

COVID-19 NOTICE REGARDING RESTRICTIONS ON TRAVEL AND WORK

Emergency executive orders addressing the COVID-19 outbreak have been issued by the governors of Illinois, Missouri and Kansas. All of these orders are in effect until at least April 30, 2020.

These orders impose a number of mandatory restrictions on non-essential travel and public gatherings. Most residents in these jurisdictions are ordered to isolate themselves and shelter in place, except to engage in essential activities.

However, all three orders include a number of exceptions to these restrictions for certain enumerated essential activities or services. Notably, these include the following exemptions:

- Nearly all forms of construction are considered essential activities and, therefore, the vast majority of construction projects may continue. Construction workers may continue to perform work, and may travel to and from work.
- Facilities that manufacture or distribute supplies or materials to the construction industry are also considered essential, and thus they too are largely exempt from the Orders' restrictions. Employees in these sectors may continue to perform work, and may travel to and from work.
- The Orders contain an exemption for critical or essential labor union functions, which include the administration of health and welfare funds. The Regional Council and its affiliated fringe-benefit funds have a further exemption to the extent they provide essential support services to the construction industry.

Essential businesses, like these, are encouraged to remain open. For employers who continue to operate, the Orders direct them to do so utilizing the minimum number of employees required to perform the essential functions of their business. While on the jobsite or in other workplaces, employees are directed to maintain social distancing, keep workstations clean and disinfected, practice personal hygiene protocols, and cover their mouth and nose when coughing or sneezing, in order to prevent the transmission of illness.

The Regional Council and its fringe-benefit fund offices may require that essential personnel continue to travel and report to their regular workplaces, if necessary. A limited number of employees may be authorized to work from home, i.e., telecommute, if and when deemed appropriate and feasible. Staff members who are interested in working from home should contact their respective department managers to inquire whether they are eligible to do so.

This is a quickly evolving situation. The Regional Council will continue to monitor events and to issue updated informational communications as circumstances change.