**Background and Guidance for State Employees with Travel Restrictions**

Several states currently have in place restrictions on state-funded travel to North Carolina. State employees from these states should note that the travel restrictions often apply only to non-essential travel and allow for certain exceptions. This document outlines the travel restrictions for each state and guidance for seeking exceptions to attain employer support for travel to North Carolina for professional development purposes.

**California**

The California State Legislature passed [AB 1887](https://oag.ca.gov/ab1887), which restricts state-funded travel to certain states, including North Carolina and ten other states. The prohibition allows for several exceptions, two of which are outlined below.

Exceptions:

1. To participate in meetings or training required by a grant or required to maintain grant funding.
2. To complete job-required training necessary to maintain licensure or similar standards required for holding a position, in the event that comparable training cannot be obtained in California or a different state not subject to the travel prohibition.

**Washington State**

Non-essential travel to NC for state agencies is prohibited by [order of the Governor](http://www.governor.wa.gov/sites/default/files/documents/StateTravelPolicyMemoNorthCarolina.pdf). The statement leaves open to interpretation what constitutes essential travel versus non-essential travel.

This [Memo from UW president](https://finance.uw.edu/travel/sites/default/files/Site_Resources/Notice/2017.04.13%20Travel%20Restriction%20-%20North%20Carolina.pdf) outlines a policy for who may determine what constitutes essential travel. See the highlighted portion below which explains that at UW, unit heads and faculty may determine for themselves what is essential.

Dear Colleagues: Governor Inslee issued a directive yesterday to agency heads prohibiting non-essential travel to North Carolina using state funds. He also asked higher education institutions to honor the directive. His memo is attached. Similarly, Seattle Mayor Ed Murray issued an order prohibiting city employees to travel to North Carolina. Both actions are in protest of legislation adopted in North Carolina that revokes civil rights protection for the LGBTQ community. Both actions are consistent with the University’s values to honor and respect the rights of all individuals. Please communicate with your chairs and faculty that the University will be complying with the Governor’s request and prohibiting all but essential travel to North Carolina. For classified and professional staff, any travel considered essential will need to be approved by the unit head. Faculty may determine what travel is essential for themselves and/or their students, but I expect the Governor’s directive to be followed by everyone. I am proud to live in a city and state whose leaders understand the importance of these principled actions. Let’s show our support for them, as well. Sincerely, Ana Mari ANA MARI CAUCE President

**New York State**

Read [Governor Cuomo’s Order](https://www.governor.ny.gov/news/no-155-prohibiting-state-funded-or-state-sponsored-travel-north-carolina) prohibiting state funded travel to North Carolina. The highlighted portion below explains that exceptions are allowed when travel is necessary for certain reasons.

NOW THEREFORE, I ANDREW M. CUOMO, Governor of the State of New York, by virtue of the power and authority vested in me by my office, the New York State Constitution, and the Statutes of the state of New York, do hereby ORDER AND DIRECT:

All agencies, departments, boards, authorities and commissions to review all requests for state funded or state sponsored travel to the state of North Carolina so long as there is law in effect there that creates the grounds for discrimination against LGBT citizens; and

To bar any such publicly funded or publicly sponsored travel to such location, unless such travel is necessary for the enforcement of New York State law, to meet prior contractual obligations, or for the protection of public health, welfare, and safety.

**Minnesota**

Governor Mark Dayton [sent a letter](https://www.mprnews.org/story/2016/04/02/governor-bans-nonessential-travel-to-north-carolina) to state employees declaring that non-essential travel to North Carolina is prohibited. However, the policy allows state-funded travel if it is essential for the interests and safety of Minnesota residents.

**Vermont**

The Governor of Vermont [prohibited state-funded travel](https://aoa.vermont.gov/sites/aoa/files/SecMemo/North%20Carolina%20Travel%20Ban.pdf) to North Carolina. Requests for exemptions should be sent to the Governor’s office.

**Connecticut**

The Governor of Connecticut [prohibited state-funded travel](https://portal.ct.gov/-/media/066B46D7631145CBA35FCE3BBB2685A8.pdf) to North Carolina. The directive allows for exceptions for the enforcement of state law, to met contractual obligations, or for the protection of public health, welfare, and safety.

The University of Connecticut requires pre-approval for requests to travel to North Carolina and has [guidelines](https://travel.uconn.edu/2017/05/10/update-on-travel-ban-2/) on approved and non approved travel, which depend on purpose, funding sources, and other circumstances.