



CARROLL COUNTY
STATE OF NEW HAMPSHIRE
Human Resources Department



February 17, 2021

To: All Carroll County Employees
From: Carroll County Board of Commissioners
RE: COVID Employee Travel Guidance Update

**** Mountain View Community staff members should refer to the MVC policies for Long-term Care specific guidance ****

The below policy will be in effect from 2/17/2020 and remain in place unless and until updated guidance is released by the CDC and the State of NH.

This policy may be amended as this situation evolves. Employees who decide to go on vacation during this time frame will need to adhere to this policy.

Given the ever-evolving situation involving the COVID-19 pandemic, the County is taking steps to help keep you, your co-workers and your families healthy. Below is important information to keep in mind as you plan your travel.

1. Please frequently check the Centers for Disease Control and Prevention (CDC) website for updated important information regarding the following topics:
 - a. General Coronavirus information: <https://www.cdc.gov/coronavirus/2019-ncov/index.html>
 - b. Travel advisories regarding the places you will visit and travel through.
 - c. Guidance for travel within the US. <https://www.cdc.gov/coronavirus/2019-ncov/travelers/travel-in-the-us.html>
 - d. State of NH travel guidance. <https://www.dhhs.nh.gov/dphs/cdcs/covid19/documents/employee-travel-guidance.pdf>
2. Non-essential international travel is highly discouraged.
3. Domestic travel outside of New Hampshire, Vermont, Maine, Massachusetts, Connecticut, or Rhode Island is discouraged, especially by public transportation (bus, train, plane) or to metropolitan areas.
4. When making your travel plans, please consider obtaining travel insurance, including coverage for charter flights if commercial airlines will not allow you to board because you or family members are ill.
5. Please understand that because of the rapidly evolving situation, while you are traveling, it may be possible that an outbreak occurs in the area where you are visiting. That may impact your ability to obtain medical care, you may find yourself subject to quarantine orders by that area and traveling out of that area may be challenging.
6. If you choose to travel internationally (including Canada), on a cruise, to any area out of New Hampshire, Vermont, Maine, Massachusetts, Connecticut, or Rhode Island, or by plane, train, or bus anywhere, you will **need to self-quarantine for 10 days following the last date of any high risk, non-essential travel.**
 - a. **People meeting the criteria for high-risk travel have the option of ending their quarantine after day 7 by getting a test on day 6-7 of their quarantine to test for active SARS-CoV-2 infection (SARS-CoV-2 is the novel coronavirus that causes COVID-19); this test must be a molecular test (e.g., PCR-based test); antigen tests are not accepted for this purpose.**
 - b. **If the test is obtained on day 6-7 of quarantine, the person is asymptomatic, and the test is negative, then the person can end their quarantine after 7 days, but they must still self-observe for symptoms of COVID-19 and strictly adhere to COVID-19 mitigation measures (social distancing, avoiding social and group gatherings, wearing a face mask when around other people, practicing frequent hand hygiene, etc.). Any new symptoms of COVID-19 should prompt the person to isolate and seek testing again (even if the person recently tested out of quarantine).**
 - c. **This 7-day quarantine “test out” option ONLY applies to travel-related quarantine (not quarantine due to a high-risk close contact exposure to a person with COVID-19).**



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- d. If you are able to work from home and your O/DD approves, you will be expected to do so for the quarantine period.
- e. As applicable, you may be eligible to use your accrued paid time off. Prior to reporting to your worksite, you will need to contact Human Resources.

Exceptions to Travel Quarantine

The following people do NOT need to quarantine after high-risk travel:

1. Persons who are 14 days beyond the second dose of their COVID-19 vaccine (i.e., 14 days after full vaccination).
2. Persons who are within 90 days of a prior SARS-CoV-2 infection that was diagnosed by PCR or antigen testing (if a person had a previous infection that was more than 90 days prior, then they are still subject to travel quarantine).

Such persons, however, still need to monitor themselves for symptoms of COVID-19 daily, practice social distancing, avoid social and other group gatherings, always wear a face mask when around other people, and practice good hand hygiene at all times.

Additional exceptions to the travel quarantine can be made by businesses, organizations, schools, etc. for people traveling due to “essential travel” purposes who do not meet one of the above two criteria.

Essential travel includes:

1. For work, school, personal safety, medical care, care of others, parental shared custody, for medication, and for food or beverage (brief trips for take-out and groceries only).
2. Travel for students and their parents or guardians who are visiting institutions of higher learning or preparatory high schools as potential future students, including allowing the students to remain at the schools for overnight stays.

Nonessential employees who travel to higher risk areas for personal or leisure reasons cannot rely on this “essential travel” exemption (see NH DPHS Employer Travel, Screening, and Exclusion Guidance for more information about “essential employee” designation and guidance).

It is important that you verify with the state you are traveling to that you will not be restricted from visiting or required to quarantine while you are there. Each state has developed their own guidelines for out-of-state visitors that you can find on their Department of Health website.

This will take effect 2/17/2021 and remain in place based on CDC and/or State recommendations. Please understand that these are precautionary measures to help prevent you, your co-workers, and the individuals we serve from becoming infected.

Terry McCarthy, Chairwoman

Matthew Plache, Vice Chairman

Kimberly Tessari, Clerk