

EMPLOYEE ILLNESS

An employee who has a communicable disease, is exposed to a communicable disease, or who experiences signs or symptoms of illness can put themselves, co-workers, and clients at risk. EIPH wants employees to stay home when they are sick. It is the responsibility of the employee to be aware their health and to be proactive to ensure the safety of those around them while at work.

Furthermore, should an employee contract a communicable disease, the employee may be assigned alternative work duties or be required to excuse himself/herself until he/she no longer poses a threat of spreading the disease to co-workers and clients. This determination may be made by the employee's healthcare provider, supervisor, EIPH's Employee Health Nurse (Primary: Amy Gamett; Back-up: Nikki Sayer), or EIPH's epidemiologist.

Symptoms

The following symptoms could indicate the presence of a communicable disease:

- fever of 100 degrees or more
- sore throat with white patches
- sore throat along with runny nose, fever, etc.
- vomiting
- sudden onset of diarrhea or diarrhea of more than 24 hours duration
- jaundice (yellow skin or eyes)
- productive or unexplained chronic cough
- cold/flu-like illness, including large lymph nodes, body aches, fever, sore throat, weakness
- undiagnosed rashes/skin eruptions

Presence of these symptoms may or may not require an employee to stay home from work. As an employee, if you are uncertain if you should come to work, you can consult with your healthcare provider or EIPH's Employee Health Nurse. If you begin experiencing these symptoms while at work, you may consider excusing yourself from work after consultation with your supervisor and/or the Employee Health Nurse.

Employee's Responsibility for Reporting Illness

In Idaho, there are over 70 communicable diseases identified in [IDAPA 16.02.10](#). As an EIPH employee, some of these diseases may impact an employee's ability to perform his/her work duties. ***If you are exposed to or potentially infected with any of the following diseases, it is your responsibility to report immediately to EIPH's epidemiologist.*** Confidentiality will be strictly maintained.

Amebiasis	Respiratory syncytial virus (RSV)
Campylobacteriosis (Campy)	Rheumatic Fever
Cholera	Rubella (German Measles)
Cryptosporidiosis (Cryptosporidium)	Rubeola (Measles)
E Coli 0157:H7	Salmonellosis (Salmonella)
Encephalitis viral or aseptic	SARS
Foodborne illness/food poisoning	Shigellosis
Giardiasis (Giardia)	Smallpox
Haemophilus influenzae (H influenza)	Staphylococcus aureus, methicillin-resistant (MRSA)
Hepatitis A	Streptococcus pyogenes (group A Streptococcus) invasive
Legionellosis/Legionnaire's diseases	Trichonosis (Trich)
Leprosy	Tuberculosis
Listeriosis	Tularemia
Meningitis, viral or aseptic	Waterborne illness (with swimming, drinking water, watercress)
Mumps	Yersiniosis (all species)
Norovirus	
Pertussis (Whooping Cough)	
Pneumocystis pneumonia	
Poliomyelitis (Polio)	

The following diseases are not included in Idaho's Reportable Disease list, but must be reported to the epidemiologist:

Influenza (A and B)
Pneumonia (bacterial or viral)
Varicella (Chicken Pox)

Epidemiological Evaluation

The employee who reports he/she is infected or potentially infected with a communicable disease (IDAPA 16.02.10) will have his/her work duties related evaluated by EIPH's epidemiologist.

The goals for the epidemiological evaluation are:

- to provide confidential counseling to the affected employee and his/her significant other(s) as needed;
- to provide a safe work environment for the affected employee;
- to provide a safe work environment for clients and fellow employees;
- consistent with client safety considerations, to attempt to maintain the employee in his/her work place and position; and

- to make a recommendation to the employee's supervisor as to the appropriate functions the employee may continue to perform

Upon completion of an epidemiological evaluation, the affected employee will be notified in writing of the epidemiological recommendations, including possible work restrictions.

If work restrictions are recommended by the epidemiological evaluation, after seeking medical consultation (if needed) and administrative approval, the epidemiologist will consult with the employee's supervisor to assist with any job modification and/or monitoring of the work environment. If the affected individual is unable to perform his/her duties, alternatives will be discussed with the individual. Such alternatives may include, but are not limited to: changes in job duties or position; disability benefits; retirement benefits, if eligible; or release.

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