

Frequently Asked Questions Regarding the March 16 COVID-19 Travel Restrictions

1. Will the county provide reimbursement for nonrefundable tickets if travel plans are canceled?
No.

2. Will the county provide paid leave for quarantined employees?

The County is actively discouraging all non-essential travel for work and personal reasons. Whether an individual receives reimbursed paid leave depends on the individual's circumstances.

For individuals who booked vacations prior to the March 11 memo and still are choosing to pursue those travel plans, the County is holding them harmless during their 14-day self-quarantine. A temporary exception to the Employee Benefit Handbook has been issued to implement the restrictions of March 11 memo. The exception provides individuals who had previously approved vacation requests prior to the March 11 restrictions to receive paid leave, if they cannot work from home, while serving the 14-day self-quarantine. If work from home arrangements are offered, the employee does not receive paid leave during the self-quarantine.

Individuals who requested or took vacation after the March 11 memo were put on notice that they would need to use their own time or work from home during a 14-day self-quarantine.

3. What if you are in a circumstance where the supervisor does not officially approve vacation request?

These employees would need to provide documentation that the travel was booked prior to the March 11 memo.

4. Can employees use supplemental sick leave to cover for a self-quarantine?

Yes. The County is now authorizing supplemental sick leave in order for employees to serve a self-quarantine.

5. What about households with family members who travel or commute to high-risk states? (i.e., spouse commutes daily to Illinois.) Would these employees be quarantined indefinitely?

No. It is about mitigating risk. While it would be helpful, this would be administratively difficult to administer.

6. What about employees who commute from a "high-risk" state? For example, we have employees that drive to Madison from their home in Illinois, daily. Can they not come to work?

The previous policy exempted commuters. The March 16 policy applies to only Washington, New York, and California, at this time, therefore, it would not apply to commuters.

7. How does this policy compare to the previous policy?

For employees who took vacation after the March 11 policy, but prior to today's policy. The March 11 policy applies. For employees taking vacation after March 16, the March 16 policy applies.

8. Are employees in quarantine confined to their homes?

No they are not confined. Our hope is employees will self-quarantine.

9. Is the new policy retroactive?

No.