

Sick and Safe Time

The Minnesota Food Code lists the illnesses that are required to be recorded or reported if you or one of your employees is sick.

The Minneapolis Sick and Safe Time ordinance does not prevent Minneapolis licensed food businesses from asking why an employee is calling in sick.

If your employee has an illness that is required to be reported to the Minnesota Department of Health (MDH), reporting the illness to MDH is not a HIPPA violation.

Does your business meet or exceed the minimum paid time off (PTO) required by the Sick and Safe Time ordinance? Then you do not need to give additional PTO.

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To report a diagnosed illness, contact MDH at the Minnesota Foodborne Illness Hotline
1.877.Food.ILL
(1.877.366.3455).

Recordable illnesses

The Minnesota Food Code requires food businesses to ask employees who are ill if they have any of the following symptoms. You must record the employees' symptoms on your illness log. You must ask the employees about their symptoms whether or not they are using Sick and Safe Time.

- Vomiting
- Diarrhea
- Jaundice
- Sore throat with fever
- Respiratory (*cough, sore throat, runny nose*)

You must show your illness log to your health inspector when requested.

Reportable illnesses

If an employee has been diagnosed with any of the following illnesses, you are required to report the illness to MDH. The Sick and Safe Time ordinance does not interfere with your ability to record and report a diagnosed illness as required by the Minnesota Food Code. The reportable illnesses are:

- Shiga toxin-producing *E. coli*
- Norovirus
- Hepatitis A virus
- *Salmonella*
- *Shigella*
- Other enteric bacterial, viral, or parasitic pathogen

For reasonable accommodations or alternative formats please contact Minneapolis 311 at minneapolis311@minneapolismn.gov or 612-673-3000. Ask to speak with an Environmental Health Supervisor.

People who are deaf or hard of hearing can use a relay service to call 311 at 612-673-3000. TTY users call 612-263-6850.

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