



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 information updated as of 10:15 a.m. CST on April 27, 2021. Regional, country-specific, and local laws may vary, and government agencies may issue further orders and 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.

**Orders and Guidance to Screen Employees for COVID-19 and to Provide Protective Measures**  
**Last Updated: April 27, 2021. Content updated on/after April 5, 2021 noted with: \*\*updated\*\***

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**Please note:**

- *The information contained herein includes summaries and excerpts provided for convenience. Documents referenced herein contain additional requirements that may not be summarized in this chart. Many orders and recommendations address employee access to hand sanitizing/washing facilities, enhanced workplace sanitation, workplace social distancing, and the business’s ability to refuse admission or service to individuals who do not comply with public face covering requirements (if any), as well as steps to take if employee screening results cause concern and when employees may return to work after illness, suspected illness, or exposure to illness. Refer to source documents via hyperlinked text for complete information. Jurisdictions frequently create and change orders and guidance related to COVID-19—there will be delays in modifying information herein to reflect new and changed information for the jurisdictions addressed herein. Jurisdictions listed in this chart may have additional COVID-19 orders and guidance that are not listed herein.*
- *Information herein applies to general employment settings. This chart does not attempt to identify face covering orders that apply to individuals outside of the employment setting (i.e., individuals who are shopping or commuting to work or shop). This chart does not attempt to identify information specific to healthcare settings (i.e., the chart is not intended to provide information that has been specifically issued for hospitals, clinics, doctor’s offices, dialysis clinics, dentists, nursing homes, long-term care facilities, or other similar facilities—please refer to CDC, state, and local guidance for those types of facilities). Similarly, this chart does not attempt to identify information specific to education or daycare settings, government facilities, detention facilities, halfway houses, or congregated facilities.*
- *References to occupational safety and health requirements (i.e., OSHA or OSHA-approved state plans) that may be made in this chart are not comprehensive. Please see [Ogletree’s Insights on Workplace Safety](#) for additional information.*
- *This chart does not attempt to identify or resolve conflicts in law between relevant jurisdictions or sources of authority.*
- *This chart does not provide medical guidance for diagnosing illness.*
- *Additional COVID-19 resources can be found at [Ogletree’s Coronavirus \(COVID-19\) Resource Center](#). Click [here](#) to subscribe to blog posts, seminars, and other resources.*

Overview of Federal Agency Guidance on Employee Face Coverings and Employee Temperature / Symptom Screenings	
Face Coverings	Employee Screening
The Occupational Safety and Health Administration (OSHA) issued a <a href="#">27-page guidance document</a> for businesses re-opening their doors and returning employees to the workplace. While the guidance expressly does not create any new legal requirements, it is a helpful compilation of recommended actions employers should take, and includes information related to face coverings.	OSHA issued a <a href="#">27-page guidance document</a> for businesses re-opening their doors and returning employees to the workplace. While the guidance expressly does not create any new legal requirements, it is a helpful compilation of recommended actions employers should take, and includes information related to employee screenings.

The U.S. Centers for Disease Control and Prevention (CDC) issued [guidance](#) for wearing and making cloth face coverings (CFCs), which are not surgical masks or N95 respirators. The CDC has posted [considerations](#) for wearing face coverings, and has prepared a [document](#) to explain the difference between surgical masks and N95 respirators.

OSHA has [released a new video and poster](#) for employers and workers on how to properly wear and remove a respirator, as well as an [FAQ](#) related to cloth face coverings. OSHA issued an interim [Enforcement Guidance for Respiratory Protection and the N95 Shortage Due to the Coronavirus Disease 2019 \(COVID-19\) Pandemic](#). The new guidance supplements, but does not replace, the previous guidance. The guidance takes effect immediately and remains in effect until further notice. The enforcement guidance addresses the N95 mask shortage in the United States by relaxing the ability to extend the use of, and reuse, N95 respirators.

The U.S. Food & Drug Administration (FDA) published [best practices](#) for Retail Food Stores, Restaurants, and Food Pick-up/Delivery Services addressing workplace controls to reduce transmission, including pre-screening employees (take temperature and assess symptoms prior to starting work).

