

Q1: What does the Governor’s new Executive Order 9C change with regard to out-of-state travel?

A1: Executive Order 9C changed a number of provisions relating to the requirement that individuals self-quarantine following out-of-state travel. Specifically, among other things, Executive Order 9C:

- Clarifies that the 14-day self-quarantine requirements apply to travel from **states** with a high COVID-19 positivity rate (“Affected States”) as well as from **countries** listed by the Centers for Disease Control and Prevention (CDC) with a Level 3 Travel Advisory (“Affected Countries”);
- Adds a process for individuals to take COVID-19 tests as an alternative to quarantine; and
- Outlines new penalty and enforcement provisions that can be imposed on those who refuse or fail to self-quarantine or truthfully and accurately complete travel forms.

Q2: I understand that UConn has a more stringent testing alternative to quarantine than that set forth in the Governor’s Executive Order. Why is this and is this allowed?

A2: UConn has established a testing alternative process that we believe most reliably protects against transmission on our campuses. While the process in the Executive Order sets the testing standard an individual must follow to avoid self-quarantine while generally in the State of Connecticut, UConn’s test alternative processes are required for employees to return to work on UConn campuses after traveling to Affected States or Countries.

Q3: If I plan to travel out of state for personal (not work-related) reasons, what do I need to do?

A3: First, please know that to slow the spread of the virus that causes COVID-19 and to support our efforts to keep COVID-19 prevalence low in our state, both the State of Connecticut and UConn **strongly discourage any non-essential out-of-state travel** at this time.

If you must travel out of state, you should know prior to leaving whether you will be in an “Affected State” or an “Affected Country” for more than 24 hours. The [list of Affected States](#) is established by the state, and the [list of Affected Countries](#) are those for which the Centers for Disease Control and Prevention (CDC) has issued a Level 3 Travel Health Notice. These lists are fluid and travelers should check them on the date of their travel.

If traveling to an Affected State or Affected Country, you will need to follow the steps described below.

Q4: What steps do I need to take if I am going to an Affected State or an Affected Country for personal (not work-related) reasons?

A4: If you plan to travel to an Affected State or an Affected Country, you will be required to file certain forms with both UConn and the State of Connecticut. Additionally, if you are scheduled to work on a UConn campus within 14 days of your return to Connecticut, you will also be required to take two (2) COVID-19 PCR tests before you are permitted to return to work. Specifically, you must take the following steps:

Before traveling:

- You are required to file a travel form with UConn. If you are going to an Affected State, you must complete [UConn's Employee Domestic Travel Form](#); if you are traveling to an Affected Country, you must complete UConn's [International Travel Form](#).

Upon return to Connecticut:

- Upon your return to Connecticut, you must complete the required [State of Connecticut Travel Forms](#).
- Have your **first PCR COVID-19 test** administered at a location of your choosing within 48 hours of returning to Connecticut. If possible, this should have been pre-scheduled prior to your travels.
 - You must self-quarantine upon return to Connecticut until you have your COVID-19 test administered and until you receive and file a negative test result.
 - This first test will be at your own expense.
- If your test result is negative, send the results electronically to both DPH at DPH.COVID-Travel@ct.gov and to Human Resources at hr@uconn.edu. You must also notify your supervisor/manager of your ability to return to work; you do not need to share your actual test results with your manager or supervisor.
 - If your test result is positive, continue to self-quarantine and notify Human Resources (hr@uconn.edu) and call the UConn Health COVID-19 Call Center (860-679-3199) for further guidance.
- Upon receipt and the filing of a negative COVID-19 test result with Human Resources, employees will be cleared to report to work.
- When you return to work, for a period of fourteen (14) days following your return to Connecticut from an Affected State or Country, you will be required to observe the following while at UConn: (i) wear a mask at **all** times while present on the campus, (ii) consume food and drink in isolation from other employees, staff and visitors, (iii) take your temperature before arriving for work, and (iv) self-quarantine while you are not at work.
- Schedule your second COVID-19 test administered on 5-7 days following return to Connecticut with Human Resources (hr@uconn.edu).
 - This test will be at no expense to you.
- If the result of the 2nd COVID-19 test is negative, you will be permitted to continue working.
 - If the results of your 2nd test is positive, you will be required to quarantine for at least 10 days; the COVID-19 Call Center will determine the length of time of your quarantine.
 - If you do not take this second COVID-19 test, you will be required to quarantine for the remainder of the 14-days, beginning with the day of your missed test.

