

STATE REOPENING TRAINING & CERTIFICATION REQUIREMENTS/ RECOMMENDATIONS

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This document covers state training and certification requirements/recommendations for reopening. The last version of this document will be issued on May 14, 2021.



STATE	TRAINING/CERTIFICATION REOPENING REQUIREMENTS
REOPENING GUIDANCE	<p>For the most recent re-opening guidance document for every state, the Restaurant Law Center provides and regularly updates the Official Return to Work Guidelines for Foodservice Establishments document. This comprehensive document covers both federal and state return-to-work orders and guidelines, including dine-in restrictions, employee PPE requirements, distancing and occupancy restrictions, changes to payment systems, other operational guidelines and local exceptions.</p>
ALABAMA	<p>Create a plan for and checklist of all surfaces your staff and guests will come in contact with. Train your staff on the surfaces and prepare procedures for elevated cleaning and sanitizing of these surfaces.</p>
ALASKA	<p>Make sure the PIC has an up to date ServSafe Food Manager certification. The FDA requires every restaurant to have a PIC on site during open hours and directs that the person in charge should have a food manager certification.</p> <p>Promote social distancing and healthy hygiene practices, such as handwashing and cloth face coverings.</p>
ARIZONA	<p>Educate and train workers on COVID-19 policies and procedures using accessible formats and in a language they understand.</p> <p>Train all employees on appropriate cleaning and disinfection, hand hygiene, and respiratory etiquette.</p>
ARKANSAS	<p>Per the Arkansas Department of Health, the Certified Food Manager certification deadline has been extended to July 1, 2021.</p> <ul style="list-style-type: none"> • ServSafe Manager Training • Guidance on Restaurant Dine-In Operations



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TRAINING/CERTIFICATION REQUIREMENTS FOR REOPENING

CALIFORNIA

Establish a written, worksite-specific COVID-19 prevention plan at every location, perform a comprehensive risk assessment of all work areas, and designate a person at each establishment to implement the plan. Train and communicate with employees and employee representatives on the plan.

Train workers on these and other elements of the COVID-19 prevention plan:

- Physical distancing to the maximum extent possible.
- Use of face coverings by workers (where respiratory protection is not required) and customers/clients.
- Frequent handwashing and regular cleaning and disinfection.

[COVID-19 Industry Guidance: Restaurants](#)

COLORADO

Provide guidance and encouragement on maintaining 6 foot distancing between employees. Encourage frequent breaks to wash hands (at least every 30 minutes) including upon arrival and departure.

[Covid-19 Guidance for Restaurant service and Bars](#)

CONNECTICUT

Institute a training program and ensure employee participation in the program prior to reopening. The training shall include:

- The rules contained in the reopening document.
- Protocols on how to clean and use cleaning products (including disinfectants) safely.
- If any on-site duties are subcontracted, it is the employer's responsibility to ensure sub- contractors are appropriately trained.
- The training shall be provided at no cost to the employee and during working hours. The training materials shall be presented in the language and at the literacy level of the employees. There shall also be weekly refreshers on policies.

[FREE COURSES AND RESOURCES FOR RESTAURANT AND FOODSERVICE WORKERS](#)



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DELAWARE	<ul style="list-style-type: none"> • Educate employees on symptoms of COVID-19. • Reinforce personal hygiene, cough etiquette and social distancing. • Develop policies for workers protection and provide training on proper product use and how to read a Safety Data Sheet to all Cleaning staff. <p>Delaware Food & Drink Establishments</p>
DISTRICT OF COLUMBIA	<p>Employees should be educated about the signs and symptoms of COVID-19 and basic prevention measures. All food contact surfaces must be cleaned and sanitized at least every 2 hours.</p> <p>Cleaning procedures throughout the restaurant must be developed in advance of opening and shared with employees so that they can be properly trained.</p>
FLORIDA	<p>Ensure ServSafe certifications of persons in charge are current; ensure employees' Florida-mandated food handler training is up to date.</p>
GEORGIA	<p>Ensure Food Safety Manager certification of the person in charge is up to date; provide food handler training to refresh employees.</p>
HAWAII	<p>Employers need to maintain Food Protection Manager certification or Food Handler's certificate as required by the state of Hawaii. ServSafe Manager and ServSafe Food Handler are approved programs.</p>
IDAHO	<p>Establish protocols to reduce the risk of spreading the COVID-19 virus by training employees on cleaning and disinfecting procedures, and protective measures. Update employee illness policy and provide COVID-19 staff training.</p>



