, 2025
10:00 AM to 12:00 PM

2024-25 Board:

David Haywood, Chair • Klarissa Karas, Vice Chair
Janet Yaldezian, Treasurer • Erin Thompson, Secretary

IN-PERSON MEETING

Hosted by: Orange County Environmental Health (OCEH)
1241 E. Dyer Road, Suite 120, Santa Ana, CA 92705

- | | | |
|-----|---|-----------------|
| 1. | Welcome | David Haywood |
| 2. | Introductions | All |
| 3. | Approval of Minutes | Erin Thompson |
| 4. | Treasurer's Report | Janet Yaldezian |
| 5. | Environmental Health Updates | Darwin Cheng |
| 6. | California Conference of Directors of Environmental Health
Legislation Update with Executive Director, Amanda Bloom | |
| 7. | Presentation: <i>Environmental Health Plan Check Retail Food Facility
Construction Guide</i>
Presenters: Christina Buranday, REHS and Julie Tran, REHS | Bao-An Huynh |
| 8. | Presentation: <i>Food Allergy Research & Education (FARE)</i>
Presenter: Kelly Cleary, FARE Education and Support Programs | Miloni Devani |
| 9. | Update: <i>Navigating Major Food Allergens & Allergen Free Meals</i>
Presenter: Jenafer Forester, REHS | |
| 10. | Presentation: <i>Association of Food and Drug Officials Healthy People 2030
Sick Worker Toolkit</i>
Presenter: Jenafer Forester, REHS | Bao-An Huynh |
| 11. | Next OC FSAC Meeting & Presentation Topic Request | Klarissa Karas |
| 12. | Meeting Adjournment | David Haywood |

Orange County Environmental Health



Food Safety Program Updates

Plan Check & Construction Guidelines

- Updates to Plan Check Staffing
- Electronic Plan Submittals
- Plan Check Website Resources and Guides
 - New Retail Food Facility – Unpackaged Food Construction Guide
 - Retail Food Facility – Prepackaged Food Construction Guide
 - Wholesale Food Processing
 - Wholesale Prepackaged Warehouse
 - Plan Check Submittal Checklist
 - Common Restrooms

Special Events

- Temporary Food Facilities (TFF) can apply for a permit online.
- New Annual Permit for Temporary Food Facilities operating in Orange County at multiple single-events and site-specific events that do not overlap. Examples include:
 - Certified Farmer's Markets.
 - Food Festivals
 - OC Fair
 - Other special community events as approved by this Agency
- For additional TFF permits available, check out the short video "How to Obtain a TFF Permit for your Event"
- Health Service Fees for TFF Permits and Community Event Organizer Permit

Award of Excellence Gold PASS Seal Program

- Facilities eligible are retail food facilities that handle open food and are public facing. Examples: restaurants, markets, and supermarkets.
- Facilities that meet criteria are issued Gold PASS Seal instead of the traditional Orange PASS Seal.
- Criteria includes:
 - No major Critical Risk Factor violation on any inspection report for the year;
 - No more than five (5) total violations on any routine inspection report for both minor Critical Risk Factor and Good Retail Practice;
 - No violation for lack of Food Manager Certification;
 - No violation for lack of Food Handler Cards as applicable;
 - Facility received two (2) routine inspections.



Navigating Major Food Allergens & Allergen Free Meals



Environmental Health
Food Safety Program
Jenafer Forester, REHS



Major Food Allergens

- Food Allergen Labeling Consumer Protection Act (FALCPA) of 2004 specifies the eight (8) major food allergens.
- Food Allergy Safety, Treatment, Education, and Research (FASTER) Act of 2021 added sesame as the ninth major allergen.
- Major allergens do NOT include:
 - A highly refined oil derived from major allergens #1 - #9 or any ingredients derived from that highly refined oil.
 - An ingredient that is exempt under the petition or notification process specified in the federal Food Allergen Labeling and Consumer Protection Act of 2004 (Public Law 108-282).
- A food allergy is not the same thing as a food intolerance.



