Note: The COVID-19 (Coronavirus) situation is developing very rapidly. Employers should continue to monitor the U.S. Centers for Disease Control and Prevention COVID-19 website, the World Health Organization COVID-19 website, and Ogletree's Coronavirus (COVID-19) Resource Center for the latest developments. This document reflects all known information as of 11:00 a.m. EDT on November 10, 2020. Regional, county-specific, and local laws may vary, and government agencies may issue further guidance that should be considered. Employers should carefully review and discuss these materials with their Ogletree counsel to tailor the materials and guidance to their particular situation.

COVID-19 State Closure and Reopening Orders
Last Updated: 11/10/2020 11:00 a.m. EDT

Updates 11/10 Connecticut, Georgia, Virginia

- The CDC guidance on cloth face coverings can be found here. For employee mask and screening orders, please see our resource here. This chart will no longer track such orders.
- The CDC guidance for resuming operations (updated August 4) can be found here. OSHA’s Guidance on Returning to Work can be found here.

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<td>Alabama</td>
<td><a href="https://www.alabamapublichealth.gov/covid19">Proclamation</a> (Extending Safer at Home Order)</td>
<td>February 16, 2021</td>
<td>All non-work related gatherings of any size that cannot maintain a consistent six foot distance between persons from different</td>
<td>None</td>
<td>Any individual who tests positive for COVID-19 must be quarantined for 14 days: Employers should take reasonable steps to protect employees by: • Encouraging use of facial coverings • Maintaining six feet of separation between employees • Regularly disinfecting frequently used items and surfaces • Encouraging handwashing;</td>
<td>Employers should, where practicable, facilitate remote work arrangements.</td>
<td>The following, as outlined in the order: • Entertainment venues at 50% occupancy • Retail at 50% occupancy • Close contact service providers • Athletic facilities and activities • Schools</td>
<td>Vulnerable populations in particular are encouraged to minimize travel outside the home</td>
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<td>Alaska</td>
<td>Phase Three of the Reopen Alaska Responsibly Plan <a href="https://covid19.alaska.gov/">https://covid19.alaska.gov/</a></td>
<td>Until rescinded None</td>
<td>None</td>
<td>None</td>
<td>All businesses may open at 100% capacity.</td>
<td>None</td>
<td>Guidance is available <a href="https://coronavirus.gov/">here</a> for: Restaurants Retail Personal Services Non-Public Facing Businesses Public Facing Businesses Gyms Bars Elective healthcare Organized sports and activities Theatres</td>
<td>Reduce potential exposure opportunities, take everyday precautions, and have sufficient supplies to be able to stay home for a prolonged period of time.</td>
<td>No</td>
<td>None</td>
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<td>Executive Order 2020-43 <a href="https://www.azdhs.gov/preparedness/disease-control/infectious-disease-epidemiology/index.php#novel-coronavirus-bomg">https://www.azdhs.gov/preparedness/disease-control/infectious-disease-epidemiology/index.php#novel-coronavirus-bomg</a></td>
<td>Executive Order 2020-40</td>
<td>Organized public events of 50+ are prohibited unless approved by the city, town, or county, and safety precautions are implemented. There is an exception for constitutionally protected activity. Otherwise, all individuals should maximize physical distance from households are prohibited.</td>
<td>Bars, gyms, movie theaters, water parks and tubing operators (extended and will be reviewed every two weeks) to receive authorization to reopen, entities shall complete and submit a form to the AZ DHS that attests the entity is in compliance with guidance from ADHS. That form must be posted in a visible public place of residence or work for:</td>
<td>All businesses must establish policies to limit and mitigate the spread of COVID-19, including the following: Promoting healthy hygiene practices; Intensifying cleaning, disinfection and ventilation practices; Monitoring for sickness; Ensuring physical distancing; Requiring face coverings when physical distancing is not feasible; Providing necessary protective equipment; Allowing for and encouraging teleworking where feasible; Providing plans, where possible, to return to work in phases; and Limiting the congregation of groups of no more than 10 persons when feasible and in relation to the size of the location.</td>
<td>A July 9, 2020 executive order limiting indoor dining contains additional restrictions. Guidance is available <a href="https://coronavirus.gov/">here</a> for: Restaurants Retail Barbers and Cosmetologists Spas/Massage Shopping Malls Casinos Gyms Organized sports and activities Theatres</td>
<td>All vulnerable individuals, including the elderly and individuals with underlying health conditions, are advised to take reasonable steps to continue limiting their time away from their place of residence or property.</td>
<td>No</td>
<td>None</td>
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<td>Others when in public areas, and should avoid social settings where appropriate physical distancing is not practical, unless the individuals observe precautionary measures outlined in CDC guidelines.</td>
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<td>Offer delivery and pick-up options where applicable</td>
<td>Require sick employees to stay home</td>
<td>Have employees wear a cloth face covering when possible</td>
<td>Increase the frequency of employee hygiene, cleaning, and disinfection</td>
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  - Limit the number of people who enter the facility to ensure that those inside can easily maintain a six-foot distance form one another.  
  - If lines form at a facility (inside or out), facilities must mark off six foot increments at a minimum adequate social distancing.  
  - Provide hand sanitizer, soap and water, or disinfectant at or near the entrance and in other appropriate areas.  
  - Retail should provide contactless payment systems or disinfect portals and pens after each use.  
  - Regularly disinfect high-touch surfaces  
  - Post a sign at the entrance informing all employees, customers, and congregants that they should not enter if they have a cough or fever, maintain a six-foot distance from others, sneeze/cough into their elbows, and not engage in any unnecessary physical contact. | No | A listing of all directives is available here.  
  - Resuming Restaurant Dine-in Operations Phase II  
  - Resuming Elective Dental Services - Phase II  
  - Resuming Elective Procedures Phase II  
  - Resuming Bar or Club Operations Phase II  
  - Regarding Large Outdoor Venues - Phase II  
  - Directive Regarding Large Indoor Venues Phase II  
  - Business Limitations Phase II  
  - Directive for Barber Shops, Body Art Establishments, Cosmetology Establishments, Massage Therapy Clinics/Spas, and Medical Spas Phase II  
  - Directive on Resuming Elective Dental Services Phase II | All vulnerable individuals, including the elderly and individuals with underlying health conditions, are advised to take reasonable steps to continue limiting their time away from their place of residence or property. | None | None |
California

State COVID website: https://covid19.ca.gov/

Until rescinded County-dependent
On July 13, 2020, Governor Newsom announced statewide closures. Bars must close completely, and the following industries must close unless they operate only outdoors or for pick-up:
- Dine in restaurants
- Wineries
- Movie Theatres
- Family entertainme nt centers (bowling alleys, mini golf, arcades)
- Zoos and museums
- Cardrooms

*Note many California counties have very specific requirements.

Before reopening, all facilities must:
- Perform a detailed risk assessment and implement a site-specific protection plan
- Train employees on how to limit the spread of COVID-19, including how to screen themselves for symptoms and stay home if they have them
- Implement individual control measures and screenings
- Implement disinfecting protocols
- Implement physical distancing guidelines
- Use face coverings in high risk situations (if visited
- Implement individual control measures and screenings
- Use face coverings in high risk situations (if visited
- Implement disinfecting protocols
- Implement physical distancing guidelines
- Use face coverings in high risk situations (if visited
- Implement individual control measures and screenings
- Use face coverings in high risk situations (if visited
- Implement disinfecting protocols
- Implement physical distancing guidelines
- Use face coverings in high risk situations (if visited

The state has also issued Workplace Outbreak Guidance for Employees.

Telework is strongly encouraged.

Sector specific guidance is here.
- Guidance related to cohorts, for children (8/25)
- Guidance for higher education (updated 8/25)
- Guidance for Childcare (updated 8/25)
- Guidance for day camps
- Guidance for restaurants providing outdoor dining, take-out, drive-through, and delivery
- Guidance for hair salons and barbershops providing outdoor services
- Guidance for outdoor personal care services
- Guidance for restaurants providing outdoor dining, take-out, drive-through, and delivery
- Guidance for businesses operating in the logistics/warehousing industry and checklists for the Logistics and Warehouse Industry

High-Risk Guidance here

Beginning August 31, 2020, Counties will be assigned "Risk Tiers" to allow for reopening. The Tiers are Purple (highest or widespread); Red ("substantial"); Orange ("moderate") and Yellow ("minimal") and based on new cases and testing over a seven day average. Counties must remain in any given tier for a minimum of three weeks. The business sectors which will be impacted by tier can be found here.

A link to the County Color Levels can be found here and should be referred to regarding current reopening of business.

Alameda County
Amador County
City of Berkeley
Butte County
Calaveras County
Contra Costa County
Del Norte County
Humboldt County
City of Irvine
County of Imperial
City of Long Beach
Los Angeles County
City of Los Angeles
Marin County
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| Air Reopening California (August 28) | California Employer Playbook for Reopening | FAQs on Employer Playbook for Reopening | California Department of Public Health's Guidance on Closure of Sectors in Response to COVID-19 | Attestation List | Resilience Roadmap | May 7, 2020 Order of the State Public Health Officer | Face Covering Guidance | • Offices for non-essential sectors • Fitness centers • Worship services • Protests • Personal care services, like nail salons, body waxing and tattoo parlors • Hair salons and barbershops • Malls | In Stage 2, the following remain closed statewide: • Higher education • Live sports and other public events • Recreational team sports • Indoor playgrounds • Theme Parks • Indoor playgrounds • Convention centers • Festivals | • Guidance for the construction industry and a checklist for the construction industry • Guidance for the agriculture and livestock industry and a checklist for the agriculture and livestock industry • Guidance for the automobile dealerships and rental operators industry and a checklist for the automobile dealerships and rental operators • Guidance for the communications infrastructure industry and a checklist for the communications infrastructure industry • Guidance for the delivery services industry and a checklist for the delivery services industry • Guidance for the energy and utilities industry and a checklist for the energy and utilities industry • Guidance for facilities that process or pack meat, dairy, or produce and a checklist for facilities that process or pack meat, dairy or produce | Mendocino County
Napa County
Orange County
City of Pasadena
Sacramento County
Santa Barbara County
San Bernardino County
Santa Clara County
San Diego County
San Francisco County
San Francisco Face Covering Order
San Luis Obispo
San Joaquin County
San Mateo County
Santa Barbara County
Solano County
Sonoma County
Sutter/Yuba
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<td>• Guidance for the hotels and lodging industry and a checklist for the hotels and lodging industry</td>
<td>• Guidance for the life sciences industry and a checklist for the life sciences industry</td>
<td>• Guidance for the manufacturing industry and a checklist for the manufacturing industry</td>
<td>• Guidance for the mining and logging industries and a checklist for the mining and logging industries in</td>
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- Museums, Galleries, Zoos, and Aquariums
- Restaurants, Bars, and Wineries
- Hair salons and barbershops
- Childcare
- Day camps
- Family friendly practices for employers
- Guidance for schools and school-based programs
- Destination retail, including shopping malls and swap meets
- Dine-in restaurants

Music, TV and film production may resume in California, recommended no sooner than June 12, 2020 and subject to approval by county public health officers within the jurisdictions of operations following their review of local epidemiological data including cases per 100,000 population, rate of test positivity, and local preparedness to support a health care surge, vulnerable populations, contact tracing and testing. To reduce the risk of COVID-19 transmission, productions, cast, crew and other industry workers should abide by safety protocols agreed by labor and management, which may be further enhanced by county public health officers. Back office staff and management should adhere to Office Workspace guidelines published by the California
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<td>Department of Public Health and the California Department of Industrial Relations, to reduce the risk of COVID-19 transmission.</td>
<td>Professional sports in California may resume training and competition without live audiences, recommended no sooner than June 12, 2020 and subject to approval by county public health officers within the jurisdiction of operations following their review of local epidemiological data including cases per 100,000 population, rate of test positivity, and local preparedness to support a health care surge, vulnerable populations, contact tracing and testing. To reduce the risk of COVID-19 transmission, athletes, coaching staff, medical staff, broadcasting staff and others at sporting facilities or events should abide by COVID-19 protocols agreed by labor and management, which may be further enhanced by county public health officers. Back office staff and management should adhere to Office Workspace guidelines published by the California Department of Public Health and the California Department of Industrial Relations, to reduce the risk of COVID-19 transmission. Retail staff should adhere to Retail guidelines published by the California Department of Public Health and the California Department of Industrial Relations, to reduce</td>
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<tr>
<td>Colorado</td>
<td><a href="https://covid19.colorado.gov/covid-19-data">Executive Order 2020-235</a></td>
<td><a href="#">Face Covering Order</a></td>
<td>November 30, 2020</td>
<td>Groups of ten persons are allowed (unless there is a county variance), for funerals, weddings, graduations, and religious rites, a higher limit applies as outlined in the order</td>
<td>In the Protect Our Neighbors phase, businesses:</td>
<td>Are encouraged to allow telecommuting</td>
<td>September 8, 2020 Spectator Variance for Denver Broncos (allowing 7.5% capacity)</td>
<td><a href="#">Guidelines are available here</a></td>
<td>Vulnerable populations are directed to remain at home and businesses must accommodate (and are encouraged to accommodate household members)</td>
<td>Certain counties can apply for a variance. Some counties may be allowed to move to the Protect our Neighbors Phase</td>
<td>City and County of Denver</td>
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Under California's new Blueprint for a Safer Economy, all business sectors will be allowed to open based on the risk factor assigned to the county where the business resides. The Risk Factors and Business Tiers can be found [here](#). The risk of COVID-19 transmission.

In the Protect Our Neighbors phase, businesses:
- **Are encouraged to allow telecommuting**
- **Must accommodate vulnerable/high risks population and are encouraged to accommodate household members**
- **All non-critical office businesses to operate at 50% pre-pandemic capacity**
- **All other businesses and activities to operate at fifty percent (50%) capacity, which can be increased over time through subsequent public health orders, with at least six feet between non-household members and have no more than five hundred (500) people in one setting at a time in the Safer at Home phase, businesses must:**
  - Deputize a workplace coordinator(s) charged with addressing COVID-19 issues;
  - Maintain 6 foot separation between employees and discourage shared spaces;
  - Clean and disinfect all high touch areas;
  - Post signage for employees and customers on good hygiene;
  - Ensure proper ventilation;
  - Avoid gatherings (meetings, waiting rooms, etc.) of more than 10 people;
  - Implement symptom monitoring protocols, conduct daily temperature checks and monitor symptoms in employees at the worksite to the greatest extent possible, or if not practicable, through employee self-assessment at home prior to coming to the worksite.
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<td>August 21, 2020 Order Amending and Extending Safer at Home and in the Vast, Great Outdoors</td>
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<td>August 7, 2020 Order Amending Protect Our Neighbors Order (definition of high risk)</td>
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<td>Safer at Home and in the Vast, Great Outdoors Order (August 20 extension and limiting sales of alcohol)</td>
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<td>Statewide face covering order (includes links to county ordinances)</td>
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<td>Regulatory Guidance on face covering order</td>
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<td>Protect Our Neighbors Order (ordering a certification process to allow county or regions to move from Safer at Home to Protect our Neighbors)</td>
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<tr>
<td>Safer at Home and in the Vast, Great Outdoors Order (July 30 extension)</td>
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<td>Safer at Home and in the Vast, Great</td>
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- Employers with over fifty (50) employees in any one location shall, in addition to the above requirements, implement the following protocols:
  - Eliminate or regularly clean and disinfect items in common spaces
  - Require employees to stay home when showing symptoms
  - Provide flexible or remote scheduling for employees with children or eldercare obligations.

- Employers must provide reasonable accommodation to, and are prohibited from discriminating against, employees who are showing symptoms of COVID-19 or who have been in contact with a known positive case of COVID-19.
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<td>Connecticut</td>
<td><a href="https://portal.ct.gov/coronavirus">Executive Order 9K</a> extending all COVID-19 Orders to February 9, 2021</td>
<td>February 9, 2021</td>
<td>Indoors - 50 people: 25 people including staff (but not back of house staff) Outdoors - 250 Outdoor Event Venues - 50% fire capacity and social distancing</td>
<td>Sale of alcohol by certain permittees without the sale of food in effect until November 9, 2020</td>
<td>Employers are reminded to maximize telework to the extent possible.</td>
<td>Employees should work from home where possible</td>
<td>Effective November 6, 2020, the following business sectors will be subject to a 10:00 pm closing time 7 days per week:  - Restaurants (last service for in-person dining at 9:30 p.m., although takeout and delivery may continue)  - Entertainment and recreation venues (e.g. movie theaters, bowling alleys, performing arts theaters)  - Indoor and outdoor events at commercial venues</td>
<td>High-risk population encouraged to stay home</td>
<td>None</td>
<td>Phase 2 and Phase 3 under <a href="https://portal.ct.gov/coronavirus">Executive Order 9K</a> Reopening Procedures can be found here. Effective October 17, 2020 the following municipalities are operating under Phase 2: Bridgeport Hamden Lisbon New Haven Norwalk Salem Stamford West Haven Windham Effective October 17, 2020, Phase 3 municipalities include: Canterbury Danbury East Lyme Griswold Hartford Montville</td>
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<td>Phase II Order</td>
<td>The state frequently updates its FAQs, including questions relevant to businesses.</td>
<td>Roadmap for Reopening</td>
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The state frequently updates its FAQs, including questions relevant to businesses.

**Roadmap for Reopening:**

- **Phase II Order**
  - The state frequently updates its FAQs, including questions relevant to businesses.
  - **Roadmap for Reopening:**
    - **Indoor Performing Arts Theaters:** Closed
    - **Indoor Recreation:** Up to 25% with social distancing and masks required.
    - **Private Social Gatherings in Commercial Venues:** Cap of 25 people for indoor; Cap of 100 people for outdoor.

**Phase 2.1 (Effective 11/6/20):**

- **Restaurants:** 50% capacity indoor seating with 6 foot spacing, maximum of 8 people per table.
- **Personal Services:** See Phase 3
- **Libraries:** See Phase 3
- **Outdoor Venues:** Up to 25% with social distancing and masks required.
- **Indoor Performing Arts Theaters:** Up to 50% capacity with 6 ft. spacing between parties, capped at 100 people
- **Indoor Recreation:** Up to 50% with social distancing and masks required, movie theaters and similar entertainment venues capped at 100 people
- **Commercial Venues:** Cap of 25 people for indoor; Cap of 50 people for outdoor.