The CDC issued [Interim Guidance for Implementing Safety Practices for Critical Infrastructure Workers Who May Have Had Exposure to a Person with Suspected or Confirmed COVID-19](#) to screen critical infrastructure employees following potential exposure to COVID-19. The guidance permits allowing such workers who are asymptomatic after a potential exposure to continue to work provided, among other things, the following practices are followed each work shift: (1) measure employee temperature and assess for symptoms prior to entering the facility; (2) have the employee regularly monitor for symptoms under the supervision of the employer’s occupational health program; (3) wear a mask at all times in the workplace for 14 days after the last exposure; (4) maintain social distancing; and (5) clean and disinfect all areas and shared equipment routinely. For more information on this guidance, please see [our article on the CDC guidance](#).

The EEOC issued [Technical Assistance Questions and Answers](#) that addresses issues that include employee screening and testing employees for COVID-19. The guidance notes that employers may lawfully conduct temperature screening and COVID-19 testing during the pandemic. The CDC updated its [General Business FAQs](#) web page to include guidance on temperature screening. Please see [our article on this information](#).

The FDA published [best practices](#) for Retail Food Stores, Restaurants, and Food Pick-up/Delivery Services addressing workplace controls to reduce transmission, including pre-screening employees (take temperature and assess symptoms prior to starting work).

**Survey by Jurisdiction of Employee Face Covering and Temperature / Symptom Screening Requirements**

Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee’s face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee’s temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
<b>Federal Property</b>	Cloth Face Covering	Required	Not specified	<a href="#">Order</a> : “The heads of executive departments and agencies (agencies) shall immediately take action, as appropriate and consistent with applicable law, to require compliance with CDC	Not specified	Not specified	Not specified	Not specified	Not specified.

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				guidelines with respect to wearing masks, maintaining physical distance, and other public health measures by: on-duty or on-site Federal employees; on-site Federal contractors; and all persons in Federal buildings or on Federal land."					
<b>Alabama</b> <b>**Updated**</b>	Cloth Face Covering	Recommended	Not specified	<p><u>Order</u>: "All employers are encouraged to take reasonable steps, where practicable as work duties permit, to protect their employees by: encouraging use of masks and facial coverings."</p> <p><i>(Order of the State Health Officer, Amended April 7, 2021; expires May 5, 2021)</i></p> <p>***Note: Employees are still required to wear masks in the City of Birmingham. See <u>Ordinance</u>, expires May 24, 2021.</p>	Temperature, Symptoms, Exposure	Recommended	Employer screening recommended as best practice; minimum best practice verbal screening	No	<p><u>Guidelines</u> recommend that employers should screen all employees reporting to work for COVID-19 symptoms.</p> <p><u>Guidelines</u> for various industries.</p>

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<b>Alaska</b>	Cloth Face Covering	Recommended	No	Face coverings <a href="#">recommended</a> .  <a href="#">Information regarding Phase 3/4 of Alaska's plan to reopen, including guidance related to specific industries.</a>	No guidance identified	Recommended	Not specified	Not specified	Pre-shift screening <a href="#">recommended</a> .  <a href="#">Information regarding Phase 3/4 of Alaska's plan to reopen, including guidance related to specific industries.</a>
<b>Arizona</b> <b>**Updated**</b>	Cloth Face Covering	Recommended	Not specified	<a href="#">Order</a> : "Businesses . . . employers are encouraged to continue to take action recommended by the CDC . . . and ADHS to limit and mitigate the spread of COVID-19. . . . These entities shall still maintain the right to institute and enforce policies to mitigate against COVID-19 spread including the use of face coverings and physical distancing, and retain the right to refuse service to those who do not comply with the policies."	Symptoms or Temperature	Recommended	Not specified	Not specified	Symptom screenings or temperature checks recommended for specific industries.  Industry specific <a href="#">guidance</a> .
<b>Arizona</b>	Cloth Face Covering	Recommended	Not specified	See statewide order; <a href="#">Executive Order 2021-06</a> .	No guidance identified	N/A	N/A	N/A	N/A