Symptoms of Food Allergies

Hives

Rash

Tingling or itchy
sensation in
mouth

Face, tongue, or
lip swelling

Vomiting and/or
diarrhea

Abdominal
cramps

Coughing or
wheezing

Dizziness and or
lightheadedness

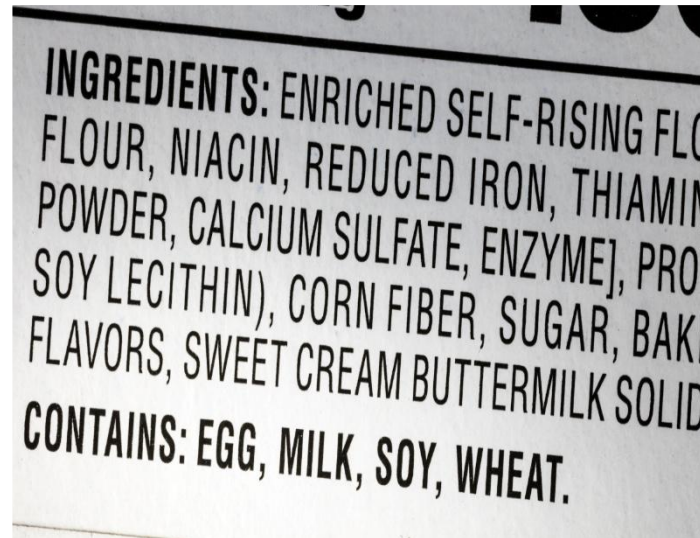
Difficulty
breathing

Loss of
consciousness

Anaphylaxis

Public Health Interventions

- Labeling
- Knowledge
- Cleaning and Sanitizing
- Prevention of Cross Contact / Cross-Contamination



HOW TO PREVENT CROSS-CONTACT



Labeling Requirements

Must identify the food source of all major food allergens used to make the food, as follows:

- Milk
- Egg
- Wheat
- Peanuts
- Soybeans
- Sesame

Specific types of food sources must be declared for the following major allergens:

- Types of **tree nut** (e.g., almonds, pecans, or walnuts)
- Specific species of **fish** (e.g., bass, flounder, cod, tilapia, or salmon)
- Specific species of **Crustacean shellfish** (e.g., crab, lobster, or shrimp)

Correct Examples

- Contains almonds (tree nuts)
- Ingredient list: salmon (fish)
- Contains shrimp (Crustacean shellfish)

Incorrect Examples

- Contains tree nuts
- Ingredient list: fish
- Contains Crustacean shellfish

FDA: Final Allergen Labeling Q&A

- Tree Nuts: FDA updated its list of nuts that are considered “tree nuts” for the purpose of allergen labeling, removing coconut, kola/cola nut, beechnut, butternut, chestnut, chinquapin, ginko nut, hickory nut, palm nit, pili nut, shea nut from the list of tree nuts.
- Tree nuts found in Table 1: almond, black walnut, Brazil nut, California walnut, cashew, filbert/hazelnut, heartnut/Japanese walnut, macadamia nut/bush nut, pecan, pine nut/pinon nut, pistachio, and walnut (English, Persian).
- “Contains” Statement can not be used to alert consumers to the presence of food allergens other than the major food allergens.
- Major Food Allergen-Derived Ingredient changed from “no” to “it depends” on whether the ingredient contains proteins from the major food allergen.
- “Milk” and “Egg” Definition: FDA now considers milk from domesticated goats, sheep, or other ruminants to also be “milk” and eggs from domesticated ducks, geese, quail and other fowl to be “eggs”. Milk ingredients from animals other than cows and egg ingredients from birds other than chickens should include the name of the specific animal source.
- Allergen Cross-Contact and Allergen Advisory Statements, FDA emphasized that major food allergens that have been unintentionally incorporated in a food as the result of cross-contact cannot be declared in the ingredient list or the “Contains” statement.
- Threshold levels are not established by FDA for any food allergen.
- Allergen-Free Claims must be truthful and not misleading.

For more
information
visit:
www.fda.gov

[Frequently Asked
Questions: Food
Allergen Labeling
Guidance for
Industry | FDA](#)



Minimum Standards of Knowledge – General

- PIC: a designated person who has knowledge of safe food handling practices and the major food allergens as they relate to the specific food preparation activities that occur at the food facility.
- The PIC and all food employees shall have adequate knowledge of, and shall be properly trained in, food safety as it relates to their assigned duties.



