

## PLN Covid-19 Returning to Work Post-Travel Policy

PLN has been at the forefront of monitoring and continuing to address the effects of COVID-19 on our operations and the well-being of our community. Our team is committed to complying with all federal, state, and local health agencies' recommendations and guidelines to mitigate risk to our staff, students, and consumers.

In accordance with updated CDC and local health department guidelines, we are revising our Return To Work Post- Travel Policy. Note that at this time, PLN is still not permitting any business travel.

- This policy shall be read in conjunction with and in addition to PLN's general testing policy and shall not alter an employee's duty to also test in line with such requirements. PLN encourages all travelers to review and follow all CDC, state and local recommendations or requirements with regard to travel, including wearing face masks and other precautionary measures. More information is available here: <https://www.cdc.gov/coronavirus/2019-ncov/travelers/travel-during-covid19.html#fully-vaccinated-people> and here: <http://www.publichealth.lacounty.gov/media/coronavirus/traveladvisory.htm>

### RETURN TO WORK POST-TRAVEL WITHIN THE U.S.:

#### Domestic Travel

Unvaccinated or Not Fully Vaccinated Staff:

After travel and before performing any in-person services on behalf of PLN, get a viral COVID-19 test\* 3-5 days after returning **and** quarantine for 7 days.

\*Note: If you recovered from COVID-19 in the past 90 days, you do not need to test or quarantine as long as you are asymptomatic.

Fully Vaccinated Staff:

You may return to work upon return. As per the CDC, self-monitor for COVID-19 symptoms; isolate and get tested if you develop symptoms.

#### International Travel

The California Department of Health has advised that international travel poses additional risks and even fully vaccinated travelers are at increased risk for getting and possibly spreading new COVID-19 variants. After arriving in the U.S. post travel, all employees are

required to get a viral COVID-19 test 3-5 days after travel regardless of vaccination status. In addition, unvaccinated or not fully vaccinated workers who have not recovered from COVID-19 in the past 90 days are not permitted to perform in-person services for 7 full days even if your test is negative.

### **Reminder**

To the extent testing is required, PLN will require proof of testing results prior to returning to in-person work. See, PLN's Testing Policy for more information.

All hourly, non-exempt staff must accurately log their time to and from the testing site, as well as the time to get tested as such time is compensable. Moreover, employees should submit any costs associated with the test, if any, for reimbursement in line<sup>i</sup> with PLN's Expense Reimbursement Policy.

Employees who are required to isolate or quarantine and are unable to work or telework might be eligible for PLN paid sick leave. Please see PLN's COVID-19 Paid Sick Leave Policies or contact Human Resources for more information

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<sup>1</sup> As per the CDC, people are considered fully vaccinated 2 weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or 2 weeks after a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine. If you don't meet these requirements, you are NOT fully vaccinated.

