Overview
American Automobile Association (AAA)

This Holiday Season:

- From 2019 to 2020, automobile travel will be down only 4.3% to 47.8 million
- Air travel will decrease by 47.5%
- Bus/Train/Other travel will be down 76.2% from 2019
Travel Information to Share

- Traveling by Automobile
  - *Make fewer stops by planning ahead*
  - *Check local guidelines*
  - *Pack: face masks, disinfecting wipes, hand sanitizer, and thermometer*
  - *Also pack meals, extra snacks, and drinks to minimize stops*

- Traveling by Air: Prepare for extra time at the airport
MAP OF COVID-19 TRAVEL RESTRICTIONS
Rights and Responsibilities

- Employers are required to keep their workplace safe (including protecting employees from risk by travel plans of other employees)
- Employers should require employees to tell them about past or future travel plans so the risk can be evaluated
- Employees should be informed of travel risks, including the quarantine period
When Employees Return from Travel

- Follow health and safety measures
- Companies should have a travel policy
- Travel policies should be applied equally
VISITORS AND RETURNING RESIDENTS TO MASSACHUSETTS MUST COMPLY WITH THE COVID-19 TRAVEL ORDER
TRAVEL ORDER

- The rule requires that you MUST quarantine for 14 days unless you:
- are coming from a lower-risk state or
- can produce, on request, proof of a negative test result for COVID-19 from a test administered on a sample taken not longer than 72 hours before your arrival in Massachusetts, or
- meet the exemption criteria
Exemptions

- Traveling from a low-risk state
- 72-hour COVID-19 test rule
- Limited circumstance-specific exemptions
- Commissioner-designated exceptions
Low Risk States: As of November 16, 2020

- Hawaii
- Maine
- New Hampshire
- Vermont
Travelers Who Meet the 72-Hour COVID-19 Test Rule

- Travelers are exempt from the quarantine requirement if they have tested negative no longer than 72 hours before their return to Massachusetts
- Travelers who test positive are to quarantine
Limited Circumstance-Specific Exemptions

People who travel into Massachusetts that fall into one of the below categories are not required to quarantine

- Transitory travel – passing through the state
- Person commuting for work and school – at least weekly unless they travel elsewhere besides home or work
- Patients seeking or receiving medical treatment
- Military personnel
- Workers providing critical infrastructure
Commissioner-Designated Exemption

A person who enters Massachusetts in order to engage in any of the activities listed below is exempt from quarantine testing requirements and does not have to submit a Travel Form. This only applies to same-day travel.

- Certain critical life activities: dental, medical, or mental health appointments; visiting a person in a hospital; or religious services or funeral service
- Court appearance
- Child custody and visitation arrangements
Completing the Massachusetts Travel Form

- All travelers or Massachusetts residents who do not meet the exemptions must complete the Travel Form
- Including those who meet the 72-hour rule
- The form requires each traveler to provide contact information, such as address, phone, and people who accompanied them
- The form can be competed online
- Subject to a $500 fine for each day if not completed
Requirements for Quarantine

- Travelers, along with their travel party, must separate from all other people for 14 days.
- Must not be in public or otherwise leave the identified quarters.
- Living quarters must have separate bathroom facilities for each individual or family group.
- Cleaning supplies must be available.
- Travelers must have a way to self-quarantine from other household members if symptoms develop.
Requirements for Quarantine

- During the quarantine period, no one else should be in the living quarters other than the travel party
- Food must be delivered
- Travelers must have a sufficient supply of face masks or face coverings
- Travelers are not to leave their living quarters except for urgent medical care
- If no one develops symptoms, normal activities may resume after 14 days
Obtaining a Post-Arrival COVID-19 Test in Order to Be Released from Quarantine

- A traveler who is required to quarantine may be released from the obligation upon proof of a negative test that was administered after the person’s arrival in Massachusetts.
- Travelers must arrange for the test at their own expense.
- Travelers must continue quarantining until they receive a negative test result, or the 14 days is completed.
Massachusetts Residents Traveling for Work