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Coconino County									
<b>Arizona</b> Flagstaff	Cloth Face Covering	Recommended	Not specified	See statewide order; <a href="#">Executive Order 2021-06</a> .	No guidance identified	N/A	N/A	N/A	N/A
<b>Arizona</b> Maricopa County	Cloth Face Covering	Recommended	Not specified	See statewide order; <a href="#">Executive Order 2021-06</a> .	Temperature, symptoms	Recommended	No	No	See statewide Guidelines
<b>Arizona</b> Phoenix	Cloth Face Covering	Recommended	Not specified	See statewide order; <a href="#">Executive Order 2021-06</a> .	No guidance identified	N/A	N/A	N/A	N/A
<b>Arizona</b> Pima County	Cloth Face Covering	Recommended	No	See statewide order; <a href="#">Executive Order 2021-06</a> .	No guidance identified	N/A	N/A	N/A	N/A
<b>Arizona</b> Tempe	Cloth Face Covering	Recommended	Not specified	See statewide order; <a href="#">Executive Order 2021-06</a> .	No guidance identified	N/A	N/A	N/A	N/A
<b>Arizona</b> Tucson	Cloth Face Covering	Recommended	No	See statewide order; <a href="#">Executive Order 2021-06</a> .	No guidance identified	N/A	N/A	N/A	N/A
<b>Arkansas</b> <b>**Updated**</b>	Cloth Face Covering	Recommended	Not specified	<a href="#">Press Release: "Businesses still have the right to require customers to wear masks, and the Governor asked that</a>	Temperature, Symptoms, Travel, Exposure	Recommended	Not specified	No	<a href="#">N/A</a>

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State or Local Jurisdiction	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
				<a href="#">citizens respect these requirements.</a>					
<p><b>California</b></p> <p>Note: California jurisdictions listed below that have adopted the statewide face covering requirements or that have issued orders that mirror those requirements, have "-" as placeholders in the face covering columns. Jurisdictions that require employers to provide face</p>	Cloth Face Coverings	Required	Recommended	<p>Mandatory <a href="#">Guidance</a>: "People in California must wear face coverings when they are outside of the home." Subject to specified exceptions, including: "Persons who are working in an office or in a room alone; workers who are required to wear respiratory protection."</p> <p><i>(Guidance for the Use of Face Coverings; November 16, 2020)</i></p> <p><a href="#">Guidance</a> for specific industries available.</p> <p><a href="#">Employer Playbook</a> for Safe Reopening.</p>	Symptoms	Recommended	N/A	N/A	<p><a href="#">Guidance</a>: guidance documents for various industries that include screening recommendations.</p> <p><a href="#">Employer Playbook</a> for Safe Reopening.</p>

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coverings to employees are listed.									
California Alameda County	-	-	-	See statewide order.	"Symptom Checks"	Required	Not specified	Not specified	<p><a href="#">Appendix A to Order</a>: "All employees have been provided with temperature and/or symptom screenings at the beginning of their shift and all other employees entering the worksite at all times. The individual conducting the temperature / symptom screening will avoid close contact with employees to the extent possible. Both screeners and employees wear face coverings during each screening. See screening guidance <a href="#">here</a>."</p> <p><i>(Order of the Alameda County Health Officer; No.</i></p>



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									<i>20-17; November 18, 2020)</i>
California Contra Costa County	-	-	-	See statewide order.	"Symptom Checks"	Required	Not specified	Not specified	<p><a href="#">Order</a> requires all essential businesses to implement and post protocols (<a href="#">Appendix A</a> to order). "Businesses must implement all applicable measures listed below, and be prepared to explain why any measure that is not implemented is inapplicable to the business. . . . Symptom checks are being conducted before employees may enter the work space."</p> <p><i>(Order of the Contra Costa County Health Officer related to continuing to shelter in place; HO-COVID19-18; June 16, 2020)</i></p>



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California Imperial County	Cloth Face Covering	Required	Not specified	<p><u>Order</u>: individuals gathering for the provision of services shall wear face coverings at all times, unless an individual falls within one of the exceptions outlined in the statewide order.</p> <p><i>(Order of the Health Officer; October 10, 2020)</i></p>	Defers to state industry-specific guidance.	N/A	N/A	N/A	<p><u>Order</u>: "Those Entities that are permitted to reopen in accordance with the State's Resilience Roadmap (<a href="https://covid19.ca.gov/roadmap/">https://covid19.ca.gov/roadmap/</a>), and the County's Roadmap to Recovery shall adhere to the guidance for reopening issued by State Public Health Officer and CDPH, as may be amended or supplemented, unless otherwise restricted by this Order. Additionally, those Entities that fall into one of the industry-specific guidelines developed by CDPH must adhere to [specific guidelines listed within the order]."</p> <p><i>(Health Officer Order; July 1, 2020)</i></p>

