



## **Interim Guidance and Employee Policy for Quarantine Restrictions Following Out of State Travel**

July 13, 2020

### **Purpose**

In response to increased rates of COVID-19 transmission in certain states within the United States, and to protect the Port Madison Indian Reservation's successful containment of COVID-19, the Tribe is issuing a travel advisory for employees returning from out of state travel.

### **Application**

The following policy and guidelines apply exclusively to employees of the Suquamish Tribal Government.

### **Background**

The Suquamish Tribal Government employees and community members have maintained a strict adherence to data-driven, evidence-based protocols, including required physical distancing and mandatory face coverings. As a result, the Tribe has been successful to date, at stopping the spread of COVID-19 within our community. However, other states within the U. S. have taken a less stringent approach and are now experiencing a rapidly increasing rate of transmission of this deadly virus.

With the ongoing public health emergency and our surrounding states having taken a less restrictive approach, the risk of an even greater resurgence of COVID-19 is becoming a much larger threat. In response, the Tribal Government has issued a Travel Policy with a travel advisory requiring all employees coming from out of state travel to quarantine for a 14-day period from the time of their last date of return from travel. This action is taken in consideration of the significant risk posed to the health and welfare of our community members by the further spread of COVID-19.

The Tribe is authorizing essential travel only for tribal governmental staff. Out of state nonessential travel for tribal business is currently suspended until further notice.

### **Employee policy for out of state travel**

It is the policy of the Suquamish Tribe, that employees returning from out of state travel must quarantine for (14) days after travel and are required to be tested after the 10th day. An employee may be subject to disciplinary action, up to termination of employment, if the requirements of this policy are not followed.

The requirements of the travel advisory do not apply when passing through designated states for a limited duration (i.e., less than 24 hours) through the course of travel. Examples of such brief



passage include, but are not limited to: stopping at rest stops.

The travel advisory requires all Suquamish Tribal Government employees to take personal responsibility for complying with the advisory in the best interest of public health and safety. To file a report of an individual failing to adhere to the quarantine pursuant to the travel advisory, please call the Human Resource Department at 360-394-8409.

### **Travel Precautions:**

COVID-19 transmission can happen anywhere people gather – not just on vacation. CDC also has a “Deciding to Go Out” tool that may help individuals evaluate – and remember – the risks inherent with destinations that are nearby or at a distance.

All employees should avoid going to places where they will be closer than 6 feet away from anyone not currently living in their home full time.

When employees go on vacation, they should still practice all the CDC-recommended COVID-19 practices: washing hands, staying home if sick, wearing cloth masks, practicing physical distancing, and avoiding large groups of people.

### **Before traveling consider the following:**

Employees should first consider two questions: is COVID spreading where traveling TO, and/or is COVID spreading where living NOW? Check all local and state health departments for this information. <https://www.cdc.gov/covid-data-tracker/index.html#cases>, <https://www.cdc.gov/publichealthgateway/healthdirectories/healthdepartments.html>

International travel will present a significant challenge for most; employees should thoroughly review the travel bans and restrictions related to the country they plan to visit – and whether they will be permitted to return to the U.S. after their trip.

If traveling domestically, employees should evaluate whether the locality they are visiting will permit them entry (with or without self-quarantine,) as well as whether their home state and/or locality will permit them to return (with or without self-quarantine.)

If travelling by bus, train, or airplane, employees should anticipate a greater risk of exposure and take enhanced measures to protect themselves.

If an employee’s travel requires stops along the way, they should consider where and/or if they will be permitted to stop; what the potential for exposure is in such areas; and take extra PPE, hand sanitizer, and other enhanced measures to protect themselves.

If traveling with, to, or from vulnerable individuals, those who are traveling should either reconsider traveling, or take enhanced precautions. Remember, the people we serve, with whom our employees work in close contact with, are in this vulnerable population.

“Enhanced precautions” related to travel may include: making sure measles, mumps, and seasonal flu vaccinations are up to date; packing extra alcohol-based hand sanitizers; packing non-perishable foods, or planning to order curbside or drive through take out; and being prepared to clean and disinfect travel lodgings.