**Phase 3:**

- **Restaurants:** Up to 75% capacity indoors with 6 ft. spacing and/or non-porous barriers
- **Personal Services:** Up to 75% capacity indoors with
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<td>6 ft. spacing and/or non-porous barriers</td>
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<td>• Commercial Venues: Up to 50% capacity, Cap of 100 people for indoor; Cap of 150 people for outdoor.</td>
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<td>All sector specific guidance is available <a href="#">here</a>. Many industry-specific guidance were updated 8/14:</td>
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<td>• Indoor Events (e.g. bowling, movie theaters] and Indoor Performing Arts Theaters (updated 10/18))</td>
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<td>• Houses of Worship (updated 10/8)</td>
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<td>• Restaurants - Indoor dining (updated 10/29 75% indoor capacity, 100% outdoor capacity)</td>
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<td>• Indoor museums, zoos, and aquariums</td>
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<td>Delaware</td>
<td>Twenty-fifth modification to the State of Emergency</td>
<td><a href="https://coronavirus.delaware.gov/">https://coronavirus.delaware.gov/</a></td>
<td>Until rescinded formally extended last on October 7, 2020</td>
<td>Outdoor gatherings of up to 250 people or 60% of fire capacity of indoor gathering</td>
<td>Bars in Sussex County, School-based instruction, and Summer camps</td>
<td>Businesses are responsible to follow the Responsibilities for all Businesses, set forth in the State of Emergency Order.</td>
<td>Employees are encouraged to telework/continue to telework</td>
<td>Guidelines here</td>
<td>None</td>
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Outdoor events (e.g. nail salons, tattoo parlors, etc.) (updated 10/8)
Personal services (e.g. gyms, fitness centers, pools, etc.) (updated 10/8)
Sports and fitness facilities (e.g. gyms, fitness centers, pools, etc.) (updated 10/8)
Film, Television and Digital Media Production
Selected youth sports
All summer day camps
Nonresidential workforce programs
Nonresidential clinical/laboratory courses
K-12 summer school
Other nonresidential programs, community colleges
Museums and Zoos (Outdoor Only)
Restaurants (Outdoor Only)
Retail & Malls (updated 9/17)

- Stock up on supplies
- Take everyday precautions to keep space between
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<td><strong>Most Recent Phase II Order and Phase III Delay</strong></td>
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<td>• Close contact personal services (Except for hair salons and barber shops)</td>
<td>• Restaurants permitted to open at 60 percent capacity (see July 24 order for additional information)</td>
<td>• Child care open</td>
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<td>• Conventio n centers and meeting facilities</td>
<td>• Exercise Facilities at 30% of fire occupancy requirements. Face covering required unless doing strenuous exercise where a mask may interfere with their breathing and 6 feet from others. Strict social distancing. Classes under 10 people allowed.</td>
<td>• Personal care and fitness facilities will remain at 30% at the start of Phase 2. Amended 6/19 to 60% yourself and others</td>
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<td>• Sporting facilities and venues</td>
<td>• Restaurants permitted to open at 60 percent capacity (see July 24 order for additional information)</td>
<td>• Child care open</td>
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<td>• Indoor playgrou nds (6/19 modification: unless they can create a facility-specific plan to observe the industry guidance provided for indoor children’s play areas, including that the total number of guests permitted)</td>
<td>• Restaurants permitted to open at 60 percent capacity (see July 24 order for additional information)</td>
<td>• Child care open</td>
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<td>• COVID-19. Employees who are symptomatic must not physically return to work until cleared by DPH.</td>
<td>• Restaurants permitted to open at 60 percent capacity (see July 24 order for additional information)</td>
<td>• Child care open</td>
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<td>• Employers are encouraged to continue teleworking. Employees who have been working from home throughout this crisis should continue working from home unless there is a substantive change to business operations in Phase 2 (e.g. a business was closed, but now it is open).</td>
<td>• Restaurants permitted to open at 60 percent capacity (see July 24 order for additional information)</td>
<td>• Child care open</td>
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<td>• All surfaces touched by customers, including doors, restrooms, and point of sale infrastructure must be disinfected using an EPA-approved disinfectant every 15 minutes to 2 hours.</td>
<td>• Restaurants permitted to open at 60 percent capacity (see July 24 order for additional information)</td>
<td>• Child care open</td>
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<td>• All employees required to go to work should perform a daily health check as prescribed by the Delaware Division of Public Health.</td>
<td>• Restaurants permitted to open at 60 percent capacity (see July 24 order for additional information)</td>
<td>• Child care open</td>
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<td>• All employees should wash hands regularly with soap and water throughout the work day, and in particular after any time they come into contact with a customer. Hand sanitizer should be used to supplement hand washing throughout the day. Employees must also social distance from each other while working. This can be accomplished through spacing or moving workstations, staggering shifts or other means.</td>
<td>• Restaurants permitted to open at 60 percent capacity (see July 24 order for additional information)</td>
<td>• Child care open</td>
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<td>• Businesses must make hand sanitizer or handwashing stations readily available for all employees, patrons, and visitors throughout the business’ location, including at each entry and exit at a minimum. Hand sanitizer must be composed of at least sixty percent (60%) ethanol or seventy percent (70%) isopropanol.</td>
<td>• Restaurants permitted to open at 60 percent capacity (see July 24 order for additional information)</td>
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<td>• Downtime should be given between shifts and after closing for thorough cleanings of an establishment at a minimum after each day.</td>
<td>• Restaurants permitted to open at 60 percent capacity (see July 24 order for additional information)</td>
<td>• Child care open</td>
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<td>• Employers must post signs on how to stop the spread of COVID-19, hand hygiene, and properly wear a cloth face covering. Download signs: <a href="http://de.gov/bizsigns">de.gov/bizsigns</a>.</td>
<td>• Restaurants permitted to open at 60 percent capacity (see July 24 order for additional information)</td>
<td>• Child care open</td>
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11/10/2020 11:00 a.m. EST

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<tr>
<td>District of Columbia</td>
<td>Modified Phase Two Order 2020-103 (October 7, 2020) Phase Two Order</td>
<td><a href="https://coronavirus.dc.gov/">https://coronavirus.dc.gov/</a></td>
<td>December 31, 2020</td>
<td>50 people</td>
<td>Hookah bars, cigar bars, businesses exempt from anti-smoking laws, Hot tubs, saunas, steam</td>
<td>Have employees self-quarantine for positive or pending tests, Otherwise, follow industry specific guidance and CDC/OSHA standards</td>
<td>Must telework as much as possible.</td>
<td>• Apartments, Cooperatives, and Condominiums • Childcare • Contacts of a Person Confirmed to have COVID-19 • Elective Surgery • Families with Children • Food Retailers</td>
<td>• Stock up on supplies • Stay home as much as possible • Take everyday precautions to keep space between yourself and others</td>
<td>None</td>
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<td>Florida</td>
<td>Executive Order 20-244 (Phase 3 Right to Work) (No COVID-19 ordinance may prevent any individual from working or from operating a business) (effective September 25, 2020)</td>
<td><a href="https://floridahealthcovid19.gov/">https://floridahealthcovid19.gov/</a></td>
<td>None</td>
<td>места, спортивные центры, и жилые комплексы</td>
<td>• Бары, ночной клубы, и общепит, кроме случаев, когда они предлагают еду</td>
<td>• Ввод и обновление плана коронавируса, который является специфическим для рабочих мест, идентифицирует все зоны и задачи рабочих мест с потенциальным воздействием коронавируса COVID-19, и включает контрольные меры, чтобы устранить или снизить такой контакт.</td>
<td>• General Public</td>
<td>• Гимназии и спортивные центры</td>
<td>• Безопасности для уязвимых популяций</td>
<td>• Когда на работе, избегайте контакта с другими, кто болен, ограничивайте сближение и моите руки часто.</td>
<td>• Miami-Dade County</td>
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Bars for on-site sale of alcohol (Venues that derive more than 50% of their gross revenue from alcohol sales) | • Implement and update a coronavirus plan that is specific to the workplace, identifies all areas and job tasks with potential COVID-19 exposure, and includes control measures to eliminate or reduce such exposure. | • Follow OSHA Covid-19 guidance: https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html | Encourage telework where feasible. | Effective September 25, 2020, any local or county ordinance may issue an Emergency Order limiting restaurants to a capacity less than 50%. If such an order is less than 100%, it must quantify the economic impact of such limitations on those restaurants and explain why the limitation is necessary for public health. | • Avoid close contact with anyone that is sick/showing symptoms. | • Неallow persons who have traveled internationally or on a cruise ship within the last 14 days to enter home. | 11/10/2020 11:00 a.m. EST | 18 |
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<td>Georgia</td>
<td><a href="https://dph.georgia.gov/covid-19-daily-status-report">Executive Order: Providing additional guidance for Empowering a Healthy Georgia in response to COVID-19 (October 31, 2020)</a></td>
<td><a href="https://dph.georgia.gov/covid-19-daily-status-report">Public health emergency: Extended to December 9, 2020</a></td>
<td>50 people if they would be within six feet of others</td>
<td>No</td>
<td>All businesses shall implement measures which mitigate the exposure and spread of COVID-19. Such measures may include, but are not limited to:</td>
<td>Strongly recommended</td>
<td>The orders outline industry-specific requirements for:</td>
<td>Vulnerable populations should continue shelter in place.</td>
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<td><a href="https://dph.georgia.gov/covid-19-daily-status-report">Atlanta Reopening Plan</a></td>
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<td>Hawaii</td>
<td>14th Supplementary Emergency Proclamation</td>
<td><a href="https://health.hawaii.gov/coronavirusdisease2019/">https://health.hawaii.gov/coronavirusdisease2019/</a></td>
<td>November 30, 2020</td>
<td>See county restrictions In the Act with Care Stage, bars, clubs, and large venues remain closed.</td>
<td>• Continue to work from home if possible Industry specific guidelines found <a href="https://health.hawaii.gov/coronavirusdisease2019/">here</a> Agriculture &amp; Food Production State of Hawai'i – Department of Health Guidance for Reopening Food Services Sector (PDF) Education &amp; Childcare State of Hawai'i – Department of Human Services Health Guidelines for Child Care Facilities (PDF) Healthcare</td>
<td>Vulnerable populations are to remain at home. County health guidelines: Hawai'i County Honolulu County Kauai County Maui County</td>
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<td>Idaho</td>
<td>October 27, 2020 Stay Healthy Order (Returning to Modified Stage Three)</td>
<td><a href="https://rebound.idaho.gov/stages-of-reopening/">https://rebound.idaho.gov/stages-of-reopening/</a></td>
<td>None</td>
<td>None</td>
<td>Employers should:</td>
<td>None</td>
<td>Under the October 27, 2020 Stay Healthy Order returning to a Modified Stage Three, the following are in place:</td>
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<td>Ada County is at a Modified Stage Three</td>
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<td>Illinois</td>
<td><a href="http://www.dph.illinois.gov/topics/updates/2020/06/illinois-governor-pritzker-issues-phase-four-plan-to-combat-covid-19">Executive Order 2020-42</a> (with additional mitigation measures)</td>
<td><a href="https://www.governor.illinois.gov/governor-orders">Executive Order 2020-42 (Extending Executive Order 2020-56)</a></td>
<td>November 14, 2020</td>
<td>50 people or (50% of capacity if less than 50)</td>
<td>Conventions and festivals are closed in Phase 4. The Actions to Combat a Resurgence plan closes certain industries in a surge.</td>
<td>Phase 4: Employees should continue to wear face covering that covers nose and mouth, maintain social distance of 6 ft., and frequently wash hands. Employees should continue employee health screenings upon entry into the workplace and mid-shift screenings for employees with shifts &gt;5 hours (virtual screening permitted) Employees should follow guidelines on capacity limits and group sizes (to be evaluated throughout Phase Four — currently 50)</td>
<td>All employees who can work from home should continue to do so. Businesses open to the public must undertake reasonable efforts to ensure customers and visitors abide by the face covering orders. Phase 4 of the Restore Illinois plan creates safety guidelines for the following permitted activities and businesses to resume, with capacity rules in place: Meetings and Events Indoor and Outdoor Recreation Indoor Dining Museums Zoos Cinema and Theatre Outdoor Seated Spectator Events Film Production Industries with revised guidelines in Phase 4: Youth and Recreational Sports Health and Fitness Centers</td>
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May 29. There is guidance and a toolkit for each sector. The toolkits include checklists to complete before reopening. The sectors include:
- Manufacturing
- Offices
- Retail
- Service counters
- Youth Sports
- Health and fitness centers
- Personal care services
- Outdoor recreation
- Day camps
- Restaurants and bars (for outdoor service)

Phase 4 of the Restore Illinois plan creates safety guidelines for the following permitted activities and businesses to resume, with capacity rules in place:
- Meetings and Events
- Indoor and Outdoor Recreation
- Indoor Dining
- Museums
- Zoos
- Cinema and Theatre
- Outdoor Seated Spectator Events
- Film Production

Industries with *updated guidelines* in Phase 4:
- Youth and Recreational Sports
- Health and Fitness Centers
- Day Camps

Beginning on October 22, 2020, Region 5 (Alexander, Edwards, Franklin, Gallatin, Hamilton, Hardin, Jackson, Jefferson, Johnson, Marion, Massac, Perry, Pope, Childcare centers and family childcare
- Non-lakefront parks (no contact sports)
- Libraries and other city services
- Office-based jobs, professional services, and real estate services
- Hotels / lodging
- Outdoor attractions (e.g., boating - not including the Playpen, non-Lakefront golf courses)
- Non-essential retail
- Personal services (e.g., hair/nail salons, barbershops, tattoo parlors)
- Restaurants and coffee shops (outdoor dining only)
- Manufacturing, construction, and warehousing
- Hospitals, dentists, community mental health centers, and

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- Outdoor Seated Spectator Events
- Film Production

Industries with *updated guidelines* in Phase 4:
- Youth and Recreational Sports
- Health and Fitness Centers
- Day Camps

Beginning on October 22, 2020, Region 5 (Alexander, Edwards, Franklin, Gallatin, Hamilton, Hardin, Jackson, Jefferson, Johnson, Marion, Massac, Perry, Pope, Childcare centers and family childcare
- Non-lakefront parks (no contact sports)
- Libraries and other city services
- Office-based jobs, professional services, and real estate services
- Hotels / lodging
- Outdoor attractions (e.g., boating - not including the Playpen, non-Lakefront golf courses)
- Non-essential retail
- Personal services (e.g., hair/nail salons, barbershops, tattoo parlors)
- Restaurants and coffee shops (outdoor dining only)
- Manufacturing, construction, and warehousing
- Hospitals, dentists, community mental health centers, and
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Beginning October 23, 2020, Region 7 (Will and Kankakee Counties) and Region 8 (Kane and DuPage) will be operating under resurgent mitigation measures which include no indoor dining or indoor bar service and limiting in person gatherings to no more than 25 individuals.

The City has issued industry specific guidance:
- **Education & Childcare**
- **Office & Real Estate**
- **Accommodation & Tourism**
- **Food Service**
- **Retail and Services**
- **Manufacturing, Construction, Transportation, & Warehousing**
- **Healthcare**
- **Transportation**
- **Parks & Outdoor Attractions**

Executive Order 2020-56 placed additional restaurant and gaming restrictions and requiring remote work where possible for Region 1 (comprised of Boone, Carroll, DeKalb, Jo Daviess, Ogle, Rockford, Wand有两个地区计划进入解封阶段，分别是Will和Kankakee县（Region 7）以及Kane和DuPage县（Region 8）。这两个地区的限制措施包括禁止室内餐饮和室内酒吧服务，并限制聚会人数不超过25人。

城市已发布行业特定的指导方针：
- 教育和托儿服务
- 办公和房地产
- 住宿和旅游
- 食品服务
- 零售和服务
- 制造业、建筑业、交通及仓储
- 医疗
- 交通
- 公园及户外景点

执行令2020-56要求地区1（包括Boone、Carroll、DeKalb、Jo Daviess、Ogle、Rockford、Wand等）的餐厅和博彩业附加限制，并要求远程工作尽可能。

The City issued industry-specific guidance:
- Education & Childcare
- Office & Real Estate
- Accommodation & Tourism
- Food Service
- Retail and Services
- Manufacturing, Construction, Transportation, & Warehousing
- Healthcare
- Transportation
- Parks & Outdoor Attractions

Executive Order 2020-56 placed additional restrictions on restaurants and gaming and required remote work where possible for Region 1 (comprising Boone, Carroll, DeKalb, Jo Daviess, Ogle, Rockford, Wand).
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Montgomery, Morgan, Pike, Sangamon, Schuyler, Scott
4. METRO EAST: Bond, Clinton, Madison, Monroe, Randolph, St. Clair, Washington
5. SOUTHERN: Alexander, Edwards, Franklin, Gallatin, Hamilton, Hardin, Jackson, Jefferson, Johnson, Marion, Massac, Perry, Pope, Pulaski, Saline, Union, Wabash, Wayne, White, Williamson
6. EAST-CENTRAL: Champaign, Clark, Clay, Coles, Crawford, Cumberland, De Witt, Douglas, Edgar, Effingham, Fayette, Ford, Jo Daviess, Jasper, Lawrence, Macon, Moultrie, Piatt, Richland, Shelby, Vermillion
7. SOUTH SUBURBAN: Kankakee, Will
8. WEST SUBURBAN: DuPage, Kane
9. NORTH SUBURBAN: Lake, McHenry
10. SUBURBAN COOK: Suburban Cook
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| **Indiana**            | Executive Order 20-46 (extending Executive Order 20-43 until November 13, 2020) | https://www.coronavirus.in.gov/ | November 14, 2020 | Gatherings of more than 250 people are prohibited | None | All employers must develop a plan to ensure a safe environment. At minimum, the plan must address:  
  - Instituting an employee health screening process  
  - Employing enhanced cleaning and disinfecting protocols for the workplace, including regularly cleaning high-touch surfaces  
  - Enhance the ability of employees and customers to wash hands or use hand sanitizer  
  - Complying with social distancing measures | All businesses are encouraged to develop telework/remote work policies | Restaurants, Bars and Other Establishments Providing In-Person Food and Drink service have no capacity limits as of September 24, 2020, however patrons must be seated and tables must remain six feet apart.  
  The Governor has issued an order suspending certain statutory requirements for childcare.  
  The following industries have specific requirements outlined in EO 20-32:  
  - Retail may open at 100%  
  - Restaurants may open at 75%; bar areas at 50% if social distancing can be maintained  
  - Bars, taverns, wineries, and breweries may open at 50% occupancy  
  - Theatres at 50% capacity  
  - Places of public amusement at 50% capacity  
  - Fitness centers at 50% capacity | Individuals at risk, including those over 65, to venture out cautiously | Elkhart County remains at Stage 4 | Marion County |
| **Iowa**               | Proclamation of Disaster Emergency signed 10/16 (extending order encouraging face coverings and limiting bars in certain counties) | https://coronavirus.iowa.gov/ | November 15, 2020 | 10 people limit | The following businesses continue to be closed:  
  - Indoor theatres  
  - Senior citizen centers and adult | All businesses must:  
  - Follow CDC guidelines  
  - Encourage and provide supplies to allow frequent hand washing and hand sanitizing  
  - Provide reminders to employees and members of the public to stay at least 6 ft. apart  
  - Post signage at the entrance  
  - Ask employees to share health information with management if they become ill  
  - Consider the use of face coverings | None | The Proclamation of Disaster Emergency signed 10/16 updates the following industry specific requirements:  
  - Bars and restaurants and reception venues may reopen or remain reopen subject to social distancing and increased health measures. | Dubuque Face Covering Order | 11. CHICAGO: City of Chicago |
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<td>Proclamation of Disaster Emergency signed 10/2 (extending order encouraging face coverings and limiting bars in certain counties)</td>
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<td>daycare facilities</td>
<td>Fitness Centers may open or remain open provided that social distancing and public health measures are observed.</td>
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<td>Proclamation of Disaster Emergency signed 8/27 (extending order, encouraging face coverings, and limiting bars in certain counties)</td>
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<td></td>
<td>indoor playgrounds</td>
<td>Casinos, gaming facilities and race tracks may open or reopen subject to social distancing and public health measures.</td>
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<td>Proclamation of Disaster Emergency signed 06/25</td>
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<td>Senior citizen centers and daycare facilities may reopen but must follow guidance by Iowa Department of Public Health to ensure social distancing and compliance with public health measures.</td>
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<td>Proclamation of Disaster Emergency signed 05/26</td>
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<td>Salons and Barbershops and the like may reopen but only to the extent it complies with social distancing and public health measures.</td>
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<td>Theaters and Performance venues with movies or live performances may reopen or remain open provided social distancing is observed as well as public health measures.</td>
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<td>Shopping malls may open or reopen except that any play areas must remain closed and the mall must implement reasonable measures</td>
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- Other establishments such as museums, aquariums, zoos, libraries, pools, bingo halls and bowling alleys may reopen subject to social distancing and observe public health measures.