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<b>California</b> Los Angeles (CITY OF)	Cloth Face Covering	Required	Not specified	<a href="#">Order</a> "All businesses must require workers and customers to wear face coverings."  <i>(Targeted Safer at Home. Order; December 31, 2020)</i>  Industry specific guidance can be found <a href="#">here</a> .	-	-	-	-	<a href="#">Order</a> makes extensive reference to Los Angeles County reopening protocols and requirements to adopt applicable County protocols.  <i>(Targeted Safer at Home. Order; December 26, 2020)</i>
<b>California</b> Los Angeles (COUNTY)	Cloth Face Covering	Required	Yes (as specified in the order and applicable appendix)	<a href="#">Order</a> : CFCs required.  <a href="#">Appendices to the order</a> address reopening protocols for different industries.  <i>(Order: Reopening Safer at Work and in the Community for Control of COVID-19; January 25, 2021)</i>	Symptoms	Required	Temperature check should be done at the worksite if feasible	Not specified	<a href="#">Order</a> : Screenings are required before employees may enter the work space, and may be done remotely or in person—refer to applicable <a href="#">appendices</a> to the order.  <i>( Reopening Safer at Work and in the Community for Control of COVID-19; January 25, 2021)</i>

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California Madera County	-	-	-	See statewide order.	Screening for "febrile respiratory illness."	Required	Not specified	No	<p><a href="#">Order</a> states that "All Employers shall . . . On a daily basis, while conducting business, screen all employees for febrile respiratory illness."</p> <p>Order defines this as "a new or worsening episode of either cough or shortness of breath, presenting with fever (temperature 38 degrees C or 100.4 degrees F or higher) or chills in the previous 24 hours."</p> <p><i>(Order to Monitor, Test, and Treat Febrile Respiratory Illness for Health Care Providers, Employers, Residents; December 1, 2020; expires March 1, 2021)</i></p>

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California Mariposa County	-	-	-	See statewide order.	Temperature, Symptoms	Required	Screening protocol: "Each employee should have their temperature taken each day using a touchless thermometer. . . . If there is no thermometer, then ask if the employee has had a fever, chills or body aches in the last 24 hours."	No	<p><a href="#">Order</a>: "On a daily basis, while conducting business, screen all employees for febrile respiratory illness" ("a new or worsening episode of either cough or shortness of breath, presenting with fever (temperature 100.4 degrees Fahrenheit or 38 degrees Celsius or higher) or chills in the previous 24 hours").</p> <p>County-provided sample screening protocol: <a href="#">for businesses and employers</a>.</p> <p><i>(Order of the Health Officer; August 3, 2020)</i></p>
California Mendocino County	Cloth Face Covering	Required	Yes, or ensure employees have access to CFCs	<a href="#">Order</a> : employers "who require their employees to leave their residence to work or provide a service shall ensure that their employees comply with this	"Symptom Checks"	Required	Not specified	Not specified	<a href="#">Order</a> requires that all businesses with a facility in the county must implement a Social Distancing and Hygiene

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				<p>Order while on duty by either (1) supplying employees with facial coverings, or (2) ensuring that employees have access to facial coverings, (3) ensuring that their employees are using their own facial coverings, or (4) if applicable, adopting a protocol pursuant to section 17(c) [of the order]."</p> <p><i>(Order of the County of Mendocino Board of Supervisors Requiring Members of the Public to Wear Facial Coverings, July 2, 2020)</i></p> <p>See also August 28, 2020 Shelter-In-Place <a href="#">Order</a>.</p>					<p>Protocol (Appendix A-1). The protocol provides: "symptom checks are being conducted before employees may enter the work space."</p> <p><i>(Health Officer Order to Shelter-In-Place; November 18, 2020; effective until rescinded)</i></p>
California Milpitas	Cloth Face Covering	Required	Yes	<p><a href="#">Order</a>: employees at specified employers must wear employer-provided CFCs.</p> <p>Milpitas County acknowledges the statewide requirement on its website and maintains that</p>	No guidance identified	N/A	N/A	N/A	N/A