- Massachusetts residents who are required to travel outside the state to a state that is not a COVID-19 lower-risk state must quarantine for 14 days or until they are able to provide proof of a negative test result.
Qualifying reasons for leave related to COVID-19:
1. Is subject to a federal, state, or local quarantine order
2. Has been advised by a health care provider to self-quarantine
3. Is experiencing COVID-19 symptoms and is seeking a medical diagnosis
4. Is caring for an individual subject to an order described in (1) or self-quarantine as described in (2)
5. Is caring for his or her child whose school or place of care is closed due to COVID-19 reasons (exemptions apply)
6. Is experiencing any other substantially similar conditions specified by the U.S. Department of Health & Human Services
Procedure for Requesting Leave

- Employees must provide a written notice requesting a leave as soon as possible; verbal notice is acceptable until a written notice can be provided.
- Notice should include the reason for the leave and expected date of return.
- Within five business days, the employer will provide the employee with the required Department of Labor (DOL) notices.
- On a basis that does not discriminate against employees on Family and Medical Leave Act (FMLA) leave, the company may require an employee on FMLA leave to report periodically on the employee’s status and intent to return to work.
<table>
<thead>
<tr>
<th>Employee Income</th>
<th>Leave Benefit (Equal to Tax Credit)</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>10 Sick Days (Self)</td>
</tr>
<tr>
<td></td>
<td>100% Wages up to $511/Day</td>
</tr>
<tr>
<td>$15,080 ($58/day)</td>
<td>Federal Minimum Wage</td>
</tr>
<tr>
<td>$26,200 ($101/day)</td>
<td>Poverty Level - Family of 4</td>
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<tr>
<td>$48,672 ($187/day)</td>
<td>Median Earnings for Full-Time Workers</td>
</tr>
<tr>
<td>$77,997 ($300/day)</td>
<td>Income for Max Sick Leave (Caregiving) + Family Leave</td>
</tr>
<tr>
<td>$132,900 ($511/day)</td>
<td>Income for Max Sick Leave (Self)</td>
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</tbody>
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Returning from FMLA

- Employee will be able to return to the same position or a position with equivalent status, pay, benefits, and other employment terms.

- Employers with less than 25 employees—If the position the employee held before FMLA leave started no longer exists due to economic conditions or operational changes that are made because of the public health emergency, and no equivalent position is available, the employee may be laid off.
Employee Rights Poster

This Department of Labor's employment poster should be posted where your other posters are located.
Off-Duty Employee Expectations

- Encourage employees to follow the U.S. Centers for Disease Control and Prevention (CDC) recommended guidelines to social distance and wear a mask
- Employees should be following state directives and executive orders surrounding social gatherings, including size limitations and required proper protective gear
- Encourage employees to be safe while off-duty, which helps ensure a safe workspace upon their return for all employees
- Be mindful of disciplinary actions as they may raise compliance concerns
Do Employees Go on Unemployment Benefits While Quarantined After a Positive COVID-19 Test Result?

No, employees would be covered by the Family First Coronavirus Response Act (FFCRA) for their two-week quarantine at a 100% pay rate.
If an Employee Has to Quarantine Because of Their Child’s Daycare Closing Due to COVID-19, Do We Have to Pay Them?

- Yes, employees must be paid at two-thirds of the employee’s rate for up to two weeks due to a quarantine because of COVID-19 positive cases at the childcare location.
If a Patient Tests Positive After He/She Leaves the Practice, What Should We Do As an Employer?

- As practices should be following the recommended CDC guidelines, any spaces should be disinfected and staff should be wearing the appropriate PPE to drastically limit the risk of exposure.
If Staff Travels Out of the State/Country, Do They Have to Quarantine or Is a Negative Test Enough to Return to Work?

- Employees are encouraged to get tested 72 hours prior to arrival back in the state. If they are asymptomatic and have a negative test result, they should be clear to return to work.
CONCLUSION

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