The June 25 order allowed the reopening of additional businesses:

- Bars and restaurants (including wedding reception venues, social clubs, wineries, etc.) as previously announced at 50% capacity
- Gatherings of more than 10 people with social distancing starting on June 1. This allows practices, games, and competitions for youth and adult baseball, softball, and individual sports such as running, biking, swimming, tennis, and golf to resume with appropriate public health measures in place.
- Fitness centers, health clubs, spas, gyms may reopen with 50%
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<td><strong>Kansas</strong></td>
<td>phase 3 began on june 8, and on june 22 governor kelly recommended kansas remain in phase 3 of the ad astra: a plan to reopen kansas</td>
<td><a href="http://covid.ks.gov/">http://covid.ks.gov/</a></td>
<td>N/A</td>
<td>None</td>
<td>Under Phase 3 mass gatherings of more than 45 individuals are not recommended</td>
<td>Masks are required as of july 3</td>
<td>Follow counties’ reopening plans</td>
<td>Monitor employees temperature and symptoms regularly</td>
<td>Issue or approve face coverings</td>
<td>Be mindful of space where six cannot be maintained</td>
<td>Follow fundamental cleaning and public health practices</td>
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<td><strong>Kentucky</strong></td>
<td>July 20, 2020 order reducing gathering size limit</td>
<td><a href="https://governor.ky.gov/covid19">https://governor.ky.gov/covid19</a></td>
<td>N/A</td>
<td>None</td>
<td>Reduced to 10 people (but does not apply to weddings, restaurants, retail, or public venues)</td>
<td>Phased return to work. Entities are encouraged to implement a phased return to work, including generous telework, sick leave, and family leave policies for those employees who are not able to come into work due to illness, taking care of a family member(s), or lack of childcare options.</td>
<td>Enforce social distancing. Entities must ensure, to the greatest extent practicable, that employees who are not able to telework and must be physically present at the office remain a minimum of six (6) feet away from all other employees and customers unless closer interaction is absolutely required to perform their job duties (e.g., health care examinations).</td>
<td>Continue telework where possible. Entities should operate via phone or internet to the greatest extent practicable. Employees who are able to perform their job duties via telework (phone or internet) must continue to telework.</td>
<td>The state has a helpful list of industry guidance and a timeline available here with requirements and capacity limits for many industries including:</td>
<td>Retail</td>
<td>Manufacturing</td>
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<td>Limit face-to-face interaction. Entities must ensure that employees minimize face-to-face contact with one another and with customers to the greatest extent practicable. Meetings should be conducted via telephone or Internet if possible.</td>
<td>Universal masks and any other necessary PPE.</td>
<td>Adequate Hand Sanitizer and Encouraging Hand Washing. Entities must supply adequate hand sanitizer (60% alcohol content or higher) for both employees and customers and ensure that it is made available near high-traffic and high-touch areas (e.g., doors or door handles). Entities must also encourage routine hand washing.</td>
<td>All businesses, including businesses that remained open or are opening, must follow these minimum requirements starting May 11, 2020: Continue telework where possible. Phased return to work. Enforce social distancing. Limit face-to-face interaction. Universal masks/face coverings and other necessary PPE. Adequate hand sanitizer/hand wash stations. Restrict common areas. Proper sanitation. Conduct temperature/health checks (these can be performed at home before workplace entry). Create a testing plan. Make special accommodations. Designate a healthy at work officer. Educate and train employees. Contact tracing.</td>
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| and consistent hand washing for employees and customers.  
• **Restrict Common Areas.** Entities must, to the greatest extent practicable, restrict common areas such as lobbies, waiting rooms, break rooms, smoking areas, lunch rooms, and concession areas to maximize social distancing and reduce congregating.  
• **Proper sanitation.** Entities must sanitize frequently touched surfaces and areas (e.g., door knobs, credit card machines, shared computers) in accordance with CDC guidelines. When they have identified an employee who has COVID-19 or the associated symptoms, entities must further ensure that they immediately restrict access to contaminated areas and post signage and adequately clean impacted areas. Any contaminated area should be off-limits to all but essential personnel for a minimum of 24 hours if practicable.  
• **Conduct daily temperature/health checks.** Entities must require employees to undergo daily temperature and health checks; these checks may be either self-administered or administered by the entities prior to workplace entry. Self-administered temperature and health checks may be performed at home. Employees who have a fever and/or any symptoms of COVID-19 should be directed to their health care provider to be tested and then instructed to quarantine at home as soon as any illness is detected. This includes employees that passed a temperature and health check prior to reporting to work but became ill during the course of the day. Guidance on COVID-19 symptoms and how to conduct temperature and health checks can be found in the Health Requirements and Temperature Checks of the order.  
• **Create a testing plan.** Entities must ensure that any employee with COVID-19 symptoms is tested by a health care provider for COVID-19 within 36 hours. Entities must ensure that employees are trained on how to isolate individuals with suspected or confirmed COVID19 and how to report possible cases. If an employee tests positive, the entities must immediately notify the local public health department.  
• **Make special accommodations.** Entities must, to the greatest extent practicable, make special accommodations for employees and customers at higher risk for severe illness. Individuals in these high-risk categories have been identified by the Centers for...
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| Louisiana              | Proclamation 158 JBE 2020 (Renewal of Phase Three) | https://ladepthealth.blogspot.com/2020/02/coronavirus2019-ncov-faq.html | December 4, 2020 | Limit of 50 people for indoor gatherings, including non-critical businesses, where social distancing can be maintained | Places of Public Amusement Effective September 17, 2020, permissible hours of operations for bars are 8 a.m. to 11 p.m. | Businesses must:  
- Limit occupancy to 50% if non-essential  
- Maintain social distancing  
- Waiting rooms and the like shall be closed to the public.  
- Mandate face coverings if interacting with members of the public | Disease Control and Prevention – further information is available at: https://www.cdc.gov/coronavirus/2019-ncov/faq.html#Higher-Risk.  
- Designate a "Healthy at Work" Officer. Entities must ensure that an employee is designated as its Healthy at Work Officer. This individual will be responsible for the entity’s compliance with this guidance and any other guidance provided. Entities should allow for employees to identify and communicate potential improvements and/or concerns to the Healthy at Work designated Officer or management.  
- Educate and Train Employees. Entities must educate and train all individuals, including employees, temporary employees, contractors, vendors, customers, etc., regarding the Healthy at Work protocols. This training must be offered during scheduled work times at no cost to the employee.  
- Contact Notification Responsibilities. Entities opened must be prepared to assist public health officials if an employee test positive or becomes exposed to COVID-19. This assistance includes, but is not limited to, providing the employee’s work schedule, workstation, hours or shifts worked, when the employee was potentially exposed, and the names and contact information of any other employee or other party exposed to the virus. Additional information about Contact Notification Responsibilities can be found in the Contact Notification Responsibilities Section of the order | | | | New Orleans |
Maine

Restarting Plan

Reopening Maine's economy is delayed three, but bar currently in Stage Two Order.

The face covering mandate.

Updated Phase Two Proclamation

Face Covering, Gathering Limit, and Bar Closings

Executive Order

On June 25, 2020 Gov. Edwards issued an Executive Order extending Phase Two and the face covering mandate.

On November 27, 2020, Gov. Janet M. Mills issued an updated Phase Two Proclamation with new measures on face coverings strengthening capacity limits and guidance on winter which includes entering Stage 4.

Phase Two Order

Civil Emergency Proclamation

Gathering Size Limitation

Gathering Size Limitation

Closed Industries

Closed Industries

Requirements for all Businesses

Requirements for all Businesses

Any Work from Home Requirements/ Recommendations

Any Work from Home Requirements/ Recommendations

Industry Specific Guidance/ Requirements

Industry Specific Guidance/ Requirements

Protections for Vulnerable Populations

Protections for Vulnerable Populations

State Mandated County/Region Variances

State Mandated County/Region Variances

Known Local Opening/Closing Orders

Known Local Opening/Closing Orders

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**Requirements for all Businesses**

- Maintain 6 feet physical distancing for staff, customers, and vendors.
- Require employees to wear cloth face coverings.
  - Cloth face coverings are intended to prevent transmission.
  - The degree to which cloth face coverings, masks and face shields are recommended is based on proximity and duration of contact.
  - Please see industry specific guidance
- Require employees to practice good hand hygiene. Good hand hygiene prevents spread of disease. The best hand hygiene is frequent handwashing. Remind employees to practice good hand hygiene with frequent handwashing and hand sanitizing especially between contact with customers and customer items.
- Use posters to remind staff, vendors, and customers regarding hand hygiene and physical distancing.
- Ensure that employees have access to hand soap, cloth face coverings, gloves, tissues, paper towels, and a designated trash bin to dispose of used items.
- Provide access to hand washing areas for staff, vendors, and customers.
- Provide hand sanitizer (at least 60% alcohol) in multiple locations around work and public spaces.
- Face-to-face staff meetings should be limited and respect physical distancing.

**Work from home where possible**

Effective November 4, 2020, indoor service in bars are postponed and indoor gatherings are limited to 50 persons and outdoor limited to 100 persons, regardless of capacity.

Effective October 13, indoor gathering limit is 50% of the facilities permitted occupancy or 100 persons, whichever is less for establishments that provide and require seating. For establishments that do not provide and require seating for invitees, the indoor gathering limit is 50.

Retail stores with more than 50,000 square feet of shopping space, restaurants, outdoor bars or tasting rooms, and lodging establishments in certain counties must require face coverings in line with the state's earlier order.

**State Mandated County/Region Variances**

The order outlines requirements for:
- Restaurants
- Personal services
- Malls
- Casinos and the like
- Gyms

Sector specific guidance for Phase Two is available here.

The order outlines requirements for:
- Restaurants
- Personal services
- Malls
- Casinos and the like
- Gyms

**Civil Emergency Proclamation**

Gathering Size Limitation

Indoor gathering limit for establishments that require seating bars, house of worship, social clubs, school cafeterias, and the like: 50% occupancy of 100 people, whichever is less.

All other establishments: 50

Bars

- All other establishments: 50

Requirements for all Businesses

- Salons and Barer Shops
- Shopping Malls
- Churches
- Casinos and the like
- Gyms
- Athletic Events
- Event Centers

State COVID-19 website

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<th>Protections for Vulnerable Populations</th>
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| Maryland               | September 28, 2020 Reopening Order Subject to Local | https://coronavirus.maryland.gov/ | None | Under the June 10, 2020 order, the following remain closed: | None | The state has published reopening checklists by industry, including:  
  - Retail  
  - Restaurants  
  - Personal Services | Employees in legal and professional fields may return to offices in Stage 3, as needed. | | | | |
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<th>State (alpha by state)</th>
<th>Links to relevant orders/updates</th>
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<tr>
<td>Regulations and Face Covering Update</td>
<td>Stage Three for Reopening begins September 4, 2020</td>
<td>June 29, 2020 Order (includes expansion of face covering order)</td>
<td>June 10, 2020 Order</td>
<td>Face Covering Order</td>
<td>Senior centers</td>
<td>Theatres</td>
<td>Limited to 10% of total capacity. For outdoor venues with a total capacity greater than 2,500, the capacity limit is 10% effective October 16, 2020. Effective September 28, 2020, Governor Hogan announced the following State Reopening Guidelines:</td>
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- Occupancy or 250 spectators.
  - Movie and Live Performance Indoor Theaters shall not exceed the lesser of 50% of the Theater’s Maximum Occupancy or 100 persons.
  - Outdoor Entertainment Venues are shall not exceed the lesser of 50% of the Outdoor Venue’s Maximum Occupancy or 250 people.

**Effective September 23, 2020,**
capacity for indoor operations at restaurants may increase from 50 to 75 percent, with appropriate distancing, and following strict public health requirements consistent with the CDC.

On **September 4**, the following businesses will be open as part of Maryland’s entry into Stage Three:

- Indoor theaters where live performances occur or motion pictures are shown may open to the general public at 50% capacity, or 100 people per auditorium—whichever is less—with appropriate health and safety protocols in place.
- Outdoor venues where live performances occur or motion pictures are
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On June 10, 2020, Governor Hogan issued an order allowing the following to reopen:

- Malls may open on June 19, 2020 at 5:00 pm
- Amusement parks, mini golf, go-kart tracks, outdoor amusements
- Bingo and pool halls, bowling alleys, skating rinks, social and fraternal clubs at 50%
- Restaurants for indoor dining at 50% capacity
- Gyms may open on June 19, 2020 at 50% capacity
- Casinos and racetracks on June 19, 2020 at 5:00 pm at 50% capacity
- Other businesses not specifically closed by the order

Personal services, retail, and restaurants for outdoor dining may open to the general public at 50% capacity, or 250 people—whichever is less—with appropriate health and safety protocols in place.

- Capacity for retail establishments and religious facilities may increase from 50 to 75 percent
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<td><strong>Massachusetts</strong></td>
<td>Stay at Home Advisory effective November 6, 2020 between 10 p.m. and 6 a.m. except to leave home to go to work or school, or for essential needs such as seeking emergency medical care, going to the grocery store or pharmacy, picking up take-out food, or receiving deliveries.</td>
<td><a href="https://www.mass.gov/resource/information-on-the-outbreak-of-coronavirus-disease-2019-covid-19">https://www.mass.gov/resource/information-on-the-outbreak-of-coronavirus-disease-2019-covid-19</a></td>
<td>November 6, 2020</td>
<td>Indoor gatherings are limited to eight people per 1,000 square feet, but should not exceed 25 people in a single enclosed, indoor space.</td>
<td>Indoor</td>
<td><strong>COVID-19 Order No. 53 putting in place Mandatory Early Closure of Business and Activities at 9:30 p.m. effective November 6, 2020 for the following:</strong></td>
<td><strong>Restaurants (in-person dining must cease at 9:30 PM, although takeout and delivery may continue for food and non-alcoholic beverages, but not alcohol)</strong></td>
<td><strong>Limited to occupancy restrictions of 50%</strong></td>
<td><strong>Driving and flight schools</strong></td>
<td><strong>Construction and Development</strong></td>
<td><strong>Phase Three Order</strong></td>
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<td>Face Covering Order</td>
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<td>Michigan</td>
<td><a href="#">Report on reopening</a></td>
<td><a href="https://www.michigan.gov/mdhhs/0,5885,7-339-7150-5104-976-75--00.html">https://www.michigan.gov/mdhhs/0,5885,7-339-7150-5104-976-75--00.html</a></td>
<td>On October 14, 2020 MDHSS issued the Michigan Workplace Safety Guidance. Clarifying the safety requirements employers must follow to protect their employees from COVID-19.</td>
<td>single enclosed outdoor space. This includes community events, civic events, sporting events, concerts, conventions and more. This order does not apply to outdoor, unenclosed gatherings if proper social distancing measures are possible.</td>
<td>• Street festivals and parades • Road races and other large outdoor organized athletic events</td>
<td>• Zoos, botanical gardens, wildlife reserves, nature centers • Close contact personal services (such as hair and nail salons) • Gyms, Fitness Centers and Health Clubs • Indoor and outdoor pools • Museums/cultural &amp; historical facilities/guided tours</td>
<td>Mandatory safety standards for workplaces are <a href="#">here</a>. Businesses must have self-certified and comply with reopening requirements through taking the following steps: • Complete a COVID-19 control plan • Complete and post a compliance attestation poster • Engage in social distancing • Provide signage for safe social distancing • Require face coverings for all employees • Provide hand washing capabilities throughout the workplace • Train employees on social distancing and hygiene • Do not have employees displaying COVID symptoms report to work • Sanitize high touch areas frequently • Disinfect common surfaces • Establish and maintain cleaning protocols • If an employee is diagnosed with COVID-19, engage in cleaning and disinfecting.</td>
<td>• Recreation • Childcare • Higher Education • K-12 • Recreational day camps</td>
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### Michigan

**On October 14, 2020**

- The MDHSS [extended](#) its [Emergency Order 19](https://www.michigan.gov/mdhhs/0,5885,7-339-7150-5104-976-75--00.html) with additional mask requirements.
- All people wearing masks indoors or outdoors in three regions will move to Phase 4 on October 29, 2020. All regions will move to Phase 5, which requires:
  - People who can work remotely must do so.
  - Social indoor residential gatherings limited to no more than 10 people.
On October 9, 2020, the MDHSS entered Emergency Order under MCL 333.27253 with worker protections, face coverings and attendance limitations and rescinding October 5 2020 Emergency Order.