Minimum Standards of Knowledge

- PIC must have adequate knowledge of
 - Major food allergens
 - Food identified as major food allergens
 - Symptoms that a major food allergen could cause in a sensitive individual who has an allergic reaction
- PIC must educate employees at the food facility regarding the above.
 - This can be done through various methods, including using a poster or job aid.
- All food employees including PIC and other food workers receive food allergen training as part of the Food Safety Certification and Food Handler Card training to include avoidance of allergen cross contact/cross contamination.



Allergy Free Meal Service

- Develop a Standard Operating Procedure that applies to all food service staff that handles food and beverage.
- Use posters and job aids to assist with identifying the nine (9) major food allergens, signs and symptoms, and 911.
- Maintain a current a list of ingredients for each menu item to reference.
- Ensure there is a designated PIC that staff can report to when a major food allergen is identified.
- PIC will need to have knowledge of appropriate ingredient substitution when alerted or advise guest accommodation can not be made.

STANDARD OPERATING PROCEDURE (SOP)

ALLERGY FREE MEAL SERVICE

PURPOSE: Provide restaurant patrons with accurate information about food ingredients so they can make informed decisions when ordering. Incorrect or incomplete information puts these guests at risk for an allergic reaction.

The goal is to reduce and/or eliminate allergic reactions through prevention, education, awareness, communication, and emergency response.

SCOPE: This procedure applies to food service staff such as: wait staff, hostesses, bussers, bartenders, cocktail servers, and anyone who contacts food and beverages and food contact surfaces.

DEFINITIONS:

1. **ALLERGEN** means
 - a. Milk, egg, wheat, soybeans, peanuts, fish (such as bass, flounder, or cod), crustacean shellfish (such as crab, lobster, or shrimp), tree nuts (such as almonds, pecans, or walnuts), and sesame.
 - b. A food ingredient that contains protein derived from a food listed above.
2. **CROSS-CONTAMINATION** means the passing of bacteria, microorganisms, or other harmful substances indirectly from one surface to another through improper or unsanitary equipment, procedures, or products.
3. **CROSS-CONTACT** occurs when one food comes into contact with another food and their proteins mix. As a result, each food then contains small amounts of the other food, often invisible to us. Such contact may be either direct (e.g., placing cheese on a hamburger) or indirect via hands or utensils.

INSTRUCTIONS:

Pre-service training

1. All staff must receive training from Person in Charge (PIC) PRIOR TO interacting with guests.
2. Staff shall receive training regarding:
 - a. The procedures in this SOP.
 - b. The nine major food allergens.
 - c. The signs/symptoms of an allergic reaction.
3. Follow California Retail Food Code regulations.

Order Taking

1. When guests inform the staff that they have a food allergy, intolerance, or sensitivity, immediately activate the procedure for handling the special order.
2. Notify the PIC or designated person (such as managers, chefs, or key employees) that there is a guest with a food allergy, intolerance, or sensitivity.
3. Provide the guest with information about the ingredients in the menu selections.
 - a. Identify for and inform the guest of the menu selections that contain or may contain the specific allergen(s) of concern.
 - b. Inform the guest whether the food establishment can prepare the allergen-free meal.
4. Make a written notation on the guest ticket. Flag it with something very visible such as a bold-colored line or special instructions written at the top of the ticket. See facility-specific instructions regarding methods of submitting orders to the kitchen.

Allergy Free Meal Service

- Prepare meal using equipment that is cleaned and sanitized and does not have cross-contact.
- Verify that the meal is allergen free with the kitchen staff.
- The special meal should not be removed from the kitchen/service window by anyone other than the designated person.
- Ensure meal service to the guest does not have cross-contact during transportation.
- Establish corrective actions for cross-contact such as changing out food containers, preparing a new meal, and properly cleaning and sanitizing surfaces.
- For emergency response call 911, notify PIC, remain with guest until medical services arrives, and document any self-treatment (EpiPen) conducted by guest.

Allergy-Free Meal Service SOP

Service to Guest

1. Once the special allergen-free meal is prepared and ready for service, verify that the meal is allergen free with kitchen staff. The special meal should not be removed from the kitchen/service window by anyone other than the designated person.
2. When the meal is served to the guest, ensure no cross-contact occurs during transportation.
 - a. Wash hands before touching the allergen-free special order.
 - b. Do not place on same tray as other food items.
 - c. Refrain from using equipment that has not been properly designated for use with allergen-free meal preparation (such as cheese graters, peppermills, tongs, etc.)
3. Verify with the guest that the meal meets their needs before serving.