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				its April 22, 2020 face covering order is still effective  <i>(Emergency Services Order; April 22, 2020)</i>					
<b>California</b> Monterey County	Cloth Face Covering	Required	Yes	<u>Order</u> : "employees, contractors, owners, and volunteers to wear a Face Covering" at "[a]ll Essential Businesses, as well as entities and organizations with workers engaged in Essential Infrastructure work, Minimum Basic Operations, or Essential Government Functions (except for Healthcare Operations, which are subject to their own regulation regarding specified face coverings)."  <i>(Order of Health Officer of Monterey County; April 28, 2020)</i>	"Symptom Checks"	Required	Not specified	Not specified	<u>Order</u> requires all essential businesses to implement and post protocols ( <a href="#">Appendix A</a> to order). "Businesses must implement all applicable measures listed below, and be prepared to explain why any measure that is not implemented is inapplicable to the business. . . . Symptom checks are being conducted before employees may enter the work space."  <i>(Order of the Health Officer of the County of Monterey to Continue Sheltering in Place; May 26, 2020)</i>

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California Napa County	-	-	-	See statewide order.	"Symptom Checks"	Required	Not specified	Not specified	<p><a href="#">Order</a> requires all essential businesses to implement and post protocols (<a href="#">Appendix A</a> to order). "Businesses must implement all applicable measures listed below, and be prepared to explain why any measure that is not implemented is inapplicable to the business. . . . Symptom checks are being conducted before employees may enter the work space."</p> <p><i>(Order of the Napa County Health Officer Modifying the Shelter at Home Order; June 18, 2020)</i></p>
California Orange County	-	-	-	See statewide order.	Not specified	Employers required to post that they have implemented individual	Not specified	Not specified	<p><a href="#">Order</a>: businesses allowed to operate must "set up individual control measures and screenings."</p>



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						control measures and screenings			<i>(Health Officer's Orders and Strong Recommendations; Revised December 17, 2020)</i>
<b>California</b> Sacramento County	-	-	-	See statewide order.	"Symptom Checks"	Required	Not specified	Not specified	<a href="#">Order</a> (at <a href="#">Appendix A</a> ): "Businesses must implement all applicable measures listed below, and be prepared to explain why any measure that is not implemented is inapplicable to the business. . . . Symptom checks are being conducted before employees may enter the work space."  <i>(Order of the Health Officer of the County of Sacramento; July 14, 2020)</i>
<b>California</b> San Benito County	-	-	-	See statewide order.	"Symptom Checks"	Required	Not specified	Not specified	<a href="#">Order</a> requires all essential businesses to implement and post

**Survey by Jurisdiction of Employee Face Covering and Temperature / Symptom Screening Requirements**

Jurisdiction	Face Coverings				Employee Screening Requirements				
State or Local Jurisdiction	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
									<p>protocols (Appendix A to order). "Businesses must implement all applicable measures listed below, and be prepared to explain why any measure that is not implemented is inapplicable to the business. . . . Symptom checks are being conducted before employees may enter the work space."</p> <p><i>(Order of the Health Officer of the County of San Benito to Continue Sheltering in Place; March 31, 2020) (Order continues to be in effect until 11:59 p.m. on May 3, 2020, or until it is extended, rescinded, superseded, or amended in writing by the Health Officer)</i></p>

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Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
California San Diego County	-	-	-	See statewide order.	Symptoms, Temperature, Exposure	Required	Self-screening allowed.	Yes, 100.0	<p><a href="#">Order</a>: requires certain businesses to complete and post a <a href="#">Safe Reopening Plan</a> that requires all employees to be screened for specified symptoms or have their temperature taken upon returning to work. Alternatively, employees may self-screen or take their temperature before reporting to work.</p> <p><i>(Order of the Health Officer and Emergency Regulations; November 2, 2020)</i></p>
California San Francisco (City and County)				See statewide order.	"Symptom Checks"	Required	In-person, phone, or electronic acceptable.	No	<p><a href="#">Order</a> (at Appendix A): "Businesses and other entities in the City that are allowed to operate must screen all Personnel each day using the screening process"</p>

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Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
									described in Sections 2.1 through 2.4 [of Appendix A]." Screening form at <a href="#">Appendix A-1</a> .  <i>(Order of the Health Officer No. C19-07q; December 17, 2020; expires January 4, 2021)</i>
California San Mateo County				See statewide order.	"Symptom Checks"	Required	Not specified	Not specified	<a href="#">Order</a> (at <a href="#">Appendix A</a> ): "Facility must implement all applicable measures listed below, and be prepared to explain why any measure that is not implemented is inapplicable to the business. . . . Symptom checks are being conducted before personnel may enter the work space."  <i>(Order No. c19-11 (Revised) of the Health Officer of the County of</i>

