



Food Employee Health

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Michigan Food Law of 2000

The Michigan Food Law of 2000 requires the person in charge of a food facility to:

1. Recognize diseases that are transmitted by foods.
2. Inform employees of reporting requirements.
3. Restrict or exclude affected food workers.
4. Notify regulators when an employee is diagnosed with a "Big Four" illness.

Recognize Diseases that are Transmitted by Foods

There are nearly 300 organisms associated with foodborne illness. Section 2-201.11 of the Food Code identifies some of the more common symptoms of illnesses that can be easily spread by food including:

- diarrhea
- vomiting
- fever
- jaundice
- sore throat with fever
- discharges from the eyes, nose, and mouth
- infected wounds or boils

The "Big Four"

The Food Code singles out four particularly dangerous organisms because they are both highly infectious (it may take only a few organisms to infect a person) and highly virulent (a person can become severely ill once infected). These organisms have been called the "Big Four" and include:

- Salmonella typhi
- Shigella spp.
- E coli 0157:H7
- Hepatitis A virus

Inform Food Employees of Reporting Requirements

Employers must inform employees of the employees' legal responsibility to report:

- Present or past illnesses with the "Big Four,"
- or
- When they have symptoms of other illnesses that can be readily spread via food.

Annex 7 of the Food Code contains forms that can be used to inform employees of these requirements. Food employees are then responsible for informing their employers of these health conditions. Managers should inquire about the health of current employees and new employees (after a conditional offer of employment).

Restrict or Exclude Infected Workers

The Food Code requires persons in charge to prevent food contamination by employees with certain medical conditions through:

- restriction of work, or
- exclusion from work.

Restriction means preventing an employee from working with exposed food, clean equipment, utensils and linens, and unwrapped single service and single-use articles.

Exclusion means the employee is not allowed in any part of the food establishment.

Detailed guidance on "Exclusion & Restrictions" are provided in the following portions of the Food Code:

- Subpart 2-2, Employee Health

Note: This document is for educational purposes only and should not be considered a substitute for studying the Food Code of 1999 and Michigan Food Law of 2000. Food safety information and additional copies of this and other fact sheets are available from the Michigan Department of Agriculture's web page www.michigan.gov/mda

- Annex 3, Public Health
Reasons/Administrative Guidelines

The Americans with Disabilities Act of 1990 (ADA) requires employers to accommodate affected individuals by identifying, where reasonably possible, alternative work responsibilities that fulfill the intent of restriction or exclusion. The ADA does not require an employer to keep an employee on-site if there is a risk of transmitting illness to other employees or the public.

The Person in charge should be aware of the requirements of the ADA. Additional information about the ADA is available by calling the U.S. Equal Employment Opportunity Commission toll free at 800-669-4000 or 313-226-7636.

Notify Regulators When an Employee is Diagnosed with a “Big Four” Illness

Persons in charge are responsible for notifying the regulatory authority when a food employee is diagnosed with an illness due to one of the “Big Four.”

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