

EAST COUNTY FIRE & RESCUE

Policies, Procedures, and Guidelines

SUBJECT: Health & Safety: Contagious Temporary Illness Policy

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Board Chair

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POLICY: Contagious Temporary Illness Policy

East County Fire & Rescue realizes that employees with contagious temporary illnesses, such as influenza, colds and other viruses, need to continue with normal life activities, including work. In deciding whether an employee with an apparently short-term contagious illness may continue to work, the District considers several factors. The employee must be able to perform normal job duties and meet regular performance standards. In the judgment of the Fire Chief—or other administrator designated by the Chief—the employee’s continued presence must pose no risk to the health of the employee, other employees and/or customers. If an employee disputes the District’s determination that such a risk exists, the employee must submit a statement from his or her attending health care provider that the employee’s continued employment poses no significant risk to the employee, other employees or customers.

Supervisors are encouraged to remind employees that the District provides paid sick leave to cover absences due to contagious temporary illnesses. All employees are urged to contact the Fire Chief or their designee regarding any questions about the possible contagious nature of another employee’s temporary illness.

East County Fire & Rescue will comply with all applicable statutes and regulations that protect the privacy of persons who have a communicable disease. Every effort will be made to ensure procedurally sufficient safeguards are utilized to maintain the personal confidence about persons who have communicable diseases.