

Schenectady ARC

Policy on Quarantine Restrictions on Travelers Arriving in NYS Following Out of State Travel

Policy Statement

On June 24, 2020, in response to the ongoing public health emergency and the risk posed by a resurgence of COVID-19, Governor Cuomo issued Executive Order 205, requiring all travelers coming from designated states with significant rates of transmission of COVID-19 to quarantine for a 14 day period from the time of their last contact within such designated state(s). This travel advisory became effective on June 25, 2020.

Designated states will be identified as states with either a positive test rate higher than 10 per 100,000 residents over a seven-day rolling average or a testing positivity rate of higher than 10% over a seven-day rolling average. As of the date of this policy (July 6, 2020), the designated states are: Alabama, Arkansas, Arizona, California, Florida, Georgia, Iowa, Idaho, Louisiana, Mississippi, Nevada, North Carolina, South Carolina, Tennessee, Texas, and Utah. However, that list will change as the occurrence rates change, so if you have any out-of-state travel plans you should check the DOH website before you travel.

The designated states with significant community spread will be conspicuously posted on the DOH website at <https://coronavirus.health.ny.gov/covid-19-travel-advisory> and will be updated weekly. Information on this site can be expected to change as often as daily, as rates of COVID-19 transmission increase or decrease.

On July 3, 2020, DOH issued Revised Protocols for Personnel in Healthcare and Other Direct Care Settings to Return to Work Following COVID-19 Exposure or Infection, adding protocols for essential healthcare personnel who have traveled to a designated state. Schenectady ARC has developed the following policies and procedures in accordance with the Executive Order and the guidelines issued by NYS Department of Health. This policy applies to employees who arrive in NYS following out of state travel to any of the designated states. The requirements of the travel advisory do not apply to any individual passing through designated states for a limited duration (i.e., less than 24 hours) through the course of travel

Procedure

- A. Employee must notify the supervisor and HR of any scheduled travel to any of the designated states. If an employee is unsure if the state being visited is on the designated list, the employee should refer to the website linked above or contact HR for guidance.
- B. Schenectady ARC may allow employees who have traveled in the past 14 days to a designated state to return to work if all the following conditions are met;

1. Furloughing the employee would result in staff shortages that would adversely impact the operation of the agency, and all other staffing options have been exhausted.
2. The employee is asymptomatic.
3. The employee received diagnostic testing for COVID-19 within 24 hours of arrival in NY. The employee may NOT return to work until results of testing have been submitted to HR. If the employee refuses testing, the employee must remain out of work for a full 14 days from the last contact to the designated state.
4. The employee self-monitors twice a day (i.e. temperature checks, symptoms) and receives temperature monitoring and symptom checks at the beginning of each shift, and at least every 12 hours during a shift.
5. The employee will wear a face mask while working
6. To the extent possible, the employee working under these conditions will be assigned to work with individuals at lower risk for severe complications, as opposed to higher risk individuals (e.g. people who are severely immunocompromised or elderly).
7. The employee allowed to return to work under these conditions should maintain self-quarantine when not at work for the full 14 days from the last contact to the designated state.
8. At any time, if the employee working under these conditions develops symptoms consistent with COVID-19, the employee will immediately stop work and isolate at home. All employees with symptoms consistent with COVID-19 will be referred for diagnostic testing for SARS-COV-2.

Additional Information:

Guidance from NYS DOH is subject to change and may supersede this policy. Given the fact that those designated states identified by New York's travel advisory may change at any given time, this policy shall be implemented immediately upon the employee's return from a designated state, even if the designated state was not on the list prior to the employee's arrival to that state (i.e. the employee is already in a state that was not designated prior to leaving NY but is then added to and remains on the list before the employee returns to NY). If the designated state is removed from the list prior to the employee's return to NY, the employee will not be subject to this protocol.

The Executive Order provides that workers who must be quarantined due to travel to one of the listed states are not eligible for the state-paid sick leave. If an employee can perform work duties from home, they may do so until able to return to site-based work (any scheduling of remote work must be approved in advance of the travel). If an employee is unable to perform work duties from home and is not able to return to work, including the waiting period for testing results or refusal of testing, the employee may either use available leave time (vacation, personal or floating holiday) or the leave will be unpaid.

Employees who fail to follow this policy may be subject to disciplinary action, up to and including termination of employment.