Q5: Do I need to undergo the steps outlined in A4 above if I am able to telecommute upon my return to Connecticut from an Affected State or Affected Country?

A5: You will need to complete the travel forms for UConn Health and the State of Connecticut any time you travel to an Affected State or Country, however you need not undergo the COVID-19 testing steps outlined above if you are prepared to quarantine for 14 days following your return. If your manager has approved you to telecommute upon your return from your travel, then you should ensure that you have the necessary and proper paperwork on file to telecommute and plan to do so while you self-quarantine for 14-days following your return to Connecticut.

Q6: How much will I be charged for the first COVID-19 test that I will have to take?

A6: The cost of this test varies by location. If employee insurance does not cover this cost, it will be the responsibility of the employee.

Q7: What if I miss or don't take my initial test, within the 48 hours upon arrival in Connecticut?

A7: If you do not have a COVID-19 test within 48 hours of arrival in Connecticut, you will be required to complete a 14-day quarantine prior to returning to work. If there are extenuating circumstances, HR or senior leadership may approve exceptions to this timeframe, but you will still be required to have your first test obtained as soon as possible upon return to Connecticut, and prior to returning to work.

Q8: Must employees quarantine while awaiting their 2nd test result or do they continue to work?

A8: No. Employees are permitted to return to work while awaiting their 2nd test result, but must adhere to the heightened requirements outlined in the HR guidance ((i) wear a mask at **all** times while present on the campus, (ii) consume food and drink in isolation from other employees, staff and visitors, (iii) check your temperature prior to arrival for work.

Q9: Will I be paid for any period of quarantine I am required to undergo as a result of my out-of-state travel or international travel?

A9: You will be required to quarantine while you await your test results that also need to be filed with the Department of Public Health and you will be required to use vacation leave for any period of self-quarantine required as a result of travel to an Affected State or Affected Country. If you do not have enough vacation leave you will be placed on an unpaid leave of absence for the balance of any self-quarantine period.

If you are quarantining for the full period of up to 14 days following your return from an Affected State or Affected Country you will be required to use personal and vacation leave for any period of self-quarantine required as a result of that travel. If you do not have enough vacation leave you will be placed on an unpaid leave of absence for the balance of any self-quarantine period.

Q10: Do these new rules allowing testing alternatives to quarantine apply retroactively? (e.g., employees who have returned from Affected States or Countries before September 18 looking to be tested to end quarantine)?

A10: No. The new rules became effective on September 18; therefore, any Affected Travelers returning prior to that date will still come under the prior Executive Order, meaning they will have to complete their 14-day quarantines.

Q11: Do these rules apply if I am traveling to an Affected State or an Affected Country for essential work?

A11: Yes. While the Governor's Executive Order does not require "Essential Workers" like health care workers and government employees to self-quarantine if they are traveling to "hot spots" for work, for the protection of our patients, employees and learners, UConn is requiring testing in accordance with the UConn testing alternative process for all employees who are returning to Connecticut from Affected locations when the travel is related to their work at UConn. However, because the travel is related to UConn work, both tests will be administered at no cost to the employee.

Q12 Why doesn't UConn allow an employee to return to work after travel to an Affected State or Country if an employee gets a COVID-19 test 72 hours *prior to arrival in Connecticut*, like the Governor's Executive Order allows for those who come into the state?

A12: Based on what we currently know and understand about the incubation period and spread of the virus that causes COVID-19, testing prior to departing an area of high prevalence may not accurately reflect active infection. To more reliably determine active infection, and to avoid transmission to others during the 14-day incubation period after last possible exposure, the optimal time for testing after travel is shortly after arrival to CT (at the beginning of the incubation period of concern) and then repeat testing 5-7 days later. Therefore, UConn has established a testing alternative process that we believe more reliably protects against transmission in our facilities. While the process in the Executive Order sets the testing standard an individual must follow to avoid self-quarantine while generally in the State of Connecticut, UConn's test alternative processes are required for employees to return to work on UConn premises after traveling to Affected States or Countries.