On October 5, 2020, the Michigan Department of Health and Human Services entered Emergency Order Under MCL 333.2253 (with attendance limitations at gatherings and face covering requirements).

On October 2, 2020, the Michigan Supreme Court held that Governor Whitmer lacks authority to enter Executive Orders under the Emergency Management Act or Emergency Powers, and therefore all Executive Orders will expire in 21 days.

Governor Whitmer stated that her orders regarding COVID will remain in place for 21 days and be reissued under authority not addressed by the order.

Limited to 100 people. Employees must provide employee training on SARS-CoV-2 and COVID-19 covering workplace infection control practices, proper use of PPE, and how to report unsafe working conditions. Employers must maintain a record of the training, screening protocols for each employee or visitor in the workplace and maintain such records for one year from time of generation.

Producers shall provide employees with types of PPE, including respirators as necessary, for protection from COVID-19 appropriate to the exposure risk associated with the job. For medical treatment employers must provide, at a minimum, N-95 respirator, goggles or face shield, and gown.

Employees must require that face coverings are worn in shared spaces, including during in person meetings, restrooms and hallways required. Social distancing required.

Note that MIOSHA is issuing COVID-19 citations. Employers may not take adverse action against an employee who stays home due to a positive COVID test, COVID symptoms, or close contact with a COVID positive person. Such individuals must be treated as if they are taking Paid Medical Leave.

Executive Order 2020-172 does not apply to Health Care Professionals, Workers at a health care facility as defined in EO 2020-172, First responders (e.g., police officers, fire fighters, paramedics, EMTs), child protective services employees, workers at child caring institutions (as defined by Michigan law) workers at adult foster care facilities (also as defined by Michigan law) and workers at correctional facilities.

Nothing in Executive Order 2020-172 prohibits an employer from disciplining or discharging an employee who is allowed to return to work but declines.

All businesses or operations that require their employees to work at an employer location must, at a minimum:

- Retail gatherings at 50% of total occupancy.
- Recreational and exercise facilities at 25% of total occupancy.
- 50 or fewer at nonresidential venue without fix seating with attendance limitations of 20 persons per 1,000 s. f. of occupancy.
- 500 or fewer at venue without fixed seating limited to 30 persons per 1,000 s. f. of occupancy.

The October 14, 2020 Michigan Workplace Safety Guidance provides guidelines for Employers and Employees generally, as well as the following industries:

- Meat and Processing
- Sports/Entertainment
- Offices
- Outpatient Healthcare
- Pre-K-12 Schools
- Personal Care Services
- Research Laboratories
- Retail
- Construction
- Gym/Fitness Centers
- In-Home Services
- Restaurants and Bars
- Manufacturing
- Casinos

September 25, 2020 Executive Order 2020-183 on Movie Theaters, Performance Venues and certain indoor activities (effective October 9, 2020) Effective September 9, 2020, public swimming pools open in all regions subject to the rules in Executive Order 2020-175.

In Regions 6 and 8, outdoor concert space, race tracks, sports arenas, stadiums or similar outdoor venues are open with a limit of the smaller of 25% of capacity or 500 people.

Except in Regions 6 and 8, indoor theaters, cinemas and performance venues remain closed. On September 8, 2020, indoor gymnasia,
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<td><strong>Develop a COVID-19 preparedness and response plan,</strong> consistent with recommendations in Guidance on Preparing Workplaces for COVID-19, developed by the Occupational Health and Safety Administration (&quot;OSHA&quot;) and available <a href="https://www.michigan.gov">here</a>. <strong>Within two weeks of resuming in-person activities,</strong> a business’s or operation’s plan must be made readily available to employees, labor unions, and customers, whether via website, internal network, or by hard copy.</td>
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<td><strong>Designate one or more worksite supervisors to implement, monitor, and report on the COVID-19 control strategies developed.</strong> The supervisor must remain on-site at all times when employees are present on site. An on-site employee may be designated to perform the supervisory role.</td>
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<td><strong>Provide COVID-19 training to employees that covers,</strong> at a minimum: (1) Workplace infection-control practices. (2) The proper use of personal protective equipment. (3) Steps the employee must take to notify the business or operation of any symptoms of COVID-19 or a suspected or confirmed diagnosis of COVID-19. (4) How to report unsafe working conditions.</td>
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<td><strong>Provide any communication and training on COVID-19 infection control practices in the primary languages common in the employee population.</strong></td>
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<td><strong>Place posters in the languages common in the employee population that encourage staying home when sick, cough and sneeze etiquette, and proper hand hygiene practices.</strong></td>
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<td><strong>Conduct a daily entry self-screening protocol for all employees or contractors entering the workplace including, at minimum, a questionnaire covering symptoms and suspected/confirmed exposure to people with possible COVID-19.</strong></td>
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<td><strong>Maintain social distancing, including through the use of markings, signs, and barriers.</strong></td>
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<td><strong>Provide face coverings to employees and require them to be worn when employees cannot consistently maintain six feet of separation from other individuals, and consider shields when employees cannot consistently maintain three feet of separation.</strong></td>
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<td><strong>Increase cleaning.</strong></td>
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<td><strong>September 5, 2020 Order on Long Term Care Facilities (through September 30, 2020)</strong></td>
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<td><strong>September 5, 2020 Order on Food Sellers (through September 30, 2020)</strong></td>
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<td><strong>The Executive Orders contain sector specific requirements, and guidelines can be found <a href="https://www.michigan.gov">here</a>, which includes guidance for the following industries:</strong></td>
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<td><strong>On July 9, 2020, the Governor issued an executive Order outline guidelines for meat and poultry processing facilities.</strong></td>
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|                      |                                 |                    |                                             |                         |                  | Fitness centers, recreation centers, sports facilities, exercise studios and the like will open to Regions 6 and 8 only subject to a 250 person limit. Only in Regions 6 and 8, indoor services or facilities, or outdoor services or facilities involving close contact of persons, for amusement or other recreational or entertainment purposes, such as amusement parks, arcades, bingo halls, bowling alleys, indoor climbing facilities, indoor dance areas, roller rinks, ice rinks, trampoline parks, carnival or amusement rides as defined by MCL 408.652(2), waterparks, and other similar recreational or entertainment facilities are open. On June 10, the Upper Peninsula and the Traverse City region were moved to Phase 5 allowing for the
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| Minnesota              | Face Covering Order 20-74 (rescinding Safer at Home order) | [https://www.health.state.mn.us/diseases/coronavirus/index.html](https://www.health.state.mn.us/diseases/coronavirus/index.html) | N/A (continued reopening) | Indoor gatherings of more than 10 people and outdoor gatherings of more than 25 | None | **•** Make cleaning supplies available to employees and provide time for them to wash hands frequently  
**•** In the event of a confirmed positive, immediately notify the local health department and within 24 hours notify anyone who may have come into contact with the person  
**•** Establish a response plan for dealing with a confirmed infection  
**•** Restrict business-related travel  
**•** Encourage employees to use PPE and hand sanitizer  
**•** Promote remote work to the fullest extent possible  
**•** An employer will allow employees with a confirmed or suspected case of COVID-19 to return to the workplace only after they are no longer infectious according to the latest guidelines from the Centers for Disease Control and Prevention (“CDC”) and they are released from any quarantine or isolation by the local public health department.  
**•** Follow Executive Order 2020-36, and any executive orders that follow it, that prohibit discharging, disciplining, or otherwise retaliating against employees who stay home or who leave work when they are at particular risk of infecting others with COVID-19.  
**•** Establish a response plan for dealing with a confirmed infection in the workplace, including protocols for sending employees home and for temporary closures of all or part of the workplace to allow for deep cleaning.  
**•** Adopt any additional infection-control measures that are reasonable in light of the work performed at the worksite and the rate of infection in the surrounding community. | | MIOSHA guidelines and checklist found here. | | | | | reopening of movie theaters, gyms and bowling alleys. |

11/10/2020 11:00 a.m. EST  44
**Executive Order 20-54 (Protecting Workers from Unsafe Working Conditions and Retaliation)**

- Restaurants, food courts, cafes, coffeehouses, bars, taverns, taprooms, and other places of public accommodation must generally draft and implement a preparedness plan, and they must do so while considering the industry-specific guidance posted on the Stay Safe Minnesota website.

- Executive Order 20-74 also provides that critical businesses in Minnesota – which were previously exempted from the preparedness plan mandate – must now proceed with drafting and implementing a preparedness plan by June 29, 2020.

- People even if social distancing can be maintained.

- Gyms, fitness centers, rec centers, indoor sports facilities, outdoor sports facilities, and exercise studios may reopen at no more than 25% capacity, but must require social distancing, strongly encourage face coverings, and regularly disinfect equipment and workout space;

- Indoor entertainment venues (like theaters, cinemas, concert halls, museums, performance venues, and bowling alleys) may reopen at 25% capacity;

- Personal services (like salons, barbershops, and tattoo parlors) may increase to 50% capacity, but must require reservations; and

- Outdoor entertainment venues (like sporting events, concerts, and theaters) may reopen at 25% capacity.

**Stay Safe Minnesota website**
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<tr>
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<tr>
<td>Mississippi</td>
<td><a href="https://msdh.ms.gov/msdhsite/static/14,0,420.htm">Executive Order No. 1525 (Safe Recovery Order)</a></td>
<td>Mississippi COVID website</td>
<td>November 30, 2020</td>
<td>Businesses that will remain closed include places of amusement or entertainment like casinos, theaters, bars, and museums.</td>
<td>Workplaces should be mindful of providing strong hygiene support and facilitating social distancing for the safety of their employees and patrons. Employees who are sick should stay at home, and employees should be checked daily for COVID-19 symptoms.</td>
<td>None</td>
<td>Sector specific requirements (including for restaurants, reception halls and conference centers, auditoriums and movie theaters, personal care services, sports complexes, arenas, school events, and college stadiums) can be found in the order. Guidance for reopening can be found <a href="https://msdh.ms.gov/msdhsite/static/14,0,420.htm">here</a>.</td>
<td>None</td>
<td>None</td>
<td>N/A</td>
<td></td>
</tr>
</tbody>
</table>
| Missouri               | [Executive Order 20-12 (Fully Open for Business)](https://health.mo.gov/living/healthcondiseases/communicable/novel-coronavirus/) | Missouri COVID website | December 30, 2020 | None | Businesses are not restricted, but the state makes recommendations. | It is recommended to implement basic infection prevention measures informed by industry best practices, regarding: | None | Recommendation (not requirement) to encourage telework whenever possible and feasible with business operations | None | N/A | St. Louis County
City of St. Louis
Kansas City |
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| Montana                | Face Coverings Directive (July 15, 2020)  
        Directive on Implementing and Establishing Phase 2 of Reopening  
        Phase Two Reopening Montana Plan | https://covid19.mt.gov/ | TBD | 50 | Employers should:  
  - Develop and implement appropriate policies, in accordance with federal, state, and local regulations and guidance, and informed by industry best practices, regarding:  
    o Social distancing and protective equipment.  
    o Temperature checks and/or symptom screening.  
    o Testing, isolating, and contact tracing, in collaboration with public health authorities.  
    o Sanitation  
  - Monitor workforce for indicative symptoms. Do not allow people with symptoms of COVID-19 to work.  
  - Collaborate with public health officials when implementing policies and procedures for workforce contact tracing following an employee’s COVID-19 positive test result.  
  - Encourage voluntary participation of employees in any surveillance testing designed to provide community-wide early warning by local public health officials.  
  - Accommodate alternate work schedules such as shift work and staggered scheduling in order to adhere to physical distancing guidelines.  
  - Close common areas where personnel are likely to congregate and interact; or enforce strict physical distancing protocols.  
  - Minimize non-essential travel. | Encourage telework whenever possible and feasible with business operations | The following industries have additional guidelines/requirements:  
  - Restaurant  
  - Bar  
  - Brewery  
  - Distillery  
  - Casino  
  - Outdoor Recreation  
  - Personal Care / Services  
  - Gyms/fitness centers  
  - Public accommodation pools  
  - Places of assembly  
  - Theatres | Vulnerable populations should still adhere to the stay at home guidance. | Special accommodations should be made for members of a VULNERABLE POPULATION or those with vulnerable household members. | N/A |
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| Nevada                 | [http://dhhs.ne.gov/Pages/COVID-19-Directed-Health-Measures.aspx](http://dhhs.ne.gov/Pages/COVID-19-Directed-Health-Measures.aspx) | [http://dhhs.ne.gov/Pages/Coronavirus.aspx](http://dhhs.ne.gov/Pages/Coronavirus.aspx) | October 31, 2020 (Extended) | Indoor gatherings: 50% of rated occupancy at a time (Max of 10,000)  
Outdoor gatherings: 75% of rated occupancy at a time (Max of 10,000) | - Stay at least 6 feet away (about 2 arms’ length) from others. Keeping distance from others is especially important for people who are at a higher risk of getting very sick (those over 65 years of age, have serious underlying health conditions or are immunocompromised.)  
- Wear a cloth face covering in public (grocery stores, pharmacies etc.) when you can’t stay 6 feet away from others. The cloth face cover is not a substitute for social distancing.  
- Stay home if you or someone in your house has a sudden onset of cough or shortness of breath or a fever. Don’t take your temperature within 30 minutes of exercising or after taking medications that could lower your temperature, like acetaminophen.  
- Wash hands often with soap and water. If soap and water aren’t available, use an alcohol-based sanitizer that contains at least 60 percent alcohol. Avoid touching your eyes, nose, and mouth with unwashed hands.  
- Clean and disinfect frequently touched objects and surfaces, especially counters, handles, doorknobs, tabletops, remotes and keyboards.  
- Work from home, if possible. | Nebraska has issued guidelines and best practices for various industries.  
The following industries have additional guidelines/requirements:  
- Bars, Taverns, Gentlemen & Bottle Clubs  
- Child Care Centers  
- Gyms/Fitness Centers/Health Clubs/Health Spas  
- Restaurants, Bowling Alleys  
- Salons/Barbers/Massage Therapy/Body Art  
- Weddings/Funeral Reception/Faith-Based Services  
- Booth, Tabling, and Sales Event  
- Dental Associations  
- Estate and Auctions  
- Long-Term Care  
- Outdoor Stadium, Racetrack, Arena  
- Pharmacists  
- Youth Camps  
- Sports  
- Encourage telework, whenever possible and feasible with business operations.  
The following industries have additional guidelines/requirements:  
- Celebrations, Ceremonies and Live Events  
- Aquatics:  
  - Aquatic Facilities  
- Strongly consider special accommodations for personnel who are members of a vulnerable populations. | Effective September 25, 2020, all counties are in Phase 4 except Lancaster County, which has kept some Phase 3 restrictions in place.  
Directed health measures were announced effective September 11, 2020 for Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Grant, Kimball, Morrill, Scotts Bluff, Sheridan, and Sioux.  
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<tr>
<td>Preparedness &amp; Safety Plan</td>
<td>Declaration of Emergency Directive 38D (formally adopting the Road to Recovery)</td>
<td>Road to Recovery</td>
<td>Phase Two Directive</td>
<td>Phase Two Reopening Guidance</td>
<td>Closed industries will remain closed during Phase 2: adult entertainment establishments, brothels, nightclubs and dayclubs, live sporting event venues and live performance venues with spectators.</td>
<td>• Promote handwashing &lt;br&gt;• Cleaning &lt;br&gt;• Provide sanitation and cleaning supplies &lt;br&gt;• All employers shall require employees who interact with the public to wear face coverings, to the maximum extent practicable.</td>
<td>(HOA and Multi-Family) &lt;br&gt;o Local and Public Pools and Aquatic Centers &lt;br&gt;o Swimming Lessons</td>
<td>• Bars (New Normal Plan effective 9/17 limited to 50% capacity) &lt;br&gt;• Bowling Alleys &lt;br&gt;• Camps – Day and Residential &lt;br&gt;• Closed Events &lt;br&gt;• Farmer’s Markets &lt;br&gt;• Fitness: &lt;br&gt;• Gatherings and Services of Community and Faith-Based Organizations &lt;br&gt;• Guest Rooms &lt;br&gt;• Indoor Malls &lt;br&gt;• Indoor Venues &lt;br&gt;• Movie Theaters &lt;br&gt;• Outdoor Equine and Livestock Competitions &lt;br&gt;• Outdoor Venues &lt;br&gt;• Personal Services: &lt;br&gt;o Body Art and Body Piercing Establishments &lt;br&gt;o Massage Establishments &lt;br&gt;Sanitation Guidelines &lt;br&gt;o Massage Therapy &lt;br&gt;o Skin Care &lt;br&gt;• Trade Schools and Technical Schools &lt;br&gt;• Youth Sports: &lt;br&gt;o Organized Youth Sports</td>
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<td>Counties with elevated disease transmission risk: Clark, Churchill, Elko, Humboldt, Eureka and Washoe County. Action plans for these counties are here.</td>
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<td>New Hampshire</td>
<td>Emergency Order 70 (extending Emergency Order 52) Emergency Order 65 (providing fines for businesses that violate any emergency order) Emergency Order 52</td>
<td><a href="https://www.nh.gov/covid19/">https://www.nh.gov/covid19/</a></td>
<td>November 15, 2020 (Extended)</td>
<td>None</td>
<td>None</td>
<td>All employers must follow requirements: o Require sick employees to stay home o Conduct screenings o Promote hand hygiene o Implement cleaning and disinfection o Mitigate exposure o Plan for COVID cases o Update illness policy o Communicate with employees Guidance is available here.</td>
<td>Allow work from home as much as practical</td>
<td>The following industries have additional guidelines/requirements: o Acupuncture o Adult Day Services o Amateur and Youth Sports o Amusement Parks o Arts and Music Education o Attractions o Beaches o Body Art o Bowling &amp; Entertainment Center o Campgrounds o Charitable Gaming o Child Care o Cosmetology o Day Camps o Dental o Drive-in Theaters o Driver’s Education o Equestrian Facility o Funeral Homes o Golf Courses o Gyms o Health and Fitness o Hospitals o Libraries o Lodging o Manufacturing o Massage o Motorcycle Rides o Movie Theaters o Museums &amp; Art Galleries o Outdoor Attractions o Outdoor Race Tracks</td>
<td>Vulnerable populations are strongly advised to stay home</td>
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<td>Indoor gatherings limited to 25% capacity, with a maximum of 25 persons (reduced August 3, 2020)</td>
<td>Outdoor gatherings at 500 persons</td>
<td>Businesses are expected to continue to allow those employees who can work from to keep working at home</td>
<td>The following industries have additional guidelines/requirements:</td>
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<td>Individual dining</td>
<td>Personal care services offered outside of personal care service facilities or of health facilities providing medically necessary or therapeutic services.</td>
<td>Dance floors at any business must be closed or cordoned off.</td>
<td>Outdoor gatherings are now increased to 500 persons, and outdoor religious services and political events are permitted.</td>
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<td>Newark</td>
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<td>New Mexico</td>
<td><a href="https://cv.nmhealth.org/">Collect necessary links here</a></td>
<td>Public Health Order</td>
<td>October 16, 2020: Public Health Order September 18, 2020: Public Health Order</td>
<td>November 13, 2020</td>
<td>• Casinos  • Indoor movie theatres  • Museums  • Bowling alleys  • Miniature golf  • Arcades  • Amusement parks</td>
<td>Effective November 5, 2020, Public Health Order mandates that all essential businesses that have retail spaces must close by 10 pm. Close contact businesses may operate at 25% occupancy. Close contact recreational facilities must remain closed. Food and drink establishments must not exceed 25% for dine-in services and must close by 10:00 p.m. all through November 13, 2020.</td>
<td>• Limit operations to remote work to the greatest extent possible. • Provide for all meetings to take place remotely whenever possible.</td>
<td>• Recreation businesses  • Entertainment businesses  • Playgrounds, amusement parks, and water parks  • Swimming pool  • Horse racetracks  • Construction  • Personal care businesses  • Libraries  • Gyms and fitness centers  • Movie theaters, performing arts centers, and concert venues  • Private-Carrier vehicles at 50% capacity  • Effective September 4, movie theaters and indoor performance venues to reopen at the lesser of 25% capacity or 150 people.  • Effective September 4 Indoor Dining Resumes under capacity limitations found here.</td>
<td>None</td>
<td>None</td>
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- Activities will continue to have no numerical limits.
- For repeated handwashing throughout the day and access to hand washing facilities.
- Employers must routinely clean and disinfect all high-touch areas in accordance with DOH and CDC guidelines.
- Employers must conduct daily health checks of employees prior to each shift.
- Employers must immediately separate and send home employees who appear to have symptoms consistent with COVID-19 upon arrival or who become sick during the day.
- Employers must promptly notify all employees of any known exposure to COVID-19 at the worksite consistent with the confidentiality requirements of the ADA. Additionally, employers must clean and disinfect the worksite in accordance with the CDC guidelines.

