

Frequently Asked Questions:  
Idaho's Return to Stage 2  
November 17, 2020 Stay Healthy Order

**1. Does the move back to Idaho Rebounds Stage Two plan mean all state employees need to return home and telecommute?**

No. With the essential nature of government work, we must follow the recommendation of the Governor and continue to follow our continuity of operations plan. This means we must continue to follow the protocols we have in place to physically distance whenever possible, wear masks, sanitize our workstations and other high touch surfaces, and stay home when we do not feel well and/or have been exposed.

**2. Why are we keeping employees at the office if we are going back a stage?**

Government is considered an essential service and expected to remain open to provide services to Idaho citizens. The state has not had any major outbreaks within any of our state agencies because we have been diligent about following the protocols outlined by the Governor and Public Health.

Additionally, the move back to Stage 2 was largely due to local health districts tracing infections to gatherings of people outside of the workplace and classroom. The measures employers and employees have been taking are proving to be helpful in mitigating spread of the virus. This public order is an emphasis to continue our safe workplace practices while revisiting and revising them to be even more conservative.

**3. Can an employee request to telecommute due to the public health order?**

Yes. DHR's temporary telecommuting agreement and permanent telecommuting agreements outline the circumstances for when telecommuting is an appropriate option. It is important that agencies work with each individual employee and consult DHR with any questions.

**4. The Governor's Stay Healthy Order, effective November 14, 2020, states employers shall provide adequate sanitation and personal hygiene for employees, vendors, and patrons. Where can state agencies obtain these resources?**

The Idaho Department of Administration is assisting agencies with acquiring non-medical/emergency mask, gloves, and sanitizer (MGS) through their website [supplies.idaho.gov](https://supplies.idaho.gov).

**5. Does an employee have to isolate following travel outside of Idaho?**

The current CDC guidance for isolation after travel can be found at <https://www.cdc.gov/coronavirus/2019-ncov/travelers/after-travel-precautions.html>.

**6. Is there anything really changing for state agency workplaces with the move back to stage two?**

The primary change from stage three to stage two is the limit for gatherings of 10 or fewer people and the encouragement for individuals at increased risk for severe illness to limit their movement outside of their place of residence.

**7. What should agencies do if employees work in positions that do not allow them to physical distance? For example, if employees are required to ride in a vehicle together to perform their duties?**

The current Stay Healthy Order requires physical distancing *whenever possible*. Agencies should review their Return to Work Plans and any positions where physical distancing may not be possible and make any necessary modifications to comply. In situations where it is not possible for employees to physical distance and maintain agency operations, agencies need to include in their Return to Work Plans a requirement for employees to wear a face covering.

**8. How does this affect orders issued by cities, counties, public health districts or institutions or higher education that are more stringent than this order?**

Health orders issued by cities, counties, public health districts, school districts, or institutions of higher education that are more stringent than this Order remain valid. Agencies can locate orders through the Department of Health and Welfare's website.