**When considering travel outside the local community, ask:**

- **Is [COVID-19 spreading](#) where you’re going?**  
You can get infected while traveling.
- **Is [COVID-19 spreading](#) in your community?**  
Even if you don’t have symptoms, you can spread COVID-19 to others while traveling.
- **Will you or those you are traveling with be within 6 feet of others during or after your trip?**  
Being within 6 feet of others increases your chances of getting infected and infecting others.
- **Are you or those you are traveling with [more likely to get very ill from COVID-19](#)?**  
Individuals who have [an increased risk of severe illness from COVID-19](#) should limit their travel.
- **Do you live with someone who is [more likely to get very ill from COVID-19](#)?**  
If you get infected while traveling you can spread COVID-19 to loved ones when you return, even if you don’t have symptoms.
- **Does the state or local government where you live or at your destination require you to stay home for 14 days after traveling?**  
Some state and local governments may require people who have recently traveled to stay home for 14 days.
- **If you get sick with COVID-19, will you have to miss work or school?**  
People with COVID-19 disease need to stay home until they are [no longer considered infectious](#).
- **Do not travel if you are sick**, or if you have been around someone with COVID-19 in the past 14 days. Do not travel with someone who is sick.

**If You Travel – [Protect yourself and others](#) during your trip:**

- Clean your hands often.
  - [Wash your hands](#) with soap and water for at least 20 seconds, especially after you have been in a public place, after touching surfaces frequently touched by others, after blowing your nose, coughing, or sneezing, and before touching your face or eating.
  - If soap and water are not available, bring and use hand sanitizer that contains at least 60% alcohol. Cover all surfaces of your hands and rub your hands together until they feel dry.



- Avoid touching your eyes, nose, or mouth.
- Avoid close contact with others – Keep 6 feet of physical distance from others.
- [Wear a cloth face covering in public.](#)
- Cover coughs and sneezes.
- Pick up food at drive-through, curbside restaurant service, or stores.

### **Considerations for Types of Travel**

Travel increases the chances of getting and spreading COVID-19. It is unknown if one type of travel is safer than others; however, airports, bus stations, train stations, and rest stops are all places where travelers can be exposed to the virus in the air and on surfaces. These are also places where it can be hard to physical [distance](#) (keep 6 feet apart from other people).

**Consider the following risks for getting or spreading COVID-19, depending on how you travel:**

**Air Travel** – Air travel requires spending time in security lines and airport terminals, which entails close contact with other people and frequently touched surfaces. Most viruses and other germs do not spread easily on flights because of how air circulates and is filtered on airplanes. However, physical distancing is difficult on crowded flights, and may require sitting near others (within 6 feet), sometimes for hours. This may increase the risk for exposure to the virus that causes COVID-19.

**Bus or Train Travel** – Traveling on buses and trains for any length of time can involve sitting or standing within 6 feet of others.

**Car Travel** – Making stops along the way for gas, food, or bathroom breaks can put travelers in close contact with other people and surfaces.

**RV Travel** – May require stopping less often for food or bathroom breaks, but RV travel typically means staying at RV parks overnight and getting gas and supplies at other public places. These stops may put travelers in close contact with others.

Learn more about how to protect yourself from COVID-19 on different types of transportation on CDC's website [Protect Yourself When Using Transportation](#).

### **Anticipate Travel Needs**

- Bring enough of your medicine to last you for the entire trip.
- Pack enough alcohol-based hand sanitizer (at least 60% alcohol) and keep it within easy to reach.
- Bring a cloth face covering to wear in public places.



- Prepare food and water for your trip. Pack non-perishable food in case restaurants and stores are closed.
- Take steps to protect yourself from COVID-19 when [booking accommodations or planning an overnight stay](#).
- If you are considering cleaning your travel lodgings, see CDC's guidance on how to [clean and disinfect](#).

### **Frequently Asked Questions**

#### **Is it safe to travel to visit family or friends?**

Travel increases your chances of getting and spreading COVID-19. Before you travel, learn if [coronavirus is spreading](#) in your local area or in any of the places you are going. Traveling to visit family may be especially dangerous if you or your loved ones are [more likely to get very ill from COVID-19](#). People at higher risk for severe illness need to take [extra precautions](#).

#### **Is it safe to travel to campgrounds/go camping?**

Going camping at a time when much of the United States is experiencing community spread of COVID-19 can pose a risk to you if you come in close contact with others or share public facilities (like restrooms or picnic areas) at campsites or along the trails. Exposure may be especially unsafe if you are [more likely to get very ill from COVID-19](#) and are planning to be in remote areas, without easy access to medical care. Also be aware that many local, state, and national public parks have been temporarily closed due to COVID-19.

Travel restrictions will help to contain the rates of COVID-19 transmission and will help to protect others from serious illness. All staff and community members must take these travel policy and guidance seriously. Your cooperation is greatly appreciated. For further information, please visit:

- [Washington State Department of Health](#)
- [Kitsap Public Health District](#)
- [Centers for Disease Control and Prevention \(CDC\) COVID-19 Website](#)
- [World Health Organization \(WHO\) COVID-19 Website](#)