**Survey by Jurisdiction of Employee Face Covering and Temperature / Symptom Screening Requirements**

Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
									<i>San Mateo; December 22, 2020</i>
California Santa Barbara County	-	-	-	See statewide order.	Not specified	Required	Not specified	Not specified	<p><a href="#">Order</a>: businesses permitted to remain open or open must “set up individual control measures and screenings.”</p> <p><i>(Health Officer Order No. 2020-12.17; December 23, 2020)</i></p>
California Santa Clara County	-	-	-	See statewide order. <a href="#">Industry-specific guidance.</a>	“Symptom Checks”	Required	Not specified	Not specified	<p><a href="#">Order</a> requires all essential businesses to implement and post <a href="#">protocols</a>. “All businesses must complete a NEW Social Distancing Protocol. Social Distancing Protocols submitted prior to October 11, 2020 are no longer valid. ”</p> <p><i>(Revised Risk Reduction Order, October 5, 2020)</i></p>

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Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
									<a href="#">Requirements for all Businesses</a> : "screen all workers for symptoms"  <a href="#">Industry-specific guidance</a> .
<b>California</b> Solano County	-	-	-	See statewide order.	Not specified	Required	Not specified	Not specified	<a href="#">Order</a> Set up individual control measures and screenings.
<b>Colorado</b>	Cloth Face Covering	Required	Yes	Orders <a href="#">D 2020-039</a> , <a href="#">D 2020-067</a> , <a href="#">D 2020-092</a> , <a href="#">D 2020-110</a> , <a href="#">D 2020-138</a> , <a href="#">D 2020-164</a> , <a href="#">D 2020-190</a> , <a href="#">D-2020-245</a> , <a href="#">2020-276</a> , <a href="#">D 2020-281</a> : face coverings required in specified work environments.  See also requirements in <i>Fourth Amended Public Health Order <a href="#">20-36</a>; Safer at Home Dial; January 4, 2021</i>	Temperature, Symptoms	Required	Employer (if not practicable, employee self-assessment)	No	<a href="#">Order</a> : "Employers and sole proprietors shall take all of the following measures within the workplace to minimize disease transmission, in accord with the <a href="#">CDPHE Guidance</a> : . . . g. implement symptom monitoring protocols, conduct daily temperature checks and monitor symptoms in

**Survey by Jurisdiction of Employee Face Covering and Temperature / Symptom Screening Requirements**

Jurisdiction	Face Coverings				Employee Screening Requirements				
State or Local Jurisdiction	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
									<p>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.”</p> <p>“Employers with over fifty (50) employees in any one location shall...implement the following protocols:                      a. implement employee screening systems that follow the requirements of Section II.C.3.g above in one of the following ways:                      i. Set up stations at the worksite for symptom screening and temperature checks; or ii. Create a business policy that requires at-home employee self-screening each work day and reporting of the results to</p>



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Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
									the employer prior to entering the worksite[.]”  (Fourth Amended Public Health Order 20-36; Safer at Home Dial; January 4, 2021)
<b>Colorado</b> Denver	Cloth Face Covering	Required	Not specified	<a href="#">Order</a> : CFCs required. Subject to specified exceptions.  (Denver Department of Public Health & Environment Order; October 16, 2020)	No guidance identified	N/A	N/A	N/A	N/A
<b>Connecticut</b>	“Masks or Cloth Face Coverings”	Required	Yes	<a href="#">Sector Rules for Reopen</a> : “Masks continue to be required in all public settings where social distancing is not possible”	Symptoms	Required	Not specified	Not specified	<a href="#">General Business Rules</a> : “Daily Health Check: Ask employees resuming on-premise work to confirm they have not experienced COVID-19 CDC-defined symptoms and to monitor their own symptoms, including cough, shortness of breath, or any two of the [specified] symptoms[.]”

