

## Emergency Travel Orders During COVID-19

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IRMA has been notified of several instances wherein municipal employees have traveled domestically or internationally to areas experiencing surges of COVID-19 cases and later tested positive themselves **after** returning to work. While it is at the discretion of each municipality, IRMA recommends that municipal employers implement a 14-day self-quarantine requirement in accordance with federal and state emergency travel orders to reduce the chance of an outbreak occurring at the workplace.

IRMA recommends adding to employee health screenings a section that asks employees to indicate any domestic or international travel to areas under emergency travel orders listed on the CDC, IDPH, and Chicago Dept. of Public Health webpages. Employers should notify employees immediately that a 14-day self-quarantine is instituted after traveling to any of these locations. Employers can offer FFRCA benefits or require that employees utilize personal benefit time for the self-quarantine period.

Additionally, employers should ask employees to indicate their intended travel plans when requesting time off to ensure that staffing can be arranged for their absence both while away and during self-quarantine. Employers should also provide employees in advance of approving their time off request with the current workplace travel orders and request written acknowledgement that the need to self-quarantine after certain travel will be required.

Keep in mind, the list of locations under emergency travel orders is evolving rapidly and will need to be modified as conditions change; requiring notification to employees of any changes to the post-travel quarantine requirements and how that may affect their return to work.

### Resources:

#### Current Travel Orders (current at date of publication)

- [IDPH Travel Orders for Level 3 Locations](#)
- [Chicago DPH Emergency Travel Order \(updated weekly current as of July 14\)](#)
- [Chicago DPH Emergency Travel Order \(original from July 2\)](#)
- [Cook County DPH Emergency Travel Order \(as of July 20\)](#)

#### Domestic Travel

- CDC: [Considerations for Traveler – Coronavirus in the US](#)
- CDC: [Travel: Frequently Asked Questions and Answers](#)
- National Law Review: [FAQ: Employee Travel During COVID-19](#)
- NBC 5 Chicago: [DuPage County Health Department Encourages Self-Quarantine for Travelers](#)
- DuPage County Health Department: [Supports Safe Travel Recommendations](#)

#### International Travel

- CDC: [COVID-19 Travel Recommendations by Country](#)
- CDC: [Returning from International Travel](#)