Emergency Response

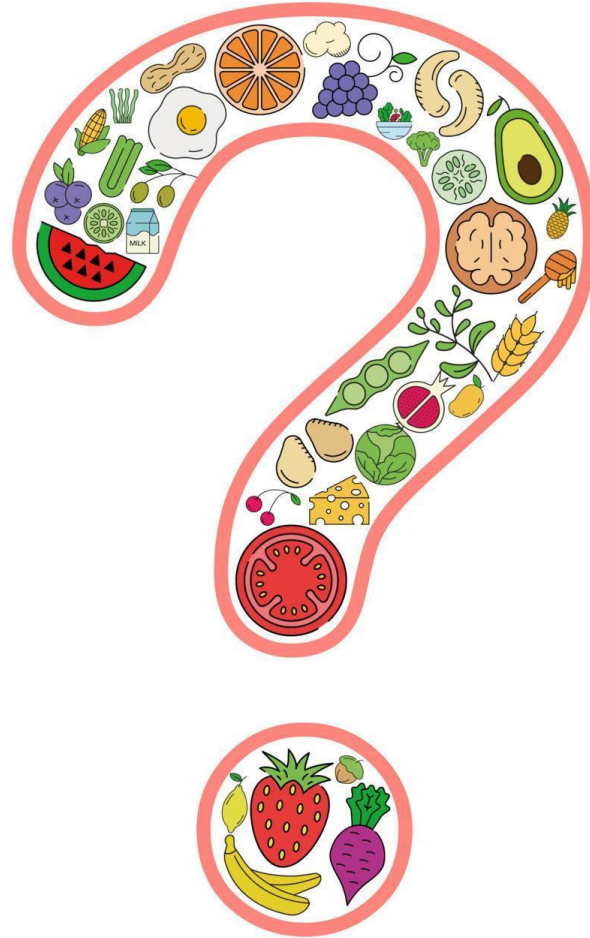
1. If the guest appears to be suffering from an adverse reaction, immediately call emergency medical services (911).
2. Notify the PIC.
3. Remain with the guest until medical services arrives.
4. Document any self-treatment (such as an EpiPen) conducted by the guest or others.

RESPONSIBILITIES:

PIC or designated employee will ensure all staff are trained and following this SOP. This may be done using allergy drills or quizzing of staff.

DATE IMPLEMENTED: _____ **APPROVED BY:** _____

Questions



AFDO: Healthy People 2030 *Sick Food Worker Toolkit*



Environmental Health
Food Safety Program
Jenafer Forester, REHS

Why Develop a Sick Worker Plan?

- More than 250 diseases can be transmitted through food.¹
- Infected food workers cause 70% of norovirus outbreaks in restaurants.²
- 1 in 5 food service workers reported working while sick with vomiting and diarrhea.³
- Ill food workers can spread their illness by contaminating food, utensils, or surfaces in the restaurant.
- California Retail Food Code, Section 113949.5
 - (a) PIC shall notify the local Enforcement Agency (Environmental Health) when notified that the Food Employee had been diagnosed with an infectious agent specified under 113949.2 seven (7) illnesses.
 - (b) PIC shall notify the local Enforcement Agency (Environmental Health) when he or she is aware that two or more food employees are concurrently experiencing symptoms associated with acute gastrointestinal illness (AGI).
- How facility management handles an ill food worker can make the difference in whether other workers and customers get sick too.
- Orange County Foodborne Illness Hotline is (714) 433-6418 and Email: Fillness@ochca.com

References

1. Centers for Disease Control and Prevention. Foodborne Illnesses and Germs. 2016 9/1/2016 [cited 2016 11/18/2016]; Available from: <http://www.cdc.gov/foodsafety/foodborne-germs.html>.
2. Hall, A.J., et al., Vital signs: foodborne norovirus outbreaks - United States, 2009–2012. MMWR Morb Mortal Wkly Rep, 2014. 63(22): p. 491-5.
3. Carpenter, L.R., et al., Food Worker Experiences with and Beliefs about Working While Ill. Journal of Food Protection, 2013. 76(12): p. 2146–2154.

