



To: All Staff
From: Julie Perrin
Re: Travel and holiday safety
Date: October 12, 2020

Let's talk about the holidays.

Our staff has a high risk profile, which means many of our team have a higher than normal risk of complications with Covid-19. For this reason, we need to be safer than the bare minimum requirements. Please keep in mind that your actions can impact the safety of your coworkers and the public.

We are adding a question to our screening as the holidays approach:

Have you traveled in the prior 14 days outside of New Hampshire, Vermont, Maine, Massachusetts, Connecticut, or Rhode Island for non-essential purposes?

What's required?

The governor has been clear in guidelines to business

(<https://www.dhhs.nh.gov/dphs/cdcs/covid19/documents/employee-travel-guidance.pdf>):

- “Do not permit non-essential international and out-of-state domestic business travel (e.g., conferences, meetings).
- Discourage personal international and domestic travel outside of the New England states.
- Discourage personal travel on cruise ships.
- **Any persons traveling internationally (including Canada), on a cruise ship, or domestically outside of Maine, Vermont, Massachusetts, Connecticut, or Rhode Island for non-essential purposes must quarantine for 14 days after return.** Occupational Medicine and businesses should screen staff for such travel before returning to work after vacation. Other New England-based domestic travel risks can be assessed by Occupational Medicine on a case-by-case basis.”

Let's translate that last one. “If I go to New York for Thanksgiving on my weekend off, I can still come to work on Monday, right?” No, you can't. You have to self-quarantine for 14 days. Because that is nonessential travel and your choice, that is unpaid unless you have vacation benefits you can use.



What's optional but we hope you will consider:

The CDC has defined low, moderate and high risk holiday gatherings. Please review this website and consider carefully where your holiday plans fall in the risk category. There's also a printed copy in the black staff binder. <https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/holidays.html>

If you choose a high risk activity in your free time, please consider not coming to work as you could bring more than holiday cheer to your coworkers.

What about visitors? With the holidays coming, you might be staying home but have guests who have travelled from outside of New England. If they have not self-quarantined for two weeks before visiting you, you could be exposed to the virus if they carried it from their home state. If you then come into work, you may carry the virus to your coworkers.

Please consider the impact on your coworkers and the public if you knowingly were exposed to a person visiting from a high risk state or who travelled on an airliner, who did not self-quarantine. Please be thoughtful and limit your exposure or self-report high risk situations or possible exposures to me, so we can talk about it. I know that such self-reporting is a matter of conscience and I cannot ask how you spend your free time. Self-reporting might mean that you cannot come to work for two weeks, but better that than being responsible for bringing the virus into a public setting or to our high risk staff members.

Please let me know if you have any questions. We can only be safe if we act safely together.

