

# Requirement Change for Food Handler Cards

## What Employers Need to Know



### JANUARY 1, 2024

New obligations under SB 476 require employers to pay their staff for all costs associated with obtaining a food handler card (FHC).

- The time required for the employee to complete the training;
- the cost of testing; and
- any element required for the completion of the certification program

### CRA LEGAL PARTNER RESOURCE

Members get one call (not to exceed 15 minutes) of legal advice per month!



#### Your 4-Step Action Plan

By CRA Legal Partner Fisher Phillips

Fisher Phillips reviews the new obligations under SB 476 and has developed a four-step action plan to ensure compliance when the law takes effect on January 1, 2024.



Scan QR code  
to learn more

### TRAIN AND SAVE

With CRA Marketplace Partner ServSafe®

Small and large businesses alike will face a difficult task in preparing for the additional costs associated with the new law. ServSafe® is offering a 25% discount on Food Handler Training with the code **EMPLOYEE20** at checkout to help.



#### ServSafe® Online Trainings

ServSafe® online courses are interactive and include multiple language options.

**ServSafe® California Food Handler Training | \$9.99**



Scan QR code to  
purchase training

**San Diego Residents ServSafe® Food Handler Training | \$12.99**



Scan QR code to  
purchase training

### Need to Know Basics

#### Who needs a FHC?

A food handler is defined as anyone who stores, serves or prepares food.

#### Obtaining a FHC

California Health and Safety Code requires relevant workers to obtain a food handler card within 30 days of their hire date.

#### Maintaining a FHC

Relevant workers must re-certify every three years.

### Need in-person training or have questions?



#### Contact Macy Fitch

[mfitch@calrest.org](mailto:mfitch@calrest.org), or visit [calrest.org/training](https://calrest.org/training)

### Need to set up a call with one of our legal partners?



#### Contact Jackie Gutierrez

[helpline@calrest.org](mailto:helpline@calrest.org), or visit [calrest.org/post/legal-center-advice](https://calrest.org/post/legal-center-advice)

### Exclusive Savings for You

Purchasing more than 50?  
Contact Macy Fitch for bulk pricing.

As a thank you for being part of the CRA community, use the promo code **EMPLOYEE20** to receive a discount on either training.