RFK COVID Policy for Vacation/Personal Travel

Due to the latest requirements from the Commonwealth of Massachusetts (see below) we are implementing new requirements for returning from travel outside Massachusetts.

The Commonwealth of Massachusetts has recommended we strongly discourage employees from taking leisure travel to high-risk destinations while the surge in COVID cases is occurring across the country.

Effectively immediately, if you elect to travel outside of New England, New York or New Jersey for personal reasons and you are unable to work remotely upon your return:

- You must quarantine upon your return for 14 days, or until you produce a negative COVID test as outlined in the new guidelines below.
- You must use your personal, vacation, or sick time, as paid time off during this period. If you do not have any paid time off available, you may take leave without pay.
- Working remotely must be approved in advance by your supervisor.

Massachusetts COVID Travel Requirement, effective August 1, 2020

All visitors entering Massachusetts, including returning residents, who do not meet an exemption, are required to:

- Complete the Massachusetts Travel Form prior to arrival, unless you are visiting from a lower-risk state designated by the Department of Public Health [https://www.mass.gov/forms/massachusetts-travel-form](https://www.mass.gov/forms/massachusetts-travel-form).
- Quarantine for 14 days or produce a negative COVID-19 test result that has been administered up to 72-hours prior to your arrival in Massachusetts.
- If your COVID-19 test result has not been received prior to arrival, visitors, and residents must quarantine until they receive a negative test result.

Failure to comply may result in a $500 fine per day.

Travel from these low-risk states are exempt from this requirement:

- New Jersey
- New York
- Hawaii

Employers are also urged to strongly discourage their employees from taking leisure travel to non-lower-risk destinations.

Quarantine Requirement and Testing Options

14-Day Quarantine Requirement

All individuals entering Massachusetts after 12:01 a.m. on August 1, 2020 must quarantine for 14 days from the date of arrival in Massachusetts

Testing as an Alternative to Quarantine

You do not need to quarantine for 14 days if you took a test for COVID-19, no longer than 72 hours before your arrival, in Massachusetts and have received a negative result. The specimen for the test must have been collected, and the testing must be by a method approved by the [Massachusetts Department of Public Health](https://www.mass.gov). Upon request, you must be able to demonstrate proof of the negative test result.
If you took a test prior to your arrival but have not received your negative result, you **MUST quarantine** until you receive the negative result. You may obtain a test at your own expense after your arrival in Massachusetts, but you **MUST quarantine** until you obtain a negative result. **Use the COVID-19 testing map to find a site near you.**

Information about approved molecular tests can be found in the Department of Public Health Guidance. A negative result from an antigen test must be confirmed by a negative result from an FDA EUA-approved molecular (PCR) SARS-CoV2 test, on a sample obtained 72 hours or less prior to arrival in Massachusetts. Serology tests will not be accepted.

Visitors are strongly urged to obtain a negative result before traveling to Massachusetts.

Individuals who do not comply with the requirement to quarantine are **subject to a fine of $500 per day**.

For more information, go to: [https://www.mass.gov/info-details/covid-19-travel-order](https://www.mass.gov/info-details/covid-19-travel-order)