

# Maple Grove Team Member Health Policy

## REPORT FOODBORNE ILLNESS SYMPTOMS TO YOUR MANAGER

Team Members who experience or exhibit any of the following symptoms while working in the Restaurant or if scheduled to report to work shall report to the Person in Charge (PIC) in accordance with local or state Food Code requirements.

- *Vomiting*
- *Diarrhea*
- *Jaundice (yellowing of skin and eyes)*
- *Sore throat with fever*
- *Lesions (containing pus such as a boil or infected wound or burn that is open and draining)*

A Team Member can provide documentation to the Person in Charge to demonstrate that symptoms are from a noninfectious condition.

## REPORT SEVERE RESPIRATORY ILLNESS SYMPTOMS TO YOUR MANAGER

Team Members who experience or exhibit any of the following symptoms while working in the Restaurant or if scheduled to report to work may report to the Person in Charge in accordance with this policy. Local regulatory and all other applicable legal requirements for reporting criteria related to respiratory illnesses will be followed.

Report any of the following or combination of the following symptoms:

- *New Loss of Taste or Smell*
- *Combination of Cough and Shortness of Breath*

Or three or more of the following symptoms:

- *Fever*
- *Fatigue*
- *Chills*
- *Body Aches*
- *Cough*

## REPORT DIAGNOSED FOODBORNE ILLNESSES TO YOUR MANAGER

Team Members who have been diagnosed with any of the following foodborne infections, worked at another Restaurant involved in a current outbreak or eaten recalled/contaminated food shall notify the PIC, in accordance with local health department requirements. Team Members should also report if any member of their household has been diagnosed with any of the following infections. These conditions can be transmitted through food or person-to-person through casual contact.

- *Norovirus*
- *Hepatitis A*
- *Shiga toxin-producing Escherichia coli*
- *Shigellosis*
- *Salmonella (Typhoidal and Non-Typhoidal)*

## DIAGNOSED RESPIRATORY ILLNESSES TO YOUR MANAGER

Team Members who have been diagnosed with any of the following infections may notify their Person in Charge, in accordance with this policy and any regulatory requirements. Consider if Team Members may also report if any member of their household has been diagnosed with any of the following infections. These conditions can be transmitted person-to-person through casual contact.

- *COVID-19*
- *Tuberculosis*
- *Influenza A or B*

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## DEFINITIONS

**Exclude** means to prevent a Team Member from working in the Restaurant or entering the Restaurant as a Team Member. Exclusions will apply to any diagnosed foodborne illness and severe respiratory illness in alignment with this policy and Chick-fil-A requirements.

**Restrict** means to limit the activities of a Team Member so that there is no risk of spreading a disease that is transmissible through food and the Team Member does not work with exposed food, clean equipment, utensils, linens, or unwrapped single-service or single-use articles. Restrictions apply to a limited number of situations and should be reviewed carefully.

## EMPLOYEE RESPONSIBILITIES

All employees shall follow the reporting requirements specified above involving symptoms, diagnoses and high-risk conditions specified. All employees subject to any required work restrictions or exclusions due to mandates by state and/or local laws, the regulatory authority or Person in Charge, shall comply with these requirements as well as follow good hygienic practices at all times.

## PERSON IN CHARGE RESPONSIBILITIES

The Operator/Person-in Charge will train Team Members on their responsibility to report information to the PIC about their health and activities as they relate to diseases that are transmissible through food or may result in severe respiratory illnesses.

## PERSON IN CHARGE FOODBORNE ILLNESS RESPONSIBILITIES

The PIC shall take appropriate action as specified in Minnesota Rules Chapter 4626 to exclude, restrict and/or monitor employees who have reported any of the aforementioned foodborne conditions. The PIC shall ensure these actions are followed and only release the ill employee once evidence, as specified in the Food Code, is presented demonstrating the person is free of the disease-causing agent or the condition has otherwise resolved.

## PERSON IN CHARGE SEVERE RESPIRATORY ILLNESS RESPONSIBILITIES

The PIC may take appropriate action as specified by Restaurant policies and any local regulatory requirements to exclude, restrict and/or monitor employees who have reported any of the symptoms or diseases related to severe respiratory illnesses. The PIC may ensure these actions are followed and only release the ill employee once evidence, as specified in Restaurant policies, is presented demonstrating the person is free of the disease-causing agent or the condition has otherwise resolved.

## OUTBREAK INVESTIGATION RESPONSIBILITIES

The PIC shall cooperate with the regulatory authority during all aspects of an outbreak investigation and adhere to all recommendations provided to stop the outbreak from continuing. The PIC will ensure that all employees who have been conditionally employed, or who are employed, complete a employee health assessment and training on the Employee Health Policy. The PIC will continue to promote and reinforce awareness of this policy to all employees on a regular basis to ensure it is being followed.