**Survey by Jurisdiction of Employee Face Covering and Temperature / Symptom Screening Requirements**

Jurisdiction	Face Coverings				Employee Screening Requirements					
	State or Local Jurisdiction	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
										<a href="#">Sector-specific information</a>
<b>Delaware</b>	Cloth Face Covering	Required	Yes	<a href="#">Twenty-Seventh (updated December 11, 2020)</a> , Businesses and individuals responsible for indoor and outdoor spaces open to the public shall require employees, contractors and volunteers to wear a face covering. Subject to specified exceptions.  <a href="#">Reopening Guidance</a> provides industry specific guidance.	Temperature, Symptoms, Exposure	Required	No	Yes. 99.5	<a href="#">Twenty-Seventh Modification of the Declaration of a State of Emergency</a> requires <a href="#">high-risk</a> essential businesses to screen employees, including necessary retail and service establishments.  <i>(Twenty-Seventh Modification of the Declaration of a State of Emergency for the State of Delaware Due to a Public Health Threat; updated December 11, 2020)</i>  <a href="#">Essential Services Screening Policy</a> , with recommendations to screen for employers that are not high-risk.	

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Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
<b>District of Columbia</b>	Cloth Face Covering	Required	Yes	<a href="#">Order</a> : employees required to wear cloth face coverings.  <i>(Mayor's Order 2020-080; expires December 31, 2020 per Order <a href="#">2020-103</a>)</i>	"Perform screening"	Required for certain industries	Not required	Not specified	<a href="#">Phase Two Guidance</a> for various industries includes employee screening requirements for certain industries.  <a href="#">Screening Tool Guidance</a>
<b>Florida</b> Broward County	Cloth Face Covering	Required	Not specified	<a href="#">Order 20-29</a> : "All people working at an Establishment must wear facial coverings while working even when Social Distancing is also maintained. This requirement applies to all workers, including those involved in preparing, handling, or serving food.."  <i>(Broward County Emergency Order 20-29; December 14, 2020)</i>	Symptoms	Required	Not Specified	N/A	<a href="#">Order 20-29</a> : "Develop a plan for monitoring employees' health, with a particular focus on COVID-19 symptoms, with the goal of preventing ill employees from working."  <i>(Broward County Emergency Order 20-29; December 14, 2020)</i>
<b>Florida</b> Hillsborough County	Cloth Face Covering	Required	Not specified	<a href="#">Order</a> : "all persons within any indoor location of a business in Hillsborough County shall wear a face covering when not maintaining social distancing	No guidance identified	N/A	N/A	N/A	N/A

**Survey by Jurisdiction of Employee Face Covering and Temperature / Symptom Screening Requirements**

Jurisdiction	Face Coverings				Employee Screening Requirements				
State or Local Jurisdiction	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
				from other person(s), excluding family members or others residing in their home." Subject to specified exceptions that include persons "working in a business or profession who do not have interactions with other persons" and "working in a business or profession who maintain social distancing from another person."  <i>(Executive Order; July 6, 2020; supplemental <a href="#">order</a>)</i>					
<b>Florida</b> Jacksonville	Cloth Face Covering	Required	Not specified	<u>Proclamation</u> : "Every operator, employee, customer or patron of a business establishment must wear a face mask or covering (including face shields) at all times while at that business establishment unless he or she is able to engage in social distancing or unless wearing a face mask or covering significantly interferes with the provision or receipt of goods or services offered or	No guidance identified	N/A	N/A	N/A	N/A

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Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
				<p>received at that establishment (i.e. patrons at a restaurant, clients at a barber shop or hair salon, patients at a dentist's office).</p> <p><i>(Emergency Executive Proclamation 2021-002;; expires <a href="#">March 26, 2021</a>)</i></p>					
<p><b>Florida</b> Miami</p>	Cloth Face Covering	Required	Not specified	<p><u>Order</u>: "All persons in the City of Miami are required to wear a Facial Covering at all time while in any public space." Subject to specified exceptions.</p> <p><i>(Emergency Order 20-16; June 25, 2020)</i></p> <p><u>Order</u>: "All persons working in or visiting a business and/or establishment operating pursuant to this Emergency Order shall wear a facial covering in accordance with the guidelines set forth in the requirements of County E/O 23-20, as may be amended,</p>	Temperature, Symptoms, Exposure	Required	Verbal	Yes, 99.5	<p><u>Order</u>: In addition to the conditions set forth in County E/O 23-20, each employer or designee of an establishment in the City of Miami shall establish a checkpoint for employees and ask the health screening questions contained in the Order at the onset of each workday or shift to help identify the symptoms of COVID-19.</p> <p>"each establishment shall maintain a daily log which</p>