All businesses must adopt policies that, at minimum, implement the following cleaning protocols:

- Clean and disinfect high-touch areas routinely in accordance with CDC guidelines;
- Maintain cleaning procedures in all other areas of the facility; and
- Ensure that the facility has a sufficient number of workers to perform the above protocols.

- Start activities that have not completed N.M. Safe Certified training program resumes under limited capacity limitations found here.
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<tr>
<td>Extending Various Orders</td>
<td>August 28, 2020 Public Health Order Extending Various Orders</td>
<td>July 30, 2020 Public Health Order Extending Various Orders</td>
<td>All Together New Mexico COVID-Safe Practices for Individuals and Businesses</td>
<td>July 13, 2020 Public Health Order Extending Various Orders</td>
<td>All Together New Mexico Safe Practices</td>
<td>Concert venues • Performances • Go-kart courses • Adult entertainment venues • Indoor recreation or indoor entertainment spaces • Bars (other than take-out and delivery) • Indoor tennis facilities Except as otherwise specified, non-essential businesses are limited to 25% capacity. Requirements: • Arrange workplace to provide for 6 feet of distance between individuals wherever possible. • Close common areas where personnel are likely to congregate wherever possible or modify them to minimize contact. • Ensure all employees have face coverings or masks and wear them in the workplace at all times when in the presence of others, except when eating, drinking or exercising, or unless otherwise advised by a health care provider. • Train all employees on daily cleaning and disinfecting protocol, hygiene, and respiratory etiquette (e.g., covering coughs). • Make handwashing, sanitizer, and other hygiene support available to employees: o Note: the use of gloves is not a substitute for frequent handwashing. • Screen employees before they enter the workplace each day (verbally or with a written form or text-based or other app). • Send employees home who are experiencing the following COVID-19 symptoms related to COVID-19 and direct them to obtain free testing through the Department of Health: o Fever o Cough o Shortness of breath o Sore throat o Headache o Muscle pain o Chills o Repeated shaking with chills o Loss of taste or smell • Prohibit employees with known close contact to a person who is lab-confirmed to have COVID-19 to return to work until authorized by the Department of Health. • Minimize non-essential travel. • Adhere to CDC guidelines and state orders regarding isolation following out-of-state travel. • Adhere to all CDC and OSHA guidelines.</td>
<td>the training a reduction of maximum capacity reduced to 25%. • (Houses of worship limited to 40% capacity) The following industries have additional guidelines/requirements in the order: • Retail at 25% (excluding for essential businesses) • Restaurants • Office and Call Centers • Grocery Stores and Farmers’ Markets • Summer Youth Programs • Manufacturing, Warehouse, and Food Production • Hotels, Resorts, and Lodging at 50% • Golf Courses • Tour Operators • Houses of Worship • Farm, Ranch, Dairy Producers &amp; Processors • Veterinarians and Pet Care Facilities • Construction and Field Operations • Automobile Dealers and Services • Salons, Spas, Tattoo Parlors &amp; Related Services • Gyms • Medical Providers, Childcare Centers &amp; Other Industries • Drive-In Events</td>
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<td>New York</td>
<td><a href="https://www.government.ny.gov/executiveorders">https://www.government.ny.gov/executiveorders</a></td>
<td><a href="https://coronavirus.health.ny.gov/home">https://coronavirus.health.ny.gov/home</a></td>
<td>TBD</td>
<td>Up to 50 people</td>
<td>All businesses must complete a Forward Safety Plan – sector specific plans are available in the guidance below.</td>
<td>Refer to industry-specific guidelines</td>
<td>New York MTA requiring masks for all passengers on public transportation. Gyms and fitness facilities may reopen with restrictions. Casinos allowed to open statewide with a 25% occupancy limit starting September 9, 2020</td>
<td>Refer to industry-specific guidelines</td>
<td>Cluster Action Initiative has three levels: Red, Orange and Yellow Zones. Guidance here. For Red Clusters: • No non-essential gatherings of any size • Houses of worship are subject to a capacity limit of 25% of maximum occupancy or 10 people, whichever is fewer • Restaurants and taverns must cease serving</td>
<td>Effective October 7, 2020, parts of Brooklyn and Queens will close non-essential businesses including all schools, inside and outdoor restaurant dining, gyms and indoor pools.</td>
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- Develop a COVID-19 communication plan and provide a forum for answering employee questions and addressing concerns.
- Appoint a COVID-Safe Practice leader or team to enact safe practices in the workplace.
- Review employee leave policies and modify as needed to ensure compliance with the Families First Coronavirus Response Act.
- To support contract tracing, offer all customers who visit the establishment with the opportunity to record their name and phone number or email address, along with the date and time of their visit, and retain such records for no less than four weeks from the date of collection.
- Follow all heating, ventilation and air conditioning (HVAC) preventative maintenance as required by the manufacturer on prescribed schedules. When possible, consult with an HVAC engineer to improve ventilation and minimize the potential for worker exposure.
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- Manufacturing
- Wholesale Trade
- Offices
- Real Estate
- Vehicle Sales, Leases, and Rentals
- Retail Rental, Repair, and Cleaning
- Commercial Building Management
- Hair Salons and Barbershops
- Food Service
- Personal Care
- Higher Education
- Low-Risk Outdoor Arts & Entertainment
- Low-Risk Indoor Arts & Entertainment
- Media Production
- Professional Sports Competitions With No Fans
- Bowling Alleys

For Orange Clusters:
- Non-essential gatherings shall be limited to 10 people
- Houses of worship are subject to a capacity limit of the lesser of 33% of maximum occupancy or 25 people, whichever is fewer
- Restaurants and taverns must cease serving patrons food or beverage inside on-premises but may provide outdoor service, and may be open for takeout or delivery only
- Schools must close for in-person instruction, except as otherwise provided in Executive Order.
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- Schools must close for in-person instruction, except as otherwise provided in Executive Order.
- Certain non-essential businesses, for which there is a higher risk of transmission of the COVID-19 virus, shall reduce in-person workforce by 100%; such businesses include (1) Gyms, fitness centers or classes; (2) Hair salons and barbershops; and (3) All other personal care services including but not limited to spas, tattoo or piercing parlors, nail technicians.
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For Yellow Clusters:
- Non-essential gatherings are limited to no more than 25 people
- Houses of worship are subject to a capacity limit of 50% of its maximum occupancy and shall adhere to Department of Health guidance
- Restaurants and taverns must limit any one seated group or party size to 4 people
- Schools shall adhere to applicable guidance issued by the Department of Health regarding mandatory testing of students and

and nail salons, cosmetologists, estheticians, the provision of laser hair removal and electrolysis
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| North Carolina         | Executive Order 170 (extending Executive Order 169 and maintaining Phase 3 restrictions) | https://www.nc.gov/covid19 | November 13, 2020 | Mass gatherings of more than 25 for indoors and 50 people outside. In publicly accessible indoor facilities, the mass gathering limit applies per room of the facility. | Requirements:  
- Stay at least 6 feet (about 2 arms’ length) from other people; do not gather in groups  
- Wash hands with soap for 20 seconds or use hand sanitizer reduces the spread of transmission.  
- Develop a reopening plan  
Recommendations:  
- Stagger shifts when remote working is not possible.  
- Post signage around the office reminding staff about social distancing (staying at least 6 feet away from others). Know Your Ws sign templates are available in English and Spanish on the NC DHHS COVID-19 response site.  
- Consider posting signs around frequently touched objects like shared printers or bathroom sinks.  
- Move desks and workstations at least six (6) feet apart.  
- Mark six (6) feet of spacing on the floor in higher traffic areas, such as reception areas.  
- Consider closing off areas where people are more likely to gather, like breakrooms.  
- Clearly mark designated entry and exit points; if a building has only one entry/exit point, try to stagger entry and exit times if possible. | Allow staff to work remotely as much as possible. |  
| Durham                | Orange | Durham Orange |  |  |  |  |  |  |  |  |  |

11/10/2020 11:00 a.m. EST
• Develop and use systems that allow for online, email, or telephone transactions.
• Provide or encourage staff to bring their own water or individual meals, to reduce possible exposure.
• It is strongly recommended that all individuals wear a cloth face covering when they may be near (less than 6 feet from) other people. An FAQ about face coverings is available in English and Spanish.
• It is encouraged that businesses and organizations provide cloth face coverings for employees and customers. If provided, they must be single use or properly laundered using hot water and a high heat dryer between uses.
• Please share guidance to employees on use, wearing, and removal of cloth face coverings.
• Perform ongoing and routine environmental cleaning and disinfection of high-touch areas (e.g., doors, doorknobs, rails, tables, chairs) with an EPA approved disinfectant for SARS-CoV-2 (the virus that causes COVID-19), and increase disinfection during times when the business may have more visitors.
• Promote frequent use of hand washing and hand sanitizer for staff and individuals. Require handwashing of staff immediately upon reporting to work, after contact with individuals, after performing cleaning and disinfecting activities, and frequently throughout the day.
• Provide, whenever available, hand sanitizer (with at least 60% alcohol) at the entrance and other areas. Systematically and frequently check and refill hand sanitizers and assure soap and hand drying materials are available at all sinks.
• Provide tissues for proper cough and sneeze hygiene.
• Increase circulation of outdoor air as much as possible by opening windows and doors, using fans, or other methods. Do not open windows and doors if they pose a safety risk.
• Staff should be encouraged to self-monitor for symptoms such as fever, cough, or shortness of breath. If they develop symptoms, they should notify their supervisor and return home.
• Employees who have symptoms when they arrive at work or become sick during the day should

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<td>Phase 2.5 Opens the following business effective September 4:</td>
<td>• Museums and aquariums can operate at 50 percent capacity.</td>
<td>• Gyms, bowling alleys and other indoor exercise facilities can operate at 30 percent capacity.</td>
<td>Alcohol sales for on-site consumption are barred between 11 pm and 7 am.</td>
<td>The following industries have additional guidelines/requirements:</td>
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<td>North Dakota</td>
<td><a href="https://www.governor.nd.gov/executive-orders">https://www.governor.nd.gov/executive-orders</a></td>
<td><a href="https://ndresponse.gov/covid-19-resources">https://ndresponse.gov/covid-19-resources</a></td>
<td>TBD</td>
<td>Group gatherings are limited by certificate of occupancy for the room or seating area according to industry-specific Smart</td>
<td>Adhere to CDC Guidelines for Businesses and Employees. Adhere to Department of Health Recommendations and Resources for the Public. Complete the Workplace Assessment Tool for COVID-19. Any business located within the exterior boundaries of a reservation is subject to additional requirements under tribal law. Mark six-foot increments where lines form.</td>
<td>Implement workplace policies to allow for teleworking for all employees who are able to conduct their duties from home. The following industries have additional guidelines/requirements: Restaurant, Bars, Breweries, Distilleries, Food Trucks Hair Salons, Barbershops, Nail Salons, Tanning Salons, Waxing</td>
<td>Workplaces should minimize face-to-face contact, assign tasks that allow high-risk individuals to maintain a six-foot distance from other workers or customers, or allow them to telework. Effective October 15, 2020, under the ND Smart Restart color-coded health guidance, the following counties are in Red (Non-essential business closed):</td>
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Immediately be separated from other employees, customers, and visitors and sent home. Conduct daily symptom screening of employees at entrance to workplace with immediately sending symptomatic workers home to isolate. Post signage at the main entrance requesting that people who have been symptomatic with fever and/or cough not enter. Have a plan in place for immediately removing employee from work if symptoms develop. Establish and enforce sick leave policies to prevent the spread of disease, including:
- Enforcing employees staying home if sick.
- Encouraging liberal use of sick leave policy.
- Expanding paid leave policies to allow employees to stay home when sick.

Require symptomatic employees to wear masks until leaving the office. Cleaning and disinfecting procedure should be implemented by designated personnel following CDC guidelines once sick employee leaves. Provide employees with information on help lines to access information or other support in reference to COVID-19, e.g. 211 and Hope4NC Helpline (1-855-587-3463).

Follow the CDC’s Guidance for Reopening Buildings After Prolonged Shutdown or Reduced Operation to minimize the risk of diseases associated with water.

Ensure ventilation systems operate properly and increase circulation of outdoor air as much as possible by opening windows and doors, using fans, or other methods. Do not open windows and doors if they pose a safety or health risk to people using the facility.

