



Employee Illness Policy for Food Service Establishments

In accordance with the Administrative Rules for MT (ARM’s) for Food Service Establishments, Title 37, Chapter 110, Subchapter 2 and the ARM’s for Communicable Disease Control, Title 37, Chapter 114, Subchapters 101-1016.

A wide range of communicable diseases and infections may be transmitted by infected food employees to consumers through food or food utensils. Proper management of a food establishment operation begins with employing healthy people who maintain a high degree of personal cleanliness and instituting a system of identifying employees who present a risk of transmitting food borne pathogens to consumers or other employees.

ARM 37.110.210 FOOD EMPLOYEES (1) No person, while infected with a disease in a communicable form that can be transmitted by foods or who is a carrier of organisms that cause such a disease or while afflicted with a boil, an infected wound, diarrheal illness or acute gastrointestinal illness or an acute respiratory infection, shall work in a food service establishment in any capacity in which there is likelihood of such person contaminating food or food contact surfaces with pathogenic organisms or transmitting disease to other persons. Food employees experiencing persistent sneezing, coughing or runny nose that causes discharges from the eyes, nose or mouth may not work with exposed food; clean equipment, utensils, and linens; or unwrapped single-service or single-use articles.

Symptoms and conditions of concern requiring exclusion of the infected individual from food handling tasks described above:

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| Diarrhea | Fever |
| Vomiting | Jaundice |
| Sore throat with fever | Persistent sneezing, coughing, or runny nose |
| Lesions containing pus on the hand, wrist, or an exposed body part | (upper respiratory infection) |

Specific illnesses requiring exclusion of the infected individual from food handling tasks:

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| Typhoid Fever (Salmonella typhi) | Escherichia coli 0157:H7 |
| Shigellosis | Hepatitis A |
| Amebiasis | Campylobacter |
| Cholera | Cryptosporidiosis |
| Giardiasis | Poliomyelitis |
| Salmonellosis | Yersiniosis |
| Diarrheal Disease Outbreak | |

(Additional information on communicable disease control in sensitive occupations can be referenced in the ARM’s 37.114.301.)



*Food service employees shall notify their employer if they are symptomatic with the above conditions or illnesses, so adequate preventative measures can be taken.

*All food service employees shall maintain a high degree of personal cleanliness and shall conform to good hygienic practices during all working periods in the food service establishment