



EXCLUSION & RESTRICTION OF EMPLOYEES

Many pathogens can be transmitted by food employees to customers through contaminated food. Proper management of a food establishment involves ensuring that food employees do not work when they are ill. A manager shall require that employees report diagnoses of food borne illness or onset of symptoms associated with foodborne illness. A manager can help prevent the spread of foodborne illness by understanding when employees should be restricted or excluded from the operation. The Centers for Disease Control and Prevention (CDC) and FDA cite five highly infective pathogens that can easily be transmitted by food workers and cause severe illness. These five foodborne pathogens, also known as the 'Big 5,' include Norovirus, the Hepatitis A virus, *Salmonella* Typhi, *Shigella* spp., and *Escherichia coli* (*E.coli*) O157:H7 or other Enterohemorrhagic or Shiga toxin-producing *E. coli*. Other foodborne illnesses can also be spread through food preparation.

RESTRICT a food employee from working with exposed food, clean equipment, utensil, linens and unwrapped single-service and single use articles in an establishment for the following reasons:

- Sore throat and fever if the employee does not work with a highly susceptible population
- Skin lesion containing pus such as a boil or infected wound that is open and draining
- Employee is asymptomatic, does not work with a highly susceptible population and diagnosed with:
 - Norovirus
 - *Shigella* spp.- within the past month
 - Shiga toxin-producing *E. coli* within the last month

EXCLUDE a food employee from the establishment for the following reasons:

- Vomiting and diarrhea
- Jaundiced and the onset of jaundice occurred within the last 7 days, unless the employee provides written medical documentation that the jaundice is not caused by hepatitis A or other fecal-orally transmitted disease.

- Employee is diagnosed with:
 - Hepatitis A
 - Salmonella spp. - within the past 3 months
- Employee is symptomatic and diagnosed with:
 - Norovirus
 - Shigella spp.
 - Enterohemorrhagic or Shiga toxin-producing E. coli
- Employee is asymptomatic, working with a highly susceptible population and diagnosed with:
 - Norovirus
 - Shigella spp.- within the past month
 - Enterohemorrhagic or Shiga toxin-producing E. coli - within the past month
- Sore Throat and Fever if the employee works with a highly susceptible population

Information pertaining to when an employee can be reinstated can be found in the Wyoming Food Rule Chapter 1, Section 14.