Implement workplace policies to allow for teleworking for all employees who are able to conduct their duties from home.
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| North Dakota           | [Is in the Green - Low Risk level](https://coronavirus.nd.gov/) | [State COVID website](https://coronavirus.nd.gov/) | Restart protocols and social distancing is maintained. Cancel gatherings of any size where distancing cannot be maintained. |  |  | - Post signage (state provided) at all entrances of the facility informing all employees and customers that they should:  
  - Avoid entering the facility if they have a cough or fever.  
  - Maintain a minimum six-foot distance from one another.  
  - Wash their hands often with soap and water for at least 20 seconds.  
  - Limit unnecessary contact such as hugging and shaking hands.  
- Encourage use of cloth face coverings to employees and contracted workers whose duties require close contact (within 6 feet for 10 minutes or more) with other employees and/or the public.  
- Provide contactless payment systems or, if not feasible, disinfect all payment portals, pens and styluses after each use.  
- Provide hand sanitizer, soap and water or effective disinfectant at or near the entrance of the facility and in other appropriate areas for use by the public and employees, and in locations where there is high frequency employee interaction with members of the public (e.g. cashiers). Keep chemicals out of reach of small children.  
- Restrooms normally open to the public shall remain open to the public with heightened hygiene and cleaning standards.  
- Regularly disinfect other high-touch surfaces according to industry standard operating procedures in conjunction with Personal Protective Equipment use for staff.  
- Develop policies and procedures for prompt identification and isolation of sick staff and customers.  
- Encourage customers to download the Care19 Diary and Care19 Exposure Apps to increase success levels with contact tracing. | | [State COVID website](https://coronavirus.nd.gov/) | | Studios and Other Cosmetology Related Businesses  
- Medispa  
- Tattoo and Body Piercing  
- Massage Therapy  
- Fitness Centers  
- Movie Theatres  
- Large Gatherings  
- Banquets, Ballrooms, Wedding and Event Venues  
- Recreational Pools, Water Playground Features | | [Williams, McKenzie, Golden Valley, Mountrail, Dunn, Stark, Bottineau, McHenry, McLean, Burleigh, Morton, Sioux, Emmons, Benson, Cass, Dickey. The following counties are in Orange (25% occupancy with a cap of 50 people): Ward, Mercer, Bowman, Grant, McIntosh, La Moure, Richland, Barnes, Foster, Eddy, Nelson, Grand Forks, Walsh, Ramsey, Towner](https://coronavirus.nd.gov/) |
| Ohio                  | [Statewide mask order August 1, 2020 Order](https://coronavirus.ohio.gov/wps/portal/gov/covid-19/home) | [Ohio State COVID website](https://coronavirus.ohio.gov/wps/portal/gov/covid-19) | Older adult day care services and senior centers  
Adult day support or vocational habilitation  
Public and private gathering limited to ten (10) persons or less. |  |  | Business must:  
- Require face coverings for employees and recommend them for clients/customers at all times.  
- Require sick employees to stay home until recovered  
- Make sure sick leave policies are flexible and non-punitive; | Business must strongly encourage employees to continue working from home as much as possible. | [Ohio Department of Health Director’s Dine Safe Ohio Order](https://coronavirus.ohio.gov/wps/portal/gov/covid-19/resources/public) | [Vulnerable populations are urged to stay at home except to seek medical care](https://coronavirus.ohio.gov/wps/portal/gov/covid-19/resources/public) | | |
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| health-orders/public-health-orders | July 7, 2020 Order Extending Expiration Date of Various Order and Outlining Business Requirements | Face Covering Requirement Announcement | services in congregate settings | Rooming and boarding houses, and workers’ camps | Certain entertainment/recreation sites | • Encourage employees to do a self-assessment each day to check if they have any COVID-19 symptoms;  
• Separate and send sick employees home immediately and restrict until they have recovered;  
• Reinforce key messages, place posters in visible areas, provide soap and water, hand sanitizer, tissues, and no-touch disposal receptacles for use by employees;  
• Frequently clean commonly touched surfaces and provide disposable wipes so that commonly used surfaces can be wiped down by employees before each use;  
• Be prepared to change business practices if needed; and  
• Comply with all applicable CDC and Ohio Dept. of Health guidance regarding social distancing.  
• Conduct daily health assessments by employers and employees (self-evaluation) to determine if “fit for duty.”  
• Maintain good hygiene at all times – hand washing, sanitizing and social distancing.  
• Clean and sanitize workplaces throughout workday and at the close of business or between shifts.  
• Limit capacity to meet social distancing guidelines.  
  o Establish maximum capacity.  
  o Use appointment setting where possible to limit congestion | October 9, 2020, Amended Director’s Order opening Personal Services such as hair salons, day spas, nail salons, barber shops and the like (subject to social distancing and mask requirements)  
September 5, 2020 Spectator Variance for Cleveland Browns and Cincinnati Bengals (allowing maximum of 6,000 spectators)  
The following industries have additional guidelines/requirements:  
• Assisted Living Facilities & Intermediate Care Facilities for Individuals With Intellectual Disabilities  
• Casinos and Racinos  
• Child Care  
• Consumer, Retail, Services & Entertainment  
• County and Independent Fairs  
• Deputy Registrar  
• Driver Examination Services  
• General Office Environments  
• Gyms, Dance Instruction Studios, and Other Personal Fitness Venues  
• Local Pools, Public Pools, and Aquatic Centers  
• Manufacturing, Distribution & Construction |
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<td>Oklahoma</td>
<td><a href="https://www.okcommerce.gov/covid19/ours-plan/">https://www.okcommerce.gov/covid19/ours-plan/</a></td>
<td>TBD</td>
<td>None</td>
<td>There are no limits to group sizes, provided businesses, event organizers and local officials consider social distancing.</td>
<td>Businesses can resume unrestricted staffing at their worksites by observing proper CDC-recommended social distancing protocols and are recommended to continue increased cleaning and disinfecting practices. Suggested guidelines regarding use of masks and other personal protective equipment can be found on the CDC website along with the Oklahoma Department of Commerce website. Summer camps may reopen. Businesses that opened on an appointment only basis may now accept walk-ins.</td>
<td>N/A</td>
<td>The following industries have additional guidelines/requirements: Administrative offices Bars Entertainment and Sporting Venues Festivals and Fairs Full Service and Quick Service Restaurants Hair and Nail Salons and Barbershops Health Centers and Gyms Indoor Playgrounds Museums and Cultural Institutions Outdoor Concerts Overnight Youth Programs and Summer Camps Outdoor Recreational Facilities Pet Care and Grooming Businesses</td>
<td>Vulnerable populations are recommended to follow safer-at-home policies.</td>
<td>City of Norman</td>
<td>Oklahoma City</td>
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| Oregon                 | [Executive Order 20-38](gov.com/or/covid-19) [Executive Order 20-39](gov.com/or/covid-19) [June 30 order](gov.com/or/covid-19) | [Reopening Oregon Website](govstatus.egov.com/or) | January 2, 2021 | Conventions Live audience sports Concerts | General considerations for all employers:  
- Comply with any of the Governor’s Executive Orders that are in effect.  
- Know the signs and symptoms of COVID-19 and what to do if employees develop symptoms at the workplace.  
- Understand how COVID-19 is transmitted from one person to another—namely, through coughing, sneezing, talking, touching, or via objects touched by someone with the virus.  
- Make health and safety a priority by implementing safeguards to protect employees and the public. Federal and state guidelines, including sector-specific guidance, will help you determine which safeguards are recommended or are required.  
- Determine the maximum occupancy of the establishment or location based on applicable OHA guidance and post the maximum occupancy sign in a visible location.  
- Consider modifying employee schedules and travel to reduce unnecessary close physical contact (physical distance of less than (6) six feet between people).  
- Be aware of protected leave requirements and plan ahead for any anticipated workforce adjustments.  
- Stagger or rotate work schedules or shifts at worksites to ensure employees are able to sufficiently maintain physical distancing.  
- Limit non-essential work travel.  
- Implement physical distancing measures consistent with the Governor’s Executive Orders and state guidance.  
- Increase physical space between workers. This may include modifications such as markngs on the floor demonstrating appropriate spacing or installing plexiglass shields, tables or other barriers to block airborne particles and maintain distances. Review and follow any sector-specific | • Workplaces may begin a limited return to office work, although remote working remains recommended to the extent practicable.  
- Identify positions appropriate for telework or partial telework, including consideration of telework for employees who are at higher risk for severe COVID-19 complications due to underlying medical conditions identified by the CDC.  
- The following industries have additional guidelines/requirements:  
  - Venues & Event Operators Guidance  
  - Indoor & Outdoor Entertainment Facilities Guidance  
  - Restaurant and Bar Guidance (capacity limit of 100, must close at 10)  
  - Swimming Pools, Spas, & Sports Courts Guidance  
  - Recreational Sport Guidance  
  - Gym / Fitness Guidance  
  - School Aged/Summer Camp Guidance  
  - Personal Service Provider Guidance  
  - Retail Guidance  
  - Outdoor Recreation Guidance  
  - Childcare Guidance  
  - Construction Guidance  
  - Agricultural Operation Guidance  
  - Agricultural Worker and KN95 Guidance  
  - Shopping Center & Mall Guidance |  
- People who are at risk for severe complications (over age 65 or have underlying medical conditions) should continue to maintain 6 ft. of physical distance, avoid social settings, and minimize non-essential travel. |  
- Oregon is proceeding through its phases by county. County status for phases can be found here. |  
- Effective November 13, 2020, Malheur, Marion, Multnomah, Jackson, and Umatilla counties are on a two-week pause urging all business to mandate work from home to the extent possible, reducing maximum capacity for restaurants, and other indoor activities such as gyms and fitness studios to 50 people. |
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<td>guidance issued by the state that recommends or requires specific physical distancing measures.</td>
<td>• Restrict use of any shared items or equipment and require disinfection of equipment between uses.</td>
<td>• Reinforce that meticulous hand hygiene (frequent and proper handwashing) is of utmost importance for all employees. Ensure that soap and water or alcohol-based (60-95%) hand sanitizer is provided in the workplace. Consider staging additional hand washing facilities and hand sanitizer for employees (and customer use, if applicable) in and around the workplace.</td>
<td>• Regularly disinfect commonly touched surfaces (workstations, keyboards, telephones, handrails, doorknobs, etc.), as well as high traffic areas and perform other environmental cleaning.</td>
<td>• Some employers are required to have employees and contractors wear masks, face shields or face coverings and transit agencies are required to have riders wear face coverings. When masks or face coverings are required an employer must provide for exceptions and accommodations to comply with applicable laws. Employers should review and implement the Statewide Mask, Face Shield, Face Covering Guidance to ensure compliance with the requirements and recommendations.</td>
<td>• Consider upgrades to facilities that may reduce exposure to the coronavirus, such as no-touch faucets and hand dryers, increasing fresh-air ventilation and filtration or disinfection of recirculated air, etc. Consider touchless payment method when possible and if needed.</td>
<td>• Limit the number of employees gathering in shared spaces. Restrict use of shared spaces such as conference rooms and break rooms by limiting occupancy or staggering use.</td>
<td>• Restrict non-essential meetings and conduct meetings virtually as much as possible. If in-person meetings are necessary, follow physical distancing requirements.</td>
<td>• Consider regular health checks (e.g., temperature and respiratory symptom screening) or symptom self-report of employees, if job-related and consistent with business necessity.</td>
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• Train all employees in safety requirements and expectations at physical worksites.
• Advise employees to stay home and notify their employer when sick.
• Review and comply with any applicable requirements for maintaining employee health insurance coverage.
• Healthcare provider documentation is generally not required to qualify under federal and state leave laws due to COVID-19 related circumstances or to return to work.
• Review and comply with any applicable required federal and state leave law protections for employees who are unable to work due to COVID-19 related circumstances.
• Determine whether your business can extend paid or unpaid leave and if feasible adopt a temporary flexible time off policy to accommodate circumstances where federal or state law does not provide for protected or paid leave.
• Develop an action plan consistent with federal and state guidance if an employee develops symptoms while in the workplace, tests positive for COVID-19 or is determined to be presumptively positive by a public health authority.
• If downsizing or other workforce adjustment measures are necessary, adhere to applicable state and federal requirements regarding notice of layoffs and recalls for affected workers:
  o Determine whether alternatives to layoff may be feasible such as furloughs or reduced schedules.
  o Refer employees to resources including filing for unemployment benefits and community services.
• Create a plan for recalling employees back to work business and a person responsible for indoor spaces open to the public are required to require employees, contractors, volunteers, customers and visitors to wear a mask, face shield, or face covering, except as follows:
  o employees, contractors and volunteers: Masks, face coverings or face shields are not required when at or in a location where the employee, contractor or...
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<td>Pennsylvania</td>
<td><a href="https://www.health.pa.gov/topics/disease/CoronavirusPages/Coronavirus.aspx">July 15 Governor’s Order</a></td>
<td>TBD</td>
<td>Indoor events and gatherings of more than 25 people and outdoor events and gatherings</td>
<td>Nightclubs, bars if not serving food</td>
<td>All businesses must follow CDC and DOH guidance for social distancing and cleaning</td>
<td>Wear masks in public. Keep our physical distance of six feet or more. Wash our hands frequently for at least 20 seconds.</td>
<td>All businesses are required to conduct operations in whole or in part remotely if possible</td>
<td>The following industries, among others, have additional guidelines/requirements and capacity limits: Restaurants at 25% (may increase to 50%)</td>
<td>City of Philadelphia</td>
<td>Allegheny County</td>
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| Order on the green phase | Responding to COVID Guide | FAQs on Sec. of Health’s mask-wearing order here | | | of greater than 250 individuals are prohibited. | • Clean and disinfect surfaces often.  
• Limit group gatherings and crowds.  
• Make sure you know the symptoms of COVID-19. If you or your workers have any of these symptoms, stay home. If anyone comes down with symptoms while at work, send them home immediately. Follow your plan for handling cases of COVID-19.  
• To reduce the risk of spreading COVID-19, limit the chances for infection. We encourage you to keep teleworking where possible. If telework or remote work is not an option, here are the things you need to do to open and operate safely:  
  o Everyone must wear a mask. That includes workers and customers. Remember, my mask protects you and your mask protects me.  
  o Put up signs about your safety measures. Share the steps you are taking to protect every-one’s health and safety. See the section with printable business safety signs available for download.  
  o Limit crowds. Have delivery or pick-up options whenever possible. Offer appointments if you must have customers in your space. If you can’t schedule appointments, limit the number of people to 50% occupancy.  
  o Clean and disinfect frequently touched surfaces. This includes things like doors, counters, shared equipment or tools, common areas like waiting rooms, breakrooms, bathrooms, and more. If people touch something a lot, clean it a lot. For lower traffic areas, clean between shifts and any other times you clean based on your usual routine.  
  o Protect your workers. Provide workers with masks. See the section on sourcing personal protective equipment (PPE). Train your workers about symptoms of COVID-19 and what to do if they feel sick. Make sure they understand the new safety measures everyone must follow. Screen workers for symptoms before they start work. Send home anyone with a temperature 100.4°F or greater.  | | | | | | | | | | | occupancy starting September 21, 2020 | • Personal care services  
• Indoor recreation, and health and wellness facilities  
• Entertainment (i.e., casinos, theatres, shopping malls)  
• Construction  
• Prisons  
• Hospitals | | | | | | | | | | | | |
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<td>degrees Fahrenheit or higher. Schedule hourly hand-washing breaks. Place workstations at least six feet apart. Make sure there is enough room for physical distancing in breakrooms and common areas. For workers dealing with customers, make sure there are physical barriers or shields between them and the public. o Keep groups of workers small. Stagger shift start and stop times to keep groups from entering and exiting at the same time. Do the same for scheduled breaks. Hold meetings and trainings virtually. If you must meet in-person, limit the number of attendees. Stay six feet apart and don’t have more than 10 people in a physical meeting. Read the section on gatherings and events for rules about groups. o Staff up appropriately. Have a Pandemic Safety Officer in charge of COVID-19 safety. Assign enough workers handle new safety tasks including wellness screenings, cleaning, managing crowd sizes, maintaining order and physical distances, and security. o Have a plan for dealing with COVID-19 cases. Make sure workers know the steps to take if exposed to someone with a probable or confirmed case of COVID-19. See the section on handling cases of COVID-19. You must print, sign, and post the COVID-19 Safety Procedures for Businesses near all public entrances and in worker common areas. Signs should be easy to spot. Providing PPE to your workers helps protect their health and safety. PPE can include: o Masks o Face shields o Hand sanitizer o Medical gowns o Gloves o Thermometers o Cleaning supplies and disinfectants</td>
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| Anyone with COVID-19 symptoms should get appropriate medical care. If symptoms are:  
  - Mild. Stay home or go home immediately. Rest. Drink fluids. Take acetaminophen to reduce fever. If symptoms get worse, call your healthcare provider.  
  - Severe. For serious symptoms, including a fever above 100.4 degrees Fahrenheit, call your healthcare provider. If you need to find a healthcare provider, call 1-877-PA-HEALTH (1-877-724-3258).  
  - If an emergency, call 911. Get emergency medical help if you have trouble breathing, chest pain or pressure, confusion, inability to stay awake or wake up, or bluish lips or face.  
| If your business has exposure to a likely or confirmed case of COVID-19, take the following steps:  
  - Keep others out of the areas used or visited by the sick person.  
  - Clean and disinfect. Wait at least 24 hours (or for as long as practical) before cleaning and disinfecting the area visited or used by the sick person. Do the same for all shared areas and equipment used by the sick person.  
  - Open windows and doors to let air in. Use ventilation fans to help circulate air. Identify and notify workers who were in close contact with the sick person. Close contact means within six feet for 10 minutes or more up to 48 hours before the first symptoms appeared. Tell workers who have had close contact with someone with possible symptoms of COVID-19. If they develop symptoms, send them home.  
| Workers with suspected or confirmed cases of COVID-19 can return to work after meeting all three requirements set by the CDC guidelines:  
  - 3 days with no fever  
  - Symptoms improve  
  - 10 days since first symptoms |
Puerto Rico

Face Covering Order
Executive Order 2020-462 [Employers are obligated to report immediately any confirmed or suspected cases of COVID-19 among their employees to the Puerto Rico Department of Health]