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ILLINOIS	<p>All employees should complete health and safety training related to COVID-19 when initially returning to work.</p> <p>Train and remind employees of effective hand hygiene practices including washing hands with soap and water for at least 20 seconds every 30 minutes.</p>
INDIANA	<p>Restaurants and other foodservice establishments should have the designated manager on duty complete the COVID-19 Hospitality Training Program. The manager should also have employees complete the program and provide food handling refresher training to all employees.</p> <ul style="list-style-type: none"> • Hoosier Hospitality Promise • SUGGESTED RESTAURANT GUIDELINES
IOWA	<p>Closely monitor food employee hand-washing and other hygiene practices. Increase cleaning, sanitizing, and disinfecting frequencies for all areas of the establishment, especially high-contact surfaces such as door handles, tables, chairs, and restroom fixtures.</p>
KANSAS	<p>Train all staff members to follow fundamental cleaning and public health practices.</p>
KENTUCKY	<p>Inform employees they may identify and communicate potential improvements and/or concerns, without fear of retribution, to reduce risk of exposure at the workplace. Education and training should be communicated in a language understood by the individual receiving the education and training. Require employees to frequently wash their hands or use hand sanitizer, which should be provided by the establishment.</p> <ul style="list-style-type: none"> • KY Healthy At Work • ServSafe COVID-19 Training Videos
LOUISIANA	<p>Training and proper PPE must be provided to those who are responsible for cleaning.</p> <ul style="list-style-type: none"> • Louisiana Guidance: Updated 4/28/2021



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MAINE	<p>Provide employee training for:</p> <ul style="list-style-type: none">• Physical distancing guidelines and expectations.• Monitoring physical health.• Proper wear, removal disposal of Personal Protection Equipment (PPE).• Laundering of face coverings and uniforms.• Cleaning protocols.• How to monitor personal health & body temperature at home.• Cleaning protocols, including how to safely and effectively use cleaning supplies. <p>COVID19 Prevention Checklist Industry Guidance</p>
MARYLAND	<p>Employees shall be trained in and understand COVID-19 health and workplace guidelines, such as hand hygiene, cleaning protocols, use of personal protective equipment (PPE) and disposal.</p> <p>Any food handler certificate and food manager certification that expires during the state of emergency will still be valid. Food handlers and managers will have 30 days from the date the state of emergency is rescinded to renew their certificates and/or certifications.</p> <p>Best Practices for Restaurants and Bars</p>
MASSACHUSETTS	<p>Provide training to workers on up-to-date safety information and precautions including hygiene and other measures aimed at reducing disease transmission, including:</p> <ul style="list-style-type: none">• Social distancing, handwashing, and requirement and proper use of face coverings.• Modifying practices for serving in order to minimize time spent within 6 feet of customers.• Self-screening at home, including temperature or symptom checks.• Reinforcing that staff may not come to work if sick.• When to seek medical attention if symptoms become severe.• Which underlying health conditions may make individuals more susceptible to contracting and suffering from a severe case of the virus. <p>Safety Standards and Checklist: Restaurants</p>



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MICHIGAN	<ul style="list-style-type: none"> • A business or operation’s plans must be readily available to employees, labor unions, and customers. • The plans need to be accessed via website, internal network, or hard copy. • COVID-19 employee training document must include a step on how to report unsafe working conditions. <p>COVID-19 Free Training ServSafe Food Manager Classes - April</p>
MINNESOTA	<p>Train and remind workers, using visual reminders, of required hand hygiene practices, including handwashing procedure and frequency, restricting bare hand contact with ready-to-eat food, proper glove use, and COVID-19 precautions.</p> <ul style="list-style-type: none"> • Instruct servers to stand to the side or behind the customer as much as possible. • Instruct servers not to approach the table unless all parties have replaced their face coverings, if they were removed. <p>Restaurants & Bars (Updated 5/6/2021) ServSafe: Free COVID-19 Training & Resources</p>
MISSISSIPPI	<p>All employees shall be provided training regarding minimizing the spread of COVID-19, including the importance of frequent hand washing and personal hygiene, proper sanitation, cough and sneeze etiquette, use of PPE, and safe food handling procedures.</p> <ul style="list-style-type: none"> • Available ServSafe Course Dates
MISSOURI	<p>Encourage staff members to prioritize public health and safety by implementing measures including employee use of personal protective equipment if available.</p>
MONTANA	<p>COVID-19 related training may include:</p> <ul style="list-style-type: none"> • A review of the establishment facility plan; • The employee health policy; and • ServSafe Takeout and Delivery COVID-19 Precautions training. <p>ServSafe Manager Course</p>



