

The Cove at Yarmouth Employee COVID-19 Travel Policy

To mitigate and reduce the risk of exposure to COVID-19 and continued our efforts to maintain a safe workplace requires participation from all involved. The risks of travel during this pandemic have been well documented and “hotspots” are being reported regularly.

The Cove at Yarmouth encourages all employees to avoid all non-essential personal travel outside The Commonwealth of Massachusetts. The following travel policy and procedures follow all CDC guidelines and applicable federal, state, and local guidelines and/or orders.

If an employee elects to travel outside Massachusetts for personal reasons, including vacation, the employee must notify The Cove at Yarmouth prior to and upon return from such travel, even if employee does not use vacation time or other paid time off during such travel.

In addition, the employee must adhere to the all local and state mandates, orders and requirements and must call their supervisor before his or her next scheduled shift to obtain approval to return to work following the employee’s return from such travel. Failure to report such travel will be subject to the provisions contained within the employee handbook.

Per Governor’s Baker’s Covid-19 Order No.45, aka “Travel Order” and as amended, states that all visitors and returning residents entering Massachusetts must follow these orders or meet and exemption as established by the Commissioner of Public Health. Detailed information and a list of exemptions can be found at <https://www.mass.gov/info-details/covid-19-travel-order#massachusetts-travel-form>.

An employee, contractor and/or vendor may be restricted from The Cove at Yarmouth Resort and asked to self-quarantine for fourteen (14) calendar days or provide a negative Covid-19 test from the date the employee returns from recent travel if the employee travels to one or more of the following locations, which is subject to change without prior notice:

- All international travel
- All cruise ship or river cruise travel
- Domestic travel outside The Commonwealth of Massachusetts to a restricted* state per state Travel Order.

Employees are also encouraged to follow CDC travel guidelines, self-certify upon returning to work and take any additional precautions and preparations necessary to avoid and/or mitigate the spread of COVID-19 prior to and for at least 14 days following recent travel or potential exposure, including, but not limited to, self-monitoring for symptoms of COVID-19, frequent hand washing, avoiding close contact with others, wearing a mask or face covering in public, etc. If an employee develops symptoms of COVID-19, the employee should promptly call their supervisor before his or her next scheduled shift and follow up with the employee’s health care professional for advice if needed.

The Families First Coronavirus Response Act (FFCRA) provides employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. Employees should become familiar with what is covered by the Act.