The following industries have additional guidelines or requirements:
- Food
- Health, medication, and medical and pharmaceutical items/equipment
- Gas stations and they supply chain
- Financial institutions
- Organizations or groups that provide services to address the basic needs of vulnerable population
- Dry Cleaning and Laundermat Businesses
- Official Vehicle Inspection Centers
- Ornamental horticulture businesses
- National Security
- Businesses dedicated to the washing and cleaning of vehicles
- Barbershops and beauty shops
- Spas and aesthetics salons
- Retail sales businesses
- Open-air shopping malls
- Enclosed shopping malls
- Wholesalers
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<td><a href="https://health.ri.gov/covid/">Executive Order 20-90</a></td>
<td><a href="https://health.ri.gov/covid/">https://health.ri.gov/covid/</a></td>
<td>November 29, 2020</td>
<td>All indoor social gatherings of more than 15 people in any public or private space are prohibited. Notwithstanding these restrictions, indoor social gatherings in a restaurant or with licensed catering on site, such as weddings, may have up to one hundred (100) people, provided that restaurant rules are applied. The lower attendance at such gatherings, the lower the risk.</td>
<td>Nightclub operations must remain closed.</td>
<td>to enter the establishment and queues within the establishment.</td>
<td>Amended Phase III Re-Opening Guidelines include:</td>
<td>• Remote work strongly encouraged where possible. Only 66% of workers on site at the same time so long as physical distancing and other standards are followed. If the employer had more than 66% of employees on site during Phase II, the employer is not required to reduce the number of staff on site.</td>
<td>• Car Dealerships</td>
<td>• Travel agencies</td>
<td>• IT businesses</td>
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<td>October 2, 2020</td>
<td>Extension of COVID Emergency Regulations</td>
<td>September 25, 2020</td>
<td>Order Extending Phase III</td>
<td>Safe Activities during the COVID-19 Emergency Regulations</td>
<td>Extended Phase III Order</td>
<td>August 6, 2020 Order Prohibiting Alcohol Sales for on-Site Consumption and Closing Bar Areas after 11:00 PM</td>
<td>July 31, 2020 Phase Three Order</td>
<td>June 29 Phase Three Order</td>
<td>Phase covering order and extension</td>
<td>state requirements on cleaning, screening employees, wearing masks, collecting contact tracing information, posting appropriate signs and notices and other health and safety protocols. Such businesses with employees returning to work must develop a COVID-19 Control Plan which shall be available for inspection by the Task Force created by Executive Order 20-32. Office-based businesses must review the guidance applicable to them available at <a href="https://ReopeningRI.com">https://ReopeningRI.com</a> and must also complete a template for COVID-19 Control Plans available on that website.</td>
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<td>South Carolina</td>
<td>Executive Order 2020-63 (replacing Executive order 2020-50 (the August 2, 2020 Order) (with face covering requirements))&lt;br&gt;August 2, 2020 Order&lt;br&gt;July 29, 2020 Announcement of Additional Measures&lt;br&gt;July 26, 2020 Order&lt;br&gt;June 11, 2020 Order</td>
<td><a href="https://www.scdhec.gov/covid19">https://www.scdhec.gov/covid19</a></td>
<td>Executive Order 2020-67 (extending Executive Order 2020-63 until November 9, 2020)</td>
<td>50% of occupancy limit or 250, whichever is less</td>
<td>• Schools&lt;br&gt;• Nightclubs&lt;br&gt;• Concert Venues&lt;br&gt;• Theaters, Auditoriums, and Performance Arts Centers&lt;br&gt;• Racetracks&lt;br&gt;• Adult Entertainment Venues&lt;br&gt;• Spectator Sports</td>
<td>up to one customer per 100 square feet. If, upon inspection by the Task Force, any business owner or professional is found in violation of these regulations, the business may be immediately closed. • Gyms and fitness centers may continue limited indoor operations subject to the requirements in the Phase III guidelines for gyms and fitness centers which is available at <a href="https://ReopeningRI.com">https://ReopeningRI.com</a> and the regulations set forth by RIDOH. All gyms and fitness centers must develop a COVID-19 Control Plan which shall be available for inspection by the Task Force created by Executive Order 20-32. A template for COVID-19 Control Plans can be found at <a href="https://ReopeningRI.com">https://ReopeningRI.com</a>.</td>
<td>N/A</td>
<td>Effective October 9, 2020, Restaurants can operate at 100% capacity. Other restaurant guidelines (including face coverings and no alcohol sales after 11 p.m. remain in effect). The Governor directed DHEC to restrict visitation and issue guidance to nursing homes and assisted living facilities. Bars and restaurants may not sell alcohol after 11:00 pm. Additional requirements are outlined in the August 2, 2020 order. On July 29, 2020, the Governor announced all previously announced guidelines for certain businesses open to the public are now mandatory: • Bowling Alleys&lt;br&gt;• Charitable Bingo&lt;br&gt;• Cosmetology&lt;br&gt;• Gyms&lt;br&gt;• Hotels&lt;br&gt;• Movie Theatres&lt;br&gt;• Performing Arts Venues&lt;br&gt;• Restaurants</td>
<td>N/A</td>
<td>Charleston</td>
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| South Dakota           | [https://covid.sd.gov/executive-orders.aspx](https://covid.sd.gov/executive-orders.aspx) | [https://covid.sd.gov/default.aspx](https://covid.sd.gov/default.aspx) | N/A | N/A | The state has issued a “Back to Normal” plan. On April 6, 2020, Governor Noem issued an executive order requiring all employers to:  
- Implement CDC hygiene practices and other business strategies designed to reduce spread (flexible schedules, employee screenings, staggering shifts)  
- Encourage telework if possible  
- Consider regular health checks if possible | N/A | South Dakota has published a series of business checklists/guidance focused on safety:  
- [COVID-19: Retail Business Checklist](https://covid.sd.gov/default.aspx)  
- [COVID-19: Restaurant Business Checklist](https://covid.sd.gov/default.aspx)  
- [COVID-19 Guidance for Food and Beverage Establishments in South Dakota](https://covid.sd.gov/default.aspx) | N/A | No longer in effect. | N/A |
| Tennessee              | Executive Order No. 63 (extending Executive Orders 36 and 50)  
Executive Order No. 50 - TO FACILITATE AND RESPOND TO CONTINUING EFFECTS OF COVID-19 BY EXTENDING EXECUTIVE ORDER NOS. 36 & 38 (AS AMENDED BY EXECUTIVE ORDER NO. 49)  
Executive Order No. 49 - AMENDING REQUIREMENTS CONCERNING LONG-TERM CARE FACILITY VISITATION AND TAKING OTHER NECESSARY MEASURES TO FACILITATE THE TREATMENT AND | [https://www.tn.gov/governor/covid-19.html](https://www.tn.gov/governor/covid-19.html) | Social or recreational gatherings are limited to less than 50 people, subject to certain exceptions. For example, more than fifty (50) people may sit in a set of bleachers and watch an event provided that persons or multiple smaller groups of persons are spaced out from one another and maintain at least six (6) feet of separation from other groups or persons. Social Contact sporting events and activities are prohibited. However, collegiate and professional sporting events permitted. | The state has issued [General Guidelines for Businesses but not requirements](https://www.tn.gov/governor/covid-19.html) | All employers and businesses are strongly urged to take all practicable steps to equip, encourage, allow, or require and permit employees to work remotely or via telework from home, and employers and their customers should practice good hygiene and observe the Health Guidelines to reduce the spread of COVID-19 to the greatest extent practicable. | Tennessee has issued specific guidelines for the following businesses:  
- Retail  
- Restaurants  
- Exercise Facilities  
- Close Contact Businesses  
- Lodging & Accommodations  
- Manufacturing  
- Construction Worksites  
- Office Buildings  
- Non-Contact Recreation  
- Attractions, Large Venues, and Large Community Events  
- Swimming Pools  
- Summer Camps  
- Higher Education  
- Non-Contact Sports | Davidson, Hamilton, Knox, Madison, Shelby, and Sullivan Counties are permitted to issue their own local orders as they have locally run county health departments. | [Roadmap for Reopening Nashville](https://www.tn.gov/governor/covid-19.html)  
[Davidson County Health Director Order No. 7](https://www.tn.gov/governor/covid-19.html)  
[Shelby County Health Directive No. 10](https://www.tn.gov/governor/covid-19.html)  
[Sullivan County Phase One Public Health Order](https://www.tn.gov/governor/covid-19.html) | |
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<td>Texas</td>
<td>Executive Order GA-32</td>
<td><a href="https://dshs.texas.gov/coronavirus">https://dshs.texas.gov/coronavirus</a></td>
<td>In place until modified or rescinded.</td>
<td>No occupancy limits for religious services, local government operations, childcare services and recreational sports programs or drive-in events.</td>
<td>Bars (Except for takeout and delivery).</td>
<td>All newly opened businesses and services are subject to the recommended minimum standard health protocols outlined by DSHS.</td>
<td>Continue to encourage individuals to work remotely if possible</td>
<td>The following industries have additional guidelines/requirements:</td>
<td>People over the age of 65 are strongly encouraged the stay home as much as possible.</td>
<td>Effective October 14, 2020, all counties where COVID-19 hospitalizations are less than 15% of hospital capacity can open all businesses other than bars to 75%. Bars and similar establishments can open to 50%.</td>
<td>Counties: Bexar, Bell, Brazos, Cameron, Chambers, Coryell, Dallas, El Paso, Fort Bend, Guadalupe, Harris, Hay, Hidalgo</td>
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Executive Order No. 38 - EXPANDING THE NUMBER OF TENNESSEANS WHO MAY RETURN TO WORK SAFELY WHILE URGING CONTINUED ADHERENCE TO HEALTH AND SOCIAL DISTANCING GUIDELINES TO LIMIT THE SPREAD OF COVID-19

Executive Order No. 36 - SUSPENDING PROVISIONS OF CERTAIN STATUTES AND RULES AND TAKING OTHER NECESSARY MEASURES IN ORDER TO FACILITATE THE TREATMENT AND CONTAINMENT OF COVID-19

CONTAINMENT OF COVID-19

Executive Order No. 38 - EXPANDING THE NUMBER OF TENNESSEANS WHO MAY RETURN TO WORK SAFELY WHILE URGING CONTINUED ADHERENCE TO HEALTH AND SOCIAL DISTANCING GUIDELINES TO LIMIT THE SPREAD OF COVID-19

and recreational gatherings do not include worship services, weddings, funerals, or events related thereto.

Executive Order No. 36 - SUSPENDING PROVISIONS OF CERTAIN STATUTES AND RULES AND TAKING OTHER NECESSARY MEASURES IN ORDER TO FACILITATE THE TREATMENT AND CONTAINMENT OF COVID-19

75% Occupancy limit for dine in restaurants

Bars (Except for takeout and delivery).

rafting and tubing businesses

Train all employees and contractors on appropriate cleaning and disinfection, hand hygiene, and respiratory etiquette.

Screen employees and contractors before coming into the business.

Send home any employee or contractor who has any new or worsening signs or symptoms of possible COVID-19.

0.75 occupation limit for dine in restaurants

continues to encourage individuals to work remotely if possible

0.75 occupancy limit for dine in restaurants

bars (except for takeout and delivery)

rafting and tubing businesses

All newly opened businesses and services are subject to the recommended minimum standard health protocols outlined by DSHS.

Recommendations:

- Adult Recreational Sports Operators
- Amusement Park Operators
- Barber Shops
- Bars & Bar Patrons
- Bowling Alleys, Bingo Halls, Simulcasting, and Skating Rinks
- Child Care Centers
- Churches and Places of Worship

People over the age of 65 are strongly encouraged the stay home as much as possible.

Effective October 14, 2020, all counties where COVID-19 hospitalizations are less than 15% of hospital capacity can open all businesses other than bars to 75%. Bars and similar establishments can open to 50%.

Counties: Bexar, Bell, Brazos, Cameron, Chambers, Coryell, Dallas, El Paso, Fort Bend, Guadalupe, Harris, Hay, Hidalgo

Open Texas Website: https://dshs.texas.gov/coronavirus
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- Do not allow employees or contractors with new or worsening signs or symptoms listed above to return to work until:
  - In the case of an employee or contractor who was diagnosed with COVID-19, the individual may return to work when all three of the following criteria are met: at least 3 days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications); and the individual has improvement in symptoms (e.g., cough, shortness of breath); and at least 10 days have passed since symptoms first appeared; or
  - If the employee or contractor has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to have COVID-19, and the individual may not return to work until the individual has completed the three-step criteria listed above; or
  - If the employee or contractor has symptoms that could be COVID-19 and wants to return to work after completing the above isolation period, the individual must obtain a medical professional’s note clearing the individual for return based on an alternative diagnosis.

- Do not allow an employee or contractor with known close contact to a person who is lab-confirmed to have COVID-19 to return to work until the end of the 14 day self-quarantine period from the last date of exposure (with an exception granted for healthcare workers and critical infrastructure workers).

- Conduct temperature checks on all employees and contractors at the beginning of their shift, where feasible.

- Have employees and contractors wash or sanitize their hands upon entering the business.

- Have employees and contractors maintain at least 6 feet separation from other individuals. If such distancing is not feasible, use other measures such as

- Subject to alcohol restrictions, museums and libraries, gyms and exercise facilities.

- 50% of normal occupancy limits for amusement parks.

- No occupancy limits for hair salons, barber shops, nail salons, massage establishments, and other personal care or beauty services provided social distancing is maintained.
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<td>hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.</td>
<td>• As appropriate, stagger schedules for employees to minimize close contact:</td>
<td>• Stagger break time schedules to minimize interactions between employees and/or contractors.</td>
<td>• Stagger start and end times for employees and/or contractors in each shift.</td>
<td>• If an employer provides a meal for employees and/or contractors, employers are recommended to have the meal individually packed for each individual.</td>
<td>• Employees should be instructed to understand that young children and persons who are unable to adjust or remove face coverings should not be regarded as suitable candidates for wearing face coverings. In this case, the decision is up to the individual or their parent, guardian or attendant.</td>
<td>• If 6 feet of separation is not available between employees, contractors, and/or customers inside the facility, consider the use of engineering controls, such as dividers between individuals, to minimize the chances of transmission of COVID-19.</td>
<td>• Regularly and frequently clean and disinfect any regularly touched surfaces, such as doorknobs, tables, chairs, and restrooms.</td>
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11/10/2020 11:00 a.m. EST
<table>
<thead>
<tr>
<th>State (alpha by state)</th>
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<tbody>
<tr>
<td>Utah</td>
<td>Public Health Order 2020-21 (imposing temporary restrictions)</td>
<td><a href="https://coronavirus.utah.gov/">https://coronavirus.utah.gov/</a></td>
<td>November 23, 2020</td>
<td>Effective October 30, 2020, Utah moved to a Transmission Index. Low Transmission Areas are defined as having any two of (1) a seven-day average positivity rate of less than 6%; (2) the county’s 14-day rate is less than 101 per 100,000 people, or (3) a statewide seven day average for ICU is less</td>
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<td>corner of the elevator to avoid close contact. Masks should be worn in elevators. Utilize touchpoint cleaning and nanoseptic button covers if appropriate. For individuals not wishing to ride an elevator, ensure stairways are available for use. As appropriate, individuals subject to the Americans with Disabilities Act may ride the elevator alone or accompanied by the individual’s caregiver. • For employers with more than 10 employees and/or contractors present at one time, consider having an individual wholly or partially dedicated to ensuring the health protocols adopted by the employer are being successfully implemented and followed. • Disinfect all equipment before and after use. • To the extent an individual brings their own equipment to the business, the individual should disinfect the equipment before and after use. • Provide equipment cleaning products throughout facility for use on equipment. • The number of customers/patrons inside any indoor facility is limited to 50% of the facility’s total listed occupancy. • There is no limit on the number of individuals who may be outside at your facility, provided they are following proper social distancing guidelines and comply with the outside events protocols on this website. • Configure your facility such that customers or patrons are separated by at least 6 feet from others not within the individual’s group while at the facility. The individual’s group may not exceed 10 individuals who go to the facility together. A group is defined as no more than 10 persons including the members of the household and those persons who traveled together to the event or facility.</td>
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<td>Navajo Nation Public Health Emergency Order No. 2020-016</td>
<td>Salt Lake County Public Health Order 2020-12</td>
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<td>than 69% and statewide seven-day ICU COVID-19 rate is less than 6%.</td>
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<td>For Low Transmission Areas the following restrictions apply:</td>
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<td>• No social gatherings of more than 50 individuals unless each individual attending wears a face mask.</td>
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<td>• Each business, bar or restaurant must post signage regarding COVID-19 symptoms asking employees and customers with symptoms to stay home.</td>
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<td>Moderate Transmission Areas are defined as any two of (1) the county’s seven-day average positivity rate of between 6% and 13%; (2) the county’s seven-day rate is at least 101 per 100,000 people and less than 325 per 100,000 people; or (3) the statewide seven-day average intensive care bed utilization is at least 69% and less than 72% and the statewide seven-day average ICU COVID-19 utilization rate is at least 6% and less than 15%.</td>
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<td>• No social gatherings of more than 25 individuals unless each individual attending wears a face mask.</td>
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<td>• Each business, bar or restaurant must post signage regarding COVID-19 symptoms asking employees and customers with symptoms to stay home.</td>
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<td>• Bars shall limit occupancy to 75% of legal capacity.</td>
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<td>The High Transmission Areas are defined as any two of (1) a seven-day average positivity rate of equals or exceeds 13%; (2) the county’s 14 day case rate equals or exceeds 325 per 100,000 people; or (3) the statewide seven-day average intensive care bed utilization rate is or exceeds 72% and the statewide seven-day average ICU utilization rate exceeds or equals 15%.</td>
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<td>• No social gatherings of more than 10 individuals unless each individual attending wears a face mask.</td>
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<td>• Each business, bar or restaurant must post signage regarding COVID-19 symptoms asking employees and customers with symptoms to stay home.</td>
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*Executive Order 2020-6 (continuing state of emergency through October 20, 2020)*

*Executive Order 2020-60 (Updating the Level of Restriction)*

*Updated Phased Guidelines (August 12, 2020)*

*Executive Order Extending the Utah COVID-19 Public Health Risk Status Phased Guidelines*

*Executive Order Adopting Version 4.7 of the State COVID-19 Public Health Risk Status Phased Guidelines*

*Utah Leads Together Volume IV Color Coded Phased Guidelines*

*COVID-19 Business Manual*

*Orange (Moderate Risk) Phase Guidelines*

*Yellow (Low Risk) Phase Guidelines*

*Green (New Normal) Phase Guidelines*
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<tr>
<td><strong>Orange (Moderate Risk) Phase General Employer Guidelines:</strong></td>
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<td>Employers exercise extreme caution, with employees working remotely, evaluating workforce concerns, and enacting strategies to minimize economic impact. Businesses that necessitate on-site work should monitor workforce for symptoms and well-being.</td>
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<td>• Employers take extreme precautions</td>
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<td>• Provide accommodations to high-risk employees</td>
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<td>• Employees and volunteers operate remotely, unless not possible</td>
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<td>• Symptom checking in business interactions</td>
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<td>• Face coverings worn in settings where other physical distancing measures are difficult to maintain; ensure that face coverings are available</td>
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<td>• Make every possible effort to enable working from home as a first option; where not possible, workplaces comply with distancing and hygiene guidelines</td>
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<td>• Minimize face-to-face interactions, including with customers (e.g. utilize drive-thru, install partitions)</td>
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<td>• Where distancing and hygiene guidelines cannot be followed in full, businesses should consider whether that activity needs to continue for the business to operate</td>
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<td>• Eliminate unnecessary travel and cancel or postpone in-person meetings, conferences, workshops, and training sessions</td>
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<td>• Require employees to self-quarantine when returning from high-risk6 areas</td>
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<td>• Employers evaluate workforce strategy and concerns and enact strategies to minimize economic impact</td>
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<td>• Employers must not allow any individuals under isolation or quarantine to come to work at any time unless authorized by LHD</td>
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<tr>
<td>Vermont</td>
<td>Addendum 6 to Amended and Restated Executive Order 01-20</td>
<td>https:// vem.vermont.gov/covid19</td>
<td>Extended to November 15, 2020</td>
<td>Social gatherings shall be limited to up to 25 people at the same time in any confined indoor or outdoor space which encourages congregation.</td>
<td>Fairs and festivals are cancelled.</td>
<td>Employers encourage flexible working arrangements (rotating shifts, remote work, etc.). Comply with distancing guidelines. Increased cleaning regimen of high-touch areas. Monitor employees for symptoms and well-being. • All businesses operational if they can meet and adhere to all guidelines • Employers take reasonable precautions • Provide accommodations to high-risk employees; minimize face-to-face contact, assign tasks that allow these individuals to maintain a 6-foot distance from other employees or customers; implement flexible work hours or staggered shifts, allow high-risk individuals to work remotely • Symptom5 checking in business interactions • Face coverings worn in settings where other physical distancing measures are difficult to maintain; ensure that face coverings are available • Encourage remote work when possible; employers exercise discretion with returning to onsite work • Workplaces comply with distancing and hygiene guidelines • Limit unnecessary travel • Require employees to self-quarantine when returning from high-risk areas • Employers evaluate workforce strategy and concerns and enact strategies to minimize economic impact Employers must not allow any individuals under isolation or quarantine to come to work at any time unless authorized by LHD.</td>
<td>The following businesses are subject to their own sector specific guidance: • Outdoor Businesses • Low or No Contact Professional Services • Farmers Markets • Manufacturing, Construction, and Distribution Operations • Outdoor Recreation and Fitness All businesses and non-profit and government entities shall encourage and facilitate telework among those employees with the capacity to work remotely when practical without impeding productivity. Employers shall accommodate the needs of high-risk individuals, those workers who may have child care needs which</td>
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<td>Amended and Restated Executive Order 05-20</td>
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- Outdoor Recreation Businesses, Facilities and Organizations
- Retail Operations
- Drive-In Operations
- Lodging, Campgrounds and Other Accommodations
- Restaurants, Catering, Food Service, and Bars
- Close Contact Business Stage 1 (Only Hair Salons and Barber Shops)
- Religious facilities and Places of Worship
- Close Contact Business Stage 2
- Overnight Summer Camps and Limited Residential Summer College Programming
- Indoor Arts, Culture and Entertainment
- Sports/Organized Sports Including Youth Leagues, Adult Leagues, Practices, Games, and Tournaments
- Occupancy Limits for Event Venues (Weddings, Funerals, Parties)

Amended and Restated Executive Order 05-20 cannot be met due to the closure of schools or child care facilities for reasons relating to COVID-19 and those individuals with concerns about personal health circumstances.

