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**Fort Hudson Health System
Policy and Procedure**

TRAVEL RELATED RESTRICTIONS AND QUARANTINE REQUIREMENTS FOR FORT HUDSON NURSING CENTER EMPLOYEES

PURPOSE:

To comply with NYS Travel Related advisory for anyone returning from travel to states that have had a significant degree of community- wide spread COVID-19. Travel restrictions will help to contain the rates of COVID-19 transmission in NYS and will work to protect the residents and clients and employees within Fort Hudson Nursing Center.

POLICY:

Fort Hudson Nursing Center will have established guidelines to comply with the NYS Governors Executive Order 205 requiring all individuals traveling from states with "Significant community-wide spread COVID-19 to quarantine for a period of 14 days from the time of last contact within the identified state. The Quarantine requirement took place June 25, 2020. The NYS DOH requirement includes not only visitors, but also New York State residents returning from the affected states. There is an exception for essential workers which Fort Hudson Nursing Center will follow per guidelines below.

GUIDELINES:

1. Any employee planning to travel to one of the identified states or areas **must** notify their immediate supervisor **prior** to travel. The employee will be provided specific requirements for a return to work plan.
2. All employees will be screened upon entry into the building and asked if they have traveled to an affected area within 14 days of their day of work. Fort Hudson will utilize the following website to screen its employees regarding impacted states: <https://coronavirus.health.ny.gov/covid-19-travel-advisory>. If response is **no**, along with negative responses to all other screening questions, they will be allowed to work.
3. If the employee responds **yes** to the travel question, they will be deferred and ask to speak to Employee Health and/or designee (DNS/RN Supervisor/Immediate Supervisor) for further guidance on a return to work plan.

Return to Work Plan:

In accordance with NYS Travel Advisory FAQ published July 2, 2020

Any Fort Hudson Nursing Center employee who has traveled to a designated high transmission state will be required to quarantine when entering New York State for 14 days **from the last day in a designated state**. Fort Hudson does have the latitude to have an essential worker work if, and only if, **all** of the following conditions are met:

1. Furloughing such HCP would result in staff shortages that would adversely impact operation of the healthcare entity, and all other staffing options have been exhausted.
2. HCPs are asymptomatic.
3. HCP received diagnostic testing for COVID-19 within 24 hours of arrival in New York.
4. HCP is self-monitoring twice a day (i.e. temperature, symptoms), and receiving temperature monitoring and symptom checks at the beginning of each shift, and at least every 12 hours during a shift.
5. HCP is wearing a facemask while working.
6. To the extent possible, HCP working under these conditions should preferentially be assigned to patients at lower risk for severe complications, as opposed to higher-risk patients (e.g. severely immunocompromised, elderly).
7. HCP allowed to return to work under these conditions should maintain self-quarantine when not at work.
8. At any time, if the HCP working under these conditions develop symptoms consistent with COVID-19, they should immediately stop work and isolate at home. All staff with symptoms consistent with COVID-19 should be immediately referred for diagnostic testing for SARS-CoV-2.

The specific steps an employee will need to take are the following:

1. Upon Return from travel, employee must seek diagnostic testing for COVID-19 as soon as possible upon arrival (within 24 hours). Employees can seek testing at Fort Hudson, by appointment only.
2. **Employee will need to test negative prior to returning to schedule.** Once negative result is received, that Employee will be cleared to return to work. This record will be retained in the employee health record. The employee should take into consideration that a test result can take anywhere from 3-7 days to return from when the collection sample is taken and sent out to the lab.
3. Employee will need to continue routine COVID-19 testing per executive order in place. If executive order has expired, employee will be required to have a second COVID-19 test 7 days after the first test.
4. Employee will be required to self-monitor twice a day for a minimum of 14 days post return for temperature and signs and symptoms using a log provided by Employee Health. Upon completion, the log must be returned to the Employee

Health Office and reviewed before the employee would be permitted to return to work.

5. In addition, employee must wear face covering in public, maintain social distancing and clean and disinfect workspaces for a minimum of 14 days.

6. To the extent possible, avoid extended periods in public, contact with strangers and large congregate settings for a period of at least, 7 days.

For a Positive COVID-19 Result:

1. Refer to DAL (Dated April 29, 2020)
 - a. Required that nursing home employees who test positive for COVID-19 but remain asymptomatic are not eligible to return to work for 14 days from first positive test date in any situation and will no longer adhere to the shorter CDC timeframe.
 - b. Symptomatic nursing home employees may not return to work until 14 days after the onset of symptoms, provided at least 3 days (72 hours) have passed since resolution of fever without the use of fever-reducing medications and respiratory symptoms are improving.
2. This DAL overrode the March 16, 2020 DAL entitled "Criteria for Return to work for Healthcare Personnel with confirmed or suspected Covid-19."

Use of Benefit Time:

1. **Fort Hudson Nursing Center employees, in accordance with New York State's published guidance will forgo their paid sick leave benefits from New York's COVID-19 paid sick leave law if they engage in non-essential travel to high risk states (as listed on <https://coronavirus.health.ny.gov/covid-19-travel-advisory>).**
2. Refer back to existing protocols in the facility's employee handbook and collective bargaining agreement contract for use of accrued time.

References:

<https://coronavirus.health.ny.gov/covid-19-travel-advisory>



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Approved: Amanda a wait Date: 7/9/20