For more
information visit
www.afdo.org
Sick Worker
Toolkit



AFDO Sick Worker Toolkit

Develop a Sick Worker Plan with four (4) steps

- 1) Use the checklist to identify gaps in your current plan.
- 2) Use the sample language to improve or create your plan.
- 3) Train employees on the sick worker plan.
- 4) Enforce your plan, even when inconvenient.



An effective sick worker plan will address training and symptom reporting, and it will outline responsibilities of managers and employees.

Step 1: Use Our Checklist to Identify Gaps in Your Plan

and

Step 2: Improve or Create Your Plan with Our Sample Language

Use this checklist to review your current employee health policies and procedures. Check the box next to each item that is covered by your current plan. If an item is **not** covered, use the sample language provided or consult with your local health department to revise your plan so it addresses all necessary items.

Note: If your restaurant primarily serves a highly susceptible population (for example, young children, the elderly, immunocompromised persons), check with your local health department to determine the minimum standards that apply to food establishments serving those populations (for example, persons in a long-term care facility, daycare center, or hospital).

	STEP 1 <i>Does Your Plan Cover...</i>	STEP 2 <i>Sample Language for Your Plan—Ensure Your Plan Meets Requirements in Your Jurisdiction</i>
<input type="checkbox"/>	Who the plan applies to	This plan applies to all restaurant employees, including front of house, back of house, and management personnel.
<input type="checkbox"/>	Reporting of employee illnesses to managers/owners <i>See Appendix 1: Employee Health Reporting Agreement and Appendix 2: Example Employee Symptom Reporting Posters</i>	<p>Employees with any of the symptoms below must immediately tell the manager:</p> <ul style="list-style-type: none">• Vomiting• Diarrhea• Sore throat with fever• Jaundice (yellowing of the skin and eyes)• Open, infected cuts or sores on hands or wrists• A foodborne illness diagnosed by a doctor <p>If there is any doubt about whether you have any of the symptoms listed above, notify your manager.</p> <p>If you have been diagnosed with any infectious or communicable illness that can be transmitted through food, you must immediately tell your manager. Examples of these diseases include but are not limited to the following:</p> <ul style="list-style-type: none">• Norovirus• Hepatitis A• <i>Salmonella</i>• Shiga-toxin producing <i>E. coli</i>

Appendix 1: Employee Health Reporting Agreement¹

Employee Health Reporting Agreement

The purpose of this agreement is to inform conditional employees or food employees of their responsibility to notify the person in charge when they experience any of the conditions listed so that the person in charge can take appropriate steps to prevent the transmission of foodborne illness.

I, _____, AGREE TO REPORT TO THE PERSON IN CHARGE:

Any onset of the following symptoms, either while at work or outside of work, including the date of onset:

1. Diarrhea
2. Vomiting
3. Jaundice
4. Sore throat with fever
5. Infected cuts or wounds, or lesions containing pus on the hand, wrist, an exposed body part, or other body part and the cuts, wounds, or lesions are not properly covered (*such as boils and infected wounds, however small*)

Future Medical Diagnosis

Whenever diagnosed as being ill with norovirus, typhoid fever (*Salmonella Typhi*), shigellosis (*Shigella* spp. infection), *Escherichia coli* O157:H7 or other Shiga toxin-producing *E. coli* (STEC) infection, nontyphoidal *Salmonella* or hepatitis A (hepatitis A virus infection)

Future Exposure to Foodborne Pathogens

- Exposure to or suspicion of causing any confirmed disease outbreak of norovirus, typhoid fever, shigellosis, *E. coli* O157:H7 or other STEC infection, or hepatitis A
- A household member diagnosed with norovirus, typhoid fever, shigellosis, illness due to STEC, or hepatitis A
- A household member attending or working in a setting experiencing a confirmed disease outbreak of norovirus, typhoid fever, shigellosis, *E. coli* O157:H7 or other STEC infection, or hepatitis A

I have read (or had explained to me) and understand the requirements concerning my responsibilities under the *[insert language about the food code followed by your jurisdiction]* and this agreement to comply with

- Reporting requirements specified above involving symptoms, diagnoses, and exposure,
- Work restrictions or exclusions that are imposed upon me, and
- Good hygienic practices.