- Stay close to home as much as possible. Traveling out of state is not recommended since the virus is still widespread in neighboring states and across the country.
- Choose outdoor activities whenever possible and keep indoor contact brief.
- Pay attention to the size of the space, crowding, the number of people there, and whether they are wearing face coverings and keeping a 6-foot distance.
- Select activities that don’t require close contact. Minimize close contact while talking or doing anything that requires exertion like shouting or singing.
- Keep your social circle small. Choose a few trusted households that are also taking...
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<td>Virginia</td>
<td>Amended Executive Order 67 and Public Health Order 7</td>
<td><a href="https://www.virginia.gov/coronavirus/">https://www.virginia.gov/coronavirus/</a></td>
<td>In full force and effect until amended or</td>
<td>All public and private in-person gatherings of</td>
<td>Overnight Summer Camps</td>
<td>On July 15, 2020, Virginia announced OSHA workplace safety standards, which include requirements that employers notify all employees and the landlord/building owner of a positive in the workplace. If three employees</td>
<td>Encourage telework wherever possible.</td>
<td>Industry specific guidance is provided for the following businesses: Some employees are at higher risk for severe illness from COVID-19. These</td>
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- Continue your medications and do not change your treatment plan without talking to your health care provider.
- Have at least a two-week supply of prescription and non-prescription medications. Consider having your medications delivered.
- Talk to your health care provider about whether your vaccinations are up to date.
- Do not delay getting emergency care for any underlying medical condition because of COVID-19.
- Call your health care provider if you have concerns about underlying medical conditions or if you get sick and think that you may have COVID-19.
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| Phase Three Restrictions) | Executive Order No. 68 (2020) - Additional Restrictions on the Eastern Region (Reducing gathering limit and limiting alcohol sales) | Executive Order No. 67 (2020) - Phase Three Easing of Certain Temporary Restrictions Due to Novel Coronavirus (COVID-19) (Amended August 21, 2020) | Business Reopening Toolkit | Face Covering Order | rescinded by further executive order. | more than 250 individuals are prohibited. The presence of more than 250 individuals performing functions of their employment is not a “gathering”. A “gathering” includes, but is not limited to, parties, celebrations, or other social events, whether they occur indoors or outdoors. In the eastern region, the limit is 25 | Protect employees at higher risk for severe illness by supporting and encouraging options to telework. | - Essential Retail Businesses  
- State Agencies  
- Restaurants, Dining Establishments, Food Courts, Breweries, Microbreweries, Distilleries, Wineries, and Tasting Rooms  
- Farmers Markets  
- Brick and Mortar Retail Businesses (Non-Essential Retail)  
- Fitness and Exercise Facilities  
- Personal Care and Personal Grooming Services  
- Campgrounds  
- Indoor Shooting Ranges  
- Public Beaches  
- Racetracks and Speedways  
- Entertainment and Amusement Businesses  
- Recreational Sports | vulnerable employees include individuals over age 65 and those with underlying medical conditions. Vulnerable employees should be encouraged to self-identify and employers should take particular care to reduce their risk of exposure, while making sure to be compliant with relevant Americans with Disabilities Act (ADA) and Age Discrimination in Employment Act (ADEA) regulations.  
1. Consider offering vulnerable employees duties that minimize their contact with customers and other employees (e.g., restocking shelves rather than working as a cashier), if agreed to by the employee.  
2. Protect employees at higher risk for severe illness by supporting and encouraging options to telework.  
3. If implementing health checks, conduct them safely and | | | | |
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<td>Virgin Islands</td>
<td><a href="https://www.covid19usvi.com/">Latest Modification to Open Doors Phase</a></td>
<td><a href="https://www.covid19usvi.com/">https://www.covid19usvi.com/</a></td>
<td>Effective May 30, 2020, and shall remain in effect so long as the Territory remains in a State of Emergency</td>
<td>No gatherings are permitted with greater than 50 people. No gatherings permitted without cloth face coverings and social distancing.</td>
<td>Schools and Daycares Closed</td>
<td>N/A</td>
<td>N/A</td>
<td>Under the “Open Doors” Phase, the Virgin Islands have issued the following specific guidance:</td>
<td>• Restaurants, Bars, and Nightclubs • Gym and Fitness Center Re-opening • Re-opening Houses of Worship for Services • Taxi Van, Safaris, and Limousine Services • USVI Tourism Accommodation Industry</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>Washington</td>
<td><a href="https://coronavirus.wa.gov/">October 7, 2020 Safe Start Washington County-By-County</a></td>
<td><a href="https://www.coronavirus.wa.gov/">https://www.coronavirus.wa.gov/</a></td>
<td>October 6, 2020 Updated Reopening Guidance</td>
<td>The permitted gatherings vary by Phase, broken down as follows:</td>
<td>Closed industries depend on the Phase, with details provided in the “Safe Start” Phased Reopening Plan.</td>
<td>The following requirements apply to all businesses throughout all Phases: Provide (at no cost to employees) cloth face coverings to employees, unless their exposure dictates a higher level of protection under the Department of Labor &amp; Industries’ safety and health rules and guidance. Since June 8, all employees have been required to wear a cloth face covering, consistent with the Washington State Department of Labor &amp; Industries’ COVID-19 workplace safety and health rules and guidance. A cloth face covering should be worn as a minimum level of protection, with the following exceptions: when working alone in an office, vehicle, or at a job site; if the individual is deaf or hard of hearing, or is communicating with someone who relies on language cues such as facial markers and expression and</td>
<td>N/A</td>
<td>Under the Washington “Safe Start” plan for a phased reopening, the following businesses/industries are subject to specific guidance based on Phase as follows:</td>
<td>• Indoor Fitness and Training Guidance • Long term care facilities (updated 8.7) • Agriculture • Additional Agricultural Guidance</td>
<td>High-risk individuals are strongly encouraged, but not required, to stay home unless engaging in permissible activities during that Phase. Additionally, Governor Jay Inslee issued <a href="https://www.governor.wa.gov/proclamations">Proclamation 20-46</a> on April 13, amending <a href="https://www.governor.wa.gov/proclamations">Proclamation 20-05</a>, which prevents all</td>
<td>N/A</td>
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</table>

Respectfully, and in accordance with any applicable privacy laws and regulations, confidentiality should be respected. 4. Other information on civil rights protections for workers related to COVID-19 is available here.
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<tr>
<td>July 23</td>
<td>announcement rolling back openings</td>
<td>Proclamation 20-25.5 Amending Proclimation 20-05 and 20-25 et seq.</td>
<td>&quot;Safe Start&quot; Phased Reopening Plan</td>
<td>Face Covering Order</td>
<td>people outside your household per week are permitted. During Phase 3, gatherings with no more than 10 people are allowed. (reduced on July 24) During Phase 4, gatherings with greater than 50 people are allowed.</td>
<td>mouth movements as a part of communication; if the individual has a medical condition or disability that makes wearing a facial covering inappropriate; or when the job has no in-person interaction. Employees may remove a face covering when any party to a communication is deaf or hard of hearing or relies on language cues such as facial markers and expression and mouth movements as part of the communication. Refer to Coronavirus Facial Covering and Mask Requirements for additional details. Employees may choose to wear their own facial coverings at work, provided it meets the minimum requirements. Cooperate with public health authorities in the investigation of cases, suspected cases, outbreaks, and suspected outbreaks of COVID-19; cooperate with the implementation of infection control measures, including but not limited to isolation and quarantine and environmental cleaning; and comply with all public health authority orders and directives. Cooperation and compliance includes, but is not limited to: • Returning phone calls within 4 hours; • Meeting with public health officials promptly and answering questions from public health officials to help determine if and where transmission might be occurring in the work place; • Sharing lists of employees with their contact information and other relevant documents, if requested; • Allowing immediate and unfettered access to any work place and facility, as well as to all employees without threatened or actual retaliation against those employees; • Following public health recommendations for testing and disease control measures; and • Engaging in respectful and productive conversations regarding public health interactions. Keep a safe and healthy facility in accordance with state and federal law, and comply with COVID-19 workplace-specific safety practices, as outlined in Governor Inslee’s Proclamation 20-25, and all amendments and extensions thereto, and in accordance with the Washington State Department of Labor &amp; Industries’ interpretive guidance, regulations, and rules, including WAC 296-800-14035 and General Coronavirus Prevention under the &quot;Stay Home, Stay Healthy&quot; order and the Washington State Department of Health’s Workplace and Employer Resources and Recommendations.</td>
<td>• Automotive, Energy, Food and Agriculture Health, Public Health, In-Home Care Maintenance, Recreation, Real Estate, and Retail Guidance • Construction Guidance • Commercial driver license guidelines • Elective Surgeries Guidance • Weddings and Funeral Guidance (updated 10/6) • Home Care Workers Guidance • Outdoor Guidance • Real Estate and Mortgage Guidance • List of approved essential workforce education programs • Essential workforce education program standards • Restaurants and bars • Water Recreation &amp; Puff-Puff Golf (county dependent)</td>
<td>• Automotive, Energy, Food and Agriculture Health, Public Health, In-Home Care Maintenance, Recreation, Real Estate, and Retail Guidance • Construction Guidance • Commercial driver license guidelines • Elective Surgeries Guidance • Weddings and Funeral Guidance (updated 10/6) • Home Care Workers Guidance • Outdoor Guidance • Real Estate and Mortgage Guidance • List of approved essential workforce education programs • Essential workforce education program standards • Restaurants and bars • Water Recreation &amp; Puff-Puff Golf (county dependent)</td>
<td>Phase 1 Business Activity Guidelines: • Additional Guidance on Voluntary Contact Information • Car Washes Requirements • Construction • Additional Construction Guidance • Curbside Retail • Higher Education</td>
<td>employers, public or private, from failing to provide accommodation to high-risk employees, as defined by the Centers for Disease Control and Prevention (CDC), that protects them from risk of exposure to the COVID-19 disease on the job. It was extended on July 29, 2020. The proclamation is effective April 13 and expires on Aug. 3, unless extended by the Governor. Specifically, it provides the following: The employer must offer high-risk employees alternative work assignments, including telework, alternative, or remote work locations, if feasible, and social distancing measures: • If an alternative work assignment is not feasible or the employee declines, the employer must allow the employee to allowances on August 26. Current county status of all counties is available here. Counties will stay in each Phase for a minimum of three weeks.</td>
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<td>Educate workers in the language they understand best about coronavirus and how to prevent transmission, and the employer's COVID-19 policies.</td>
<td>Maintain minimum six-foot separation between all employees (and customers) in all interactions at all times when strict physical distancing is not feasible for a specific task, other prevention measures are required, such as use of barriers, minimizing staff or customers in narrow or enclosed areas, and staggering breaks and work shift starts.</td>
<td>Ensure frequent and adequate hand washing with adequate maintenance of supplies. Use disposable gloves where safe and applicable to prevent virus transmission on tools or other items that are shared.</td>
<td>Establish a housekeeping schedule that includes frequent cleaning and sanitizing with a particular emphasis on commonly touched surfaces.</td>
<td>Screen employees for signs/symptoms of COVID-19 at the start of their shift. Make sure sick employees stay home or immediately go home if they feel or appear sick.</td>
<td>Cordon of any areas where an employee with probable or confirmed COVID-19 illness worked, touched surfaces, etc until the area and equipment is cleaned and sanitized. Follow the cleaning guidelines set by the Centers for Disease Control to deep clean and sanitize.</td>
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<td>West Virginia</td>
<td><a href="https://dhhr.wv.gov/COVID-19/Pages/default.aspx">https://dhhr.wv.gov/COVID-19/Pages/default.aspx</a></td>
<td><a href="https://governor.wv.gov/Pages/WV-COVID-19-actions-and-executive-orders.aspx">https://governor.wv.gov/Pages/WV-COVID-19-actions-and-executive-orders.aspx</a></td>
<td>N/A</td>
<td>Purely social gatherings are limited to 25 people.</td>
<td>On July 13, Gov. Justice closed fairs, festivals, concerts, and the like. Bars in Monongalia County</td>
<td>N/A</td>
<td>N/A</td>
<td>West Virginia has issued specific guidance for the following businesses: Nurses in nursing homes, halls, and facilities. Small business with 10 or fewer employees.</td>
<td>N/A</td>
<td>Bars are closed in Monongalia County.</td>
<td>N/A</td>
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West Virginia has issued specific guidance for the following businesses:

- **Outdoor Recreation, Golf**
- **Personal Services** (including Cosmetologists, Hairstylists, Barbers, Estheticians, Master Estheticians, Manicurists, Nail Salon Workers, Electrologists, Permanent Makeup Artists, Tattoo Artists, Cosmetology Schools and Esthetics Schools)
- **Pet Grooming**
- **Professional Photography**
- **Professional Services**
- **Real Estate**
- **Religious and Faith Organizations**
- **Sporting Activities**
- **Weddings, Funeral and Memorial Services**

Phase 3 Business Activity Guidelines:

- **Template for Phase 3 Businesses**
- **Religious and Faith Organizations**
- **Sporting Activities**
- **Weddings, Funeral and Memorial Services**
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<td>• Restaurants with takeaway service or outdoor dining</td>
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<td>• Religious entities and funeral homes</td>
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<td>• Barbershops, hair salons, nail salons, pet grooming and other professional services regulated by the West Virginia State Board of Barbers and Cosmetologists</td>
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<td>• Wellness Centers operated by or with West Virginia Licensed Health Care providers</td>
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<td>• Drive-In movie theatres</td>
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<td>• Outdoor guided fishing and rock climbing</td>
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<td>• Fitness centers, gymnasiums, and recreation centers</td>
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<td>• Sports training facilities (gymnastics, cheerleading, dance, martial arts, and similar facilities)</td>
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<td>• State park campgrounds for in-state residents only (Guidance for all campgrounds)</td>
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<td>• Outdoor recreation rentals (kayaks, bicycles, boats, rafts, canoes, ATV’s and similar equipment)</td>
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- Outdoor motorsport and power sport racing with no spectators
- Tanning businesses
- Whitewater rafting
- Ziplining
- Indoor malls and similar facilities
- State park cabins and lodges (in-state residents only)
- Bars (indoor bars at 50% capacity and outdoor bars)
- Museums and visitor centers
- Zoos
- Spas and massage businesses
- Limited video lottery retailers
- Swimming pools
- Bowling alleys, pool halls, roller rinks, and other places with indoor amusement
- Casinos
- Movie theaters
- Bingo halls
- Low-contact outdoor youth sports
- WVASAC-sanctioned athletics and band summer training programs
- Little league sports practices
- All remaining adult sports facilities including indoor tennis courts, racquetball courts, outdoor basketball courts, and similar venues
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<td>Wisconsin</td>
<td>Emergency Order No. 1 (limitations on public gatherings)</td>
<td><a href="https://govstatus.egov.com/wi-covid-19">https://govstatus.egov.com/wi-covid-19</a></td>
<td>On May 13, 2020, the Wisconsin Supreme Court struck down the Governor's Safer at N/A</td>
<td>N/A</td>
<td>There are no requirements imposed on all businesses in light of the Wisconsin Supreme Court's decision striking down the Safer at Home Order. However, the Wisconsin Economic Development Corporation has issued General Guidelines for all businesses, which can be found <a href="https://govstatus.egov.com/wi-covid-19">here</a>.</td>
<td>N/A</td>
<td>Effective October 8, 2020, indoor spaces open to the public (restaurants, bars, stores, office lobbies, ticketed events): Groups are limited to 25% of the indoor room's occupancy, as determined by the local municipality.</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>City of Milwaukee (October 26, 2020) Madison and Dane County Emergency Order No. 8 (July 7, 2020)</td>
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- Private campgrounds and State Park campgrounds, cabins, and lodges to out-of-state guests
- Youth sports games with spectators
- Outdoor sporting events with spectators
- Outdoor equestrian events with spectators
- Summer Youth Camps
- Outdoor motorsport and power sport racing with spectators
- In-person high school graduation ceremonies
- Fairs, festivals, amusement parks, and rides
- Outdoor open-air concerts
- WVSSAC-sanctioned high school and middle school athletics programs and bands
- Auctions
- Outdoor parks and playgrounds
- Nursing Home Visitation Reopening Plan: Overview
- Government employees/office buildings

N/A

N/A

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| Wisconsin              | [Home Order](https://covid19.wi.gov/governor-orders) | [Wisconsin COVID-19 Orders](https://covid19.wi.gov/governor-orders) | N/A | N/A | N/A | The Wisconsin Economic Development Corporation has issued industry-specific guidance for the following industries:  
- Agriculture  
- Childcare Centers  
- Construction  
- Entertainment/Amusement  
- Gyms and Fitness Centers  
- Hospitality/Lodging  
- Manufacturing  
- Outdoor Gatherings  
- Outdoor Recreation  
- Personal Services  
- Professional Services  
- Public Facilities  
- Restaurants  
- Retail  
- Swimming Pools, Splash Pads, and Waterparks  
- Transportation  
- Warehouse/Wholesale Trade | N/A | N/A | N/A | Eau Claire City-County Health Department COVID-19 Prevention and Control Order  
Kenosha County Kickstart Recommendations  
Coulee COVID-19 Compass Status Recommendations  
Safer Racine - Standards to Reopen Amid the COVID-19 Pandemic  
Rock County Reopening Phased Plan  
Waukesha County’s Stay Safe to Stay Open Campaign  
Winnebago County COVID-19 Recommendations |
| Wyoming                | Restaurants, Schools, Child Care Facilities and Others  
Personal Care Services  
June 29th Statewide Public Health Order Continuation and Update on Public Spaces | [https://covid19.wyo.gov/governor-orders](https://covid19.wyo.gov/governor-orders) | N/A | N/A | N/A | The Wyoming Department of Health has issued guidance for the following businesses:  
- Restaurants  
- Cosmetology (August 12, 2020 Personal Services Order)  
- Faith Organizations and Funeral Homes  
- Childcare Providers  
- Youth Sports  
- Summer Camps | N/A | N/A | N/A | N/A | N/A | N/A |
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<td>June 29th Statewide Public Health Order Continuation and Update on Gatherings</td>
<td>June 29th Statewide Public Health Order Continuation and Update on Personal services</td>
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