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NEBRASKA	<p>Restaurants are asked to adhere to the following guidelines developed by the Division of Public Health and the Nebraska Restaurant Association.</p> <ul style="list-style-type: none">• Ensure proper training for food employees with new or altered duties and that they apply the training according to established procedures.• Enhance employee safety training, emphasizing hygiene etiquette (avoid touching your eyes, nose, and mouth), and proper hand hygiene including washing hands for at least 20 seconds, especially after going to the bathroom, before eating, and after any sneezing or coughing, or after touching high touch surfaces (e.g., door handles, chairs, and tables).
NEVADA	<p>Train staff on the new operational plan and the increased precautions in place to reduce the spread of the virus that causes COVID-19. Explain the plans to use social distancing, what types and how to use PPE, proper use of chemicals, and the difference between cleaning, sanitizing and disinfecting.</p> <ul style="list-style-type: none">• Guidelines for Safe Food Handling <p>Effective 4/6/2021 the Food Handler Safety Training Card program will reopen for first-time and renewing clients as well as those needing duplicate or replacement cards. Due to the recent closure, first time Food Handler Safety Training Card applicants, renewing clients regardless of expiration date and those needing duplicate Food Handler Safety Training Cards are able to work until June 30, 2021.</p>
NEW HAMPSHIRE	<ul style="list-style-type: none">• Provide ServSafe COVID-19 training or its equivalent as soon as possible to all employees.• Train all employees on the importance of frequent hand washing and the use of hand sanitizers with at least 60% alcohol content.• Educate employees about new policies and procedures related to cloth face covering use, social distancing, cleaning and disinfection, illness policies, etc. <p>COVID-19 REOPENING GUIDANCE</p>



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NEW JERSEY	<p>Employers must comply with the following requirements:</p> <ul style="list-style-type: none">• Provide approved sanitization materials for employees and visitors at no cost to those individuals;• Ensure that employees practice hand hygiene and provide employees with sufficient break time for that purpose;• Routinely clean and disinfect all high-touch areas in accordance with DOH.
NEW MEXICO	<p>Employees must be trained on updated employee health policies and retrained on key food handling practices like handwashing, glove usage and sanitizing and disinfecting surfaces.</p> <p>Food establishments can complete the New Mexico Safe Certification training program, which educates workers about the states required and recommended COVID-Safe Practices.</p> <p>https://nmsafecertified.org/</p>
NEW YORK	<p>Train employees on how to don, doff, clean and discard PPE. Employees will also need to complete pre-return checks and assessments of kitchen systems to ensure a healthy and safe environment.</p> <ul style="list-style-type: none">• <u>INTERIM GUIDANCE FOR NEW YORK CITY INDOOR FOOD SERVICES</u>
NORTH CAROLINA	<ul style="list-style-type: none">• Provide education to employees on how to properly wear, remove, and wash or dispose of face coverings.• Provide workers with education about COVID-19 strategies, using methods like videos, webinars, or FAQs.• Promote frequent use of hand washing and hand sanitizer for staff and individuals. Require handwashing of staff immediately upon reporting to work, after contact with individuals, after performing cleaning and disinfecting activities, and frequently throughout the day.• Provide alcohol-based hand sanitizer (with at least 60% alcohol) at the entrance, and any other areas throughout premises as needed.• Perform ongoing and routine environmental cleaning and disinfection of high touch areas and shared objects. <p><u>NC Health and Human Services Interim Guidance (Updated 3/26/2021)</u></p>



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NORTH DAKOTA	<p>All business must complete the Workplace Assessment Tool for COVID-19 North Dakota Workplace Self-Assessment.</p>
OHIO	<p>Educate on proper use, disposal, and maintenance of face coverings. Enhance education on proper use of gloves, per code. Reinforce education per current food safety code about when to wash hands. Post health department hand washing posters at sinks and stations. Set times for periodic hand washing. Continue to emphasize employee education and compliance with hand washing, glove use, employee health, and food handler training.</p> <p>Guidance for Restaurants – updated 3/2/2021</p> <p>Provide ServSafe, or other approved COVID-19 education as soon as possible. Add COVID-19 symptoms to the current standard Health Agreement required by the food safety code. Comply with person in charge certification requirements and manager certification requirements as set forth in OAC 3701-21-25 and OAC 3717-1-02.4 as applicable.</p> <p>ServSafe Manager classes will meet on May 10, 11, 17 and 18 from 5:00-9:00 pm at the Delaware Area Career Center located at 4565 Columbus Pike Delaware, Ohio 43015.</p>
OKLAHOMA	<p>Restaurants and Food Establishments:</p> <ul style="list-style-type: none"> • Employers should cross-train personnel to perform essential functions so that the work place is able to operate even if key staff members are absent. <p>Bars and Drinking Establishments:</p> <ul style="list-style-type: none"> • Prior to reopening, retrain employees on best practices to avoid contamination.
OREGON	<p>Train all employees in safety requirements and expectations while at worksites have employees wear appropriate protective equipment when performing cleaning, sanitizing, or disinfecting activities.</p> <p>Oregon Eating & Drinking Establishments</p>