I understand that failure to comply with the terms of this agreement could lead to action by the food establishment or the food regulatory authority that may jeopardize my employment and may involve legal action against me.

Food Employee Name (please print) _____

Signature of Food Employee _____ Date _____

Signature of Permit Holder or Representative _____ Date _____

¹ U.S. Food and Drug Administration: <https://www.fda.gov/food/retail-food-industryregulatory-assistance-training/retail-food-protection-employee-health-and-personal-hygiene-handbook> or <https://www.fda.gov/media/77864/download>

Appendix 2: Example Employee Symptom Reporting Posters²
English

ATTENTION FOOD EMPLOYEES:

REPORT to your supervisor
immediately

If you have any of the following symptoms caused by
illness or infection:



Vomiting



Jaundice
*(yellowing of eyes
and skin)*



Diarrhea



Infected wounds or
lesions with pus
*(on hands, wrists, or
exposed body parts)*



Sore throat
with fever

If you, or a household member, have been diagnosed
by a doctor with:

- Norovirus
- Hepatitis A
- Salmonella typhi (typhoid fever)
- Non-Typhoidal Salmonella

- Shigellosis
- E. coli 0157:H7 (or other shiga toxin-producing Escherichia coli)

You could make your customers sick!

Reporting your illness is mandatory.



Harris County
Public Health
ENVIRONMENTAL PUBLIC HEALTH

² Harris County Public Health:

<http://publichealth.harriscountytexas.gov/Portals/27/Documents/Organization/EPH/big%206%20Eng.pdf?ver=2017-07-05-103741-777>

	STEP 1 <i>Does Your Plan Cover...</i>	STEP 2 <i>Sample Language for Your Plan—Ensure Your Plan Meets Requirements in Your Jurisdiction</i>
		<ul style="list-style-type: none"> • <i>Shigella</i> <p>Notify your manager if you have been exposed to any of these symptoms and/or illnesses from a household member. Also notify your manager if you have close contact with someone who has any of these illnesses or has been diagnosed with any of them.</p> <p>We encourage you to also tell your manager when someone in your household has diarrhea, vomiting, jaundice, or sore throat with fever.</p>
<input type="checkbox"/>	<p>Documentation of illness for each employee who reports an illness</p> <p><i>See Appendix 3: Example Employee Illness Reporting Log and Appendix 4: Example Employee Health Decision Guide</i></p>	<p>Employees will report their illness, or exposure to anyone in their household who is sick, to the manager before their shift, preferably over the phone. The manager will add the information to the Employee Illness Reporting Log.</p>
<input type="checkbox"/>	<p>When to exclude food workers from the restaurant or from working with food or utensils that may contact food</p> <p><i>See Appendix 3: Example Employee Illness Reporting Log</i></p>	<p>Employees with reportable symptoms must not work in any restaurant until they have been cleared by methods specified in the <i>[insert language about the food code followed by your jurisdiction]</i>.</p> <p>The illness and when the employee returned to work will be recorded on the Employee Illness Reporting Log and any medical letters will be added to the employee's personnel file.</p>
<input type="checkbox"/>	<p>Updating the reporting log for each employee who calls in or reports being sick</p> <p><i>See Appendix 3: Example Employee Illness Reporting Log</i></p>	<p>The manager will talk to the sick employee and fill out the Employee Illness Reporting Log.</p>

- Employees are required to notify the person in charge (PIC) of their symptoms and pathogens that could cause foodborne illness.
- The PIC is required to record all reports of diarrhea or vomiting made by employees, and report the illness upon request.
- The PIC is required to notify the regulatory authority if any employees are known to be infected with *Salmonella*, *Shigella*, Shiga toxin-producing *E. coli*, hepatitis A virus, norovirus, or another bacterial, viral or parasitic pathogen.
- Minnesota Foodborne Illness Hotline: 1-877-Food-ILL (1-877-366-3455)

[illegible]

*Employees with diarrhea or vomiting CANNOT RETURN TO WORK for at LEAST 24 HOURS after symptoms end.

Appendix 4: Example Employee Health Decision Guide⁴

EMPLOYEE ILLNESS DECISION GUIDE

1 

Do you have vomiting and/or diarrhea?

