



# Senate Bill 476

## Frequently Asked Questions (FAQs)

Effective January 1, 2024, Senate Bill (SB) 476 requires California employers to cover all food handler training costs for their employees. Please see below for FAQs on the changes that apply to San Bernardino County food handlers and employers.

**Q: Does SB 476 apply to food handlers in San Bernardino County?**

**A:** San Bernardino County has an existing local food handler program that took effect prior to January 1, 2009; therefore, SB 476 changes will only apply to San Bernardino County workers under subdivision (i) of the California Retail Food Code, Section 113948, which states:

- (1) *An employer shall consider the time that it takes for the employee to complete the training and the examination as compensable "hours worked," for which the employer shall pay and, pursuant to Section 2802 of the Labor Code, shall pay the employee for any necessary expenditures or losses associated with the employee obtaining a food handler card. An employer shall relieve an employee of all other work duties while the employee is taking the training course and examination.*
- (2) *An employer shall not condition employment on an applicant or employee having an existing food handler card.*

**Q: Who is responsible for the cost of obtaining a food handler's card in San Bernardino County?**

**A:** Employers are responsible for the cost of food handlers card training, including the time it takes to complete the training and examination. The cost of the training is \$22.00 every three years.

**Q: How does the employee access the food handler training?**

**A:** Access the food handler training online at <https://sbc.statefoodsafety.com/>

**Q: Can employees be required to complete the training and testing on their own time?**

**A:** Employers must allow employees to train and test during work hours and compensate them for their time.

**Q: Can employers require applicants to have a food handler's card before being hired?**

**A:** An employer cannot require that employees have a food handler's card as a condition of employment before they start. Employers must consider all applicants regardless of certification status.

**Q: Can employees complete the training and/or exam while performing their regular duties?**

**A:** While employees are completing the training courses and examination, employers must relieve employees from all other work duties.

**Q: How long do food handlers have to obtain a food handler's card once they begin employment?**

**A:** Food handlers in San Bernardino County have 14 calendar days from the start of employment to obtain a food handler's card.

**Q: Where can I find more information regarding SB 476?**

**A:** For additional information, call or text Environmental Health Services at (800) 442-2283. SB 476 can be reviewed in its entirety at [leginfo.legislature.ca.gov](http://leginfo.legislature.ca.gov).

**Q: Where can I find resources to obtain and track San Bernardino County food handler training for employees?**

**A:** Visit [ehs.sbcounty.com/food-handlers-managers/](https://ehs.sbcounty.com/food-handlers-managers/) for more information on employee food handler card training and compliance manager tools.