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PENNSYLVANIA	<p>Train all employees on the importance and expectation of increased frequency of hand washing, the use of hand sanitizer with at least 60% alcohol, and provide clear instructions to avoid touching hands to face.</p> <p>Additionally, restaurants that self-certify will be mailed Open & Certified Pennsylvania branded materials, such as window clings and other signage designating their certification, which they can display for customers and employees.</p> <p>Self-certification portal: https://www.pa.gov/covid/business-unites/certify-my-restaurant/</p> <p>Self-certification FAQ's: https://dced.pa.gov/wp-content/uploads/2020/09/Open-Certified-Pennsylvania-FAQs.pdf</p>
PUERTO RICO	<p>Educate employees about the nature of pandemics.</p>
RHODE ISLAND	<p>Establishments must designate an employee to implement and monitor for compliance with social distancing measures, sanitization, and other standards included in this guidance.</p> <p>This employee may be the Food Safety Manager; however, establishments may designate an alternative employee. Establishments should institute employee-training programs on these standards.</p>
SOUTH CAROLINA	<p>Continue and enhance employee safety training, highly emphasizing proper hand washing and hygiene etiquette. All restaurants are required to meet the minimum education and training standards outlined in DHEC Regulation 61-25. At least one employee with the authority to direct and control food preparation and service shall be a food protection manager who has been certified by an accredited program. Only Conference for Food Protection ANSI-certified Food Protection Manager courses meet the requirements of 2-102.20.</p> <p>All restaurants are encouraged to have their employees complete the DHEC-approved Food Handler training and all managers earn their Conference for Food Protection ANSI certified Food Protection Manager certification. For those operations with carry out and delivery service, have employees take the free ServSafe COVID-19 training for carryout and delivery service.</p>



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SOUTH DAKOTA

Train all employees on health and safety protocols.

TENNESSEE

Employee Protection:
Provide ServSafe COVID-19 training for all food handlers as soon as possible.

[ServSafe COVID-19 Precautions Training Videos](#)

TEXAS

Train all employees and contractors on appropriate cleaning and disinfection, hand hygiene, and respiratory etiquette.

UTAH

Utah Department of Agriculture and Food inspectors will begin to check for the Food Safety Manager training. For facilities that do not have a current Food Safety Manager trained, they will be given 1 month to have someone registered for the training and 2 months to complete the training.

ServSafe classes are offered at the URA offices with social distancing and safety precautions in place.

[ServSafe Manager Certification](#)

VERMONT

Employers should implement best practices for food service employees and for pickup/delivery during COVID-19 pandemic.

• [VT Covid-19 Guidance for Food Businesses](#)



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VIRGINIA	<p>Adoption of the First-in-the-Nation Workplace Safety Standards. Mandating appropriate personal protective equipment, sanitation, training, record keeping and hazard communication within the workplace. In addition to the already in place best hygiene practices. Training employees on a regular basis, including washing hands often with soap and water for at least 20 seconds and practicing respiratory etiquette protocols. A CDC training video is available here.</p>
WASHINGTON	<p>Train employees on identifying symptoms of COVID illness and how to prevent transmission. Train the PIC to monitor employee status for COVID-19 symptoms prior to each shift.</p> <ul style="list-style-type: none"> • COVID-19 Guidelines for Restaurants • Cleaning, Sanitizing and Disinfecting: Procedures for Food Establishments (Seattle & King County)
WEST VIRGINIA	<p>Train all employees on the importance and expectation of increased frequency of hand washing and the use of hand sanitizers with at least 60% alcohol; provide clear instruction to avoid touching hands to face.</p> <ul style="list-style-type: none"> • ServSafe Manager Classes
WISCONSIN	<p>Instruct your employees how to properly put on and remove a facemask or cloth face covering. The CDC illustrates how to properly wear a face covering and have several tutorials for how to make one.</p> <p>Encourage staff to become Certified Food Protection Managers.</p> <ul style="list-style-type: none"> • ServSafe is offering free takeout and delivery training videos for curbside and delivery operations with COVID-19 precautions. • WI GUIDANCE ON PREPARING WORKPLACES FOR COVID-19
WYOMING	<p>Ensuring all employees are aware of the need for sanitizing. Cleaning and disinfecting should occur multiple times a day using the EPA approved cleaning supplies.</p> <p>COVID-19: Guidance for Restaurants and Bars</p>