NO **YES**

DO NOT WORK

- Go home. Do not return to work for at least 24 hrs after symptoms end (72 hrs during an outbreak investigation)
- Report symptoms to person in charge
- Person in charge records symptoms on Employee Illness Log
- Person in charge notifies regulatory authority of employee diagnosed with *Salmonella*, *Shigella*, *E. coli*, norovirus or hepatitis A virus



2  

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

NO **YES**

WORK WITH PRECAUTIONS

- Reinforce proper handwashing
- Avoid bare-hand contact with ready-to-eat foods or clean dishes
- Go home at first sign of vomiting and/or diarrhea



3    

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

NO **YES**

WORK WITH PRECAUTIONS

- Notify person in charge of sore throat and fever
- Reinforce proper handwashing
- Avoid bare-hand contact with ready-to-eat foods or clean dishes
- Go home at first sign of vomiting and/or diarrhea



NO RESTRICTION FROM NORMAL WORK DUTIES

- Contact your local health department with concerns about other symptoms or conditions

FOODBORNE ILLNESS HOTLINE: 877-FOOD-ILL (877-366-3455)

mn DEPARTMENT OF HEALTH

NOVEMBER 2017
To obtain this information in a different format, call: 651-201-4500
Printed on recycled paper

⁴ Minnesota Department of Health: <https://www.health.state.mn.us/people/foodsafety/dwi/decisionguide.pdf>

	STEP 1 <i>Does Your Plan Cover...</i>	STEP 2 <i>Sample Language for Your Plan—Ensure Your Plan Meets Requirements in Your Jurisdiction</i>
		<p>other employees. This will allow employees to assist one another in the event the restaurant is short-staffed due to an employee being sick.</p> <p><i>Voluntary On-Call Roster</i></p> <p>To minimize disruptions, the manager will maintain a voluntary on-call roster of employees who are willing to be contacted on short notice to cover a shift. The manager will use this list to bring in additional staff members to cover a shift for a sick worker.</p>
	<input type="checkbox"/> Additional practices that minimize spread of illness <i>See Appendix 5: Example Handwashing Posters</i>	<p>Because some infected persons may spread germs without showing any signs of illness, it is important that all food workers follow good hygienic practices at all times. These practices include proper and frequent handwashing, such as</p> <ul style="list-style-type: none"> • After touching bare human body parts other than clean hands and clean exposed portions of arms • After using the bathroom/restroom • After coughing, sneezing, using a handkerchief or disposable tissue, using tobacco, eating, or drinking • After handling soiled equipment or utensils • During food preparation (as often as necessary to remove soil and contamination and to prevent cross-contamination) • When changing tasks • When switching between working with raw food and working with ready-to-eat food • Before putting on gloves to begin a task that involves working with food • After engaging in other activities that contaminate the hands • After caring for or handling service animals or aquatic animals <p>In addition to proper and frequent handwashing, this restaurant's policy is not to have bare hand contact with ready-to-eat foods. We also strive to minimize bare hand contact with raw foods. You can avoid bare hand contact by using the utensils provided, deli paper, or single-use gloves as</p>



⁶ Minnesota Department of Health: <https://www.health.state.mn.us/people/handhygiene/wash/dontforget.html>

	STEP 1 <i>Does Your Plan Cover...</i>	STEP 2 <i>Sample Language for Your Plan—Ensure Your Plan Meets Requirements in Your Jurisdiction</i>
		a barrier. Proper use of barriers is covered during employee orientation.
<input type="checkbox"/>	Proper clean-up procedures for vomit and diarrhea <i>See Appendix 6: Norovirus Clean-Up Poster</i>	If a guest or employee vomits or has diarrhea in the restaurant, the contaminated area must be cleaned immediately. A clean-up kit and procedures for cleaning such spills are located near the restaurant cleaning supplies.
<input type="checkbox"/>	Training managers and supervisors on the plan and how to implement it	The general manager annually will review the plan and how it should be followed with all managers and supervisors. This is to ensure that the plan is being consistently implemented with all employees.
<input type="checkbox"/>	Training new employees on the plan <i>See Appendix 1: Employee Health Reporting Agreement</i>	The manager will train all new employees on this plan. After training, employees will complete and sign an Employee Health Reporting Agreement.
<input type="checkbox"/>	Providing periodic refresher trainings for existing employees <i>See Appendix 1: Employee Health Reporting Agreement</i>	All employees will complete an annual refresher training and sign a new Employee Health Reporting Agreement after the training.
<input type="checkbox"/>	Making a copy of the plan available to managers and employees	A printed copy of the sick worker plan will be available [RESTAURANT: specify where plan will be kept or posted] .
<input type="checkbox"/>	Maintaining copies of employee reporting agreements <i>See Appendix 1: Employee Health Reporting Agreement</i>	The manager will provide a copy of the Employee Health Reporting Agreement to each employee. The original will be stored in the employee's personnel file.

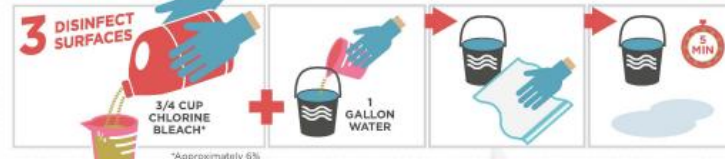
Appendix 6: Norovirus Clean-Up Poster⁷

Clean Up & Disinfect For NOROVIRUS A STOMACH BUG

Act fast! Clean up any vomit or diarrhea immediately.



Only use hot water & bleach in fabric laundering directions control



Any vomit or diarrhea may contain norovirus and should be treated as though it does.

Cualquier vomito o diarrea puede contener norovirus y debe ser tratado como si lo hiciera.

Toute vomissure ou diarrhée peut contenir un norovirus et doit être traitée comme si elle en contenait.

任何嘔吐或腹瀉都可能含有諾如病毒，治療時應視為含有諾如病毒處理。

Scientific experts from the U.S. Centers for Disease Control and Prevention (CDC) helped to develop this poster. For more information on norovirus prevention, please see <http://www.cdc.gov/norovirus/preventing-infection.html>.

Posters are available for download at www.waterandhealth.org/resources/posters



⁷ Water Quality and Health Council: <https://waterandhealth.org/resources/posters/#norovirus>

Appendix 7: 3 Things Restaurant Managers Need to Know About Talking to Sick Workers⁸

Can Restaurant Managers Talk with Sick Workers? 3 Things Restaurant Managers Need To Know

Restaurant managers: Talk to your employees about their symptoms and diagnoses so you can make sure sick workers don't spread foodborne illness.

- Nearly half of restaurant-related outbreaks are caused by sick food workers.
- Managers need to know if their workers are sick so they can decide if they should handle food.



Three Things To Know

- 1 The Food Code encourages employee and manager conversations about foodborne illness.**
 - The Food Code is a science-based model code published by the Food and Drug Administration that states can use to develop or update their food safety rules to help prevent illness and outbreaks.
 - It says that employees should tell their managers about possible foodborne illness symptoms and that it is the manager's responsibility to ensure employees are aware of these reporting requirements.
 - Most state and local food codes in the United States are modeled on the FDA Food Code.
- 2 The Health Insurance Portability and Accountability Act of 1996 (HIPAA) does not prevent restaurant managers from asking employees about foodborne illness symptoms and diagnoses.**
 - HIPAA sets privacy standards for protected health information.
 - HIPAA does prevent a *health care provider* from sharing health information about an employee with that employee's manager but it does not prevent a *restaurant manager* from asking an employee about their illness symptoms.
- 3 The Americans with Disabilities Act of 1990 (ADA) does not prevent managers from asking employees about foodborne illness symptoms and diagnoses.**
 - ADA seeks to prevent discrimination and ensure equal opportunity for persons with disabilities.
 - Most foodborne illnesses are mild and short-term and are not considered disabilities under ADA.
 - If an employee does not have an ADA disability, the manager can follow the Food Code's guidance without considering the ADA. And in the rare event that an employee does have a foodborne illness that is considered a disability, employers would consider both ADA and the Food Code.

Restaurant managers and employees can work together to prevent the spread of foodborne illnesses.

Where Can I Learn More?

For access to the full article this content is based on and other helpful links, visit www.cdc.gov/nceh/ehs/activities/can-restaurant-managers-talk-with-sick-workers

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⁸ Centers for Disease Control and Prevention: <https://www.cdc.gov/nceh/ehs/activities/can-restaurant-managers-talk-with-sick-workers.html>

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Food Safety
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Questions