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Jurisdiction	Face Coverings				Employee Screening Requirements				
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				including the Handbook and Appendices attached to County E/O 23-20 as Exhibit A, as amended.”  <i>Note: Miami-Dade County Executive Order 23-20 was replaced by Order 30-20.</i>  <i>(Amendment No. 3, Order No. 20-11; Local Emergency Measures Implemented by the City Manager of the City of Miami, Florida; June 12, 2020)</i>					records that such screening took place”  Employers and employees shall be required to self-report all presumed cases of COVID-19 to the Florida Department of Health  <i>Note: Miami-Dade County Executive Order 23-20 was replaced by Order 30-20.</i>  <i>(Amendment No. 3, Order No. 20-11; Local Emergency Measures Implemented by the City Manager of the City of Miami, Florida; June 12, 2020)</i>
<b>Florida</b> Miami-Dade County	Cloth Face Covering	Required	Not specified	<a href="#">Order (30-20, Amendment 1)</a> : “Every retail and commercial establishment and any other establishment or facility (collectively, “establishment”)	Temperature, Symptoms, Exposure	Required (certain industries)	Verbal screening	No	<a href="#">Order (30-20, Amendment 1)</a> : “Every retail and commercial establishment and any other establishment or

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				<p>in Miami-Dade County is permitted to open, and remain open, provided that each such establishment complies with . . . the facial covering requirements in Emergency Order 20-20, as amended[.]”</p> <p><i>(Amendment No. 1 to Miami-Dade County Emergency Order 30-20; renewed per Order <a href="#">24-20</a>)</i></p> <p><a href="#">Order (20-20, Amendment 2)</a>: “1. All persons throughout Miami-Dade County shall wear a mask or other facial covering when in public, except as set forth in” specified exceptions.</p> <p>Exceptions provided in paragraph 3</p> <p><i>(Miami-Dade County Emergency Order 20-20, Amendment 2; October 6, 2020)</i></p>					<p>facility (collectively, “establishment”) in Miami-Dade County is permitted to open, and remain open, provided that each such establishment complies with . . . the applicable activity-specific requirements in the “moving To A New Normal Handbook,” attached as <a href="#">Exhibit A</a>, as amended[.]”</p> <p>Handbook requires employee screening for certain industries where, generally, the manager (or designee) must ask every employee specified health screening questions before each shift.</p>



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Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
									<i>(Amendment No. 1 to Miami-Dade County Emergency Order 30-20; renewed per Order <a href="#">24-20</a>)</i>
Florida Monroe County	Cloth Face Covering	Required	Not specified	<u>County Ordinance:</u> Each operator, manager, employee, customer or patron of a business establishment must wear a face covering while inside of any portion of that business establishment that is open to the public. Subject to specified exceptions, such as “when an operator or employee is in their place of employment but not within 6 feet of another person, that operator or employee does not need to wear a facial covering. This exception does not apply to operators and employees who are present in the kitchen or other food and beverage preparation area of a restaurant or food establishment.”	No guidance identified	N/A	N/A	N/A	N/A

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				<i>(Monroe County Ordinance 032-2020)</i>					
<b>Florida</b> Oakland Park	--	--	--	See Broward County face covering order.	Temperature, Symptoms, Travel	Required	Not specified	Yes 99.9	<a href="#">Order:</a> "For those businesses deemed to be an Essential Business, . . . these facilities shall implement employee screening and prohibit any employee from entering the premises if they affirmatively answer any of the below questions, as recommended by the Center for Disease Control and Prevention (CDC)[.]"  <i>(City of Oakland Park Emergency Order 2020-03; Safer at Home Order; March 27, 2020)</i>
<b>Florida</b> Palm Beach County	Cloth Face Covering	Recommended	Not specified	<a href="#">Order:</a> "Facial coverings must be worn by all persons, other than those specifically exempted in Section 4e. while	No guidance identified	N/A	N/A	N/A	N/A

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				obtaining any good or service or otherwise visiting or working in any business or establishment, including entering, exiting, and otherwise moving around within the establishment. Businesses or establishments of any type . . . are subject to this provision.”  <i>(Emergency Order Number 12 Palm Beach County COVID-19 Additional Directive on Wearing of Facial Coverings; expires April, 2021 per Order 2021-003)</i>						
<b>Florida</b> Pasco County	Cloth Face Covering	Required	Not specified	<a href="#">Order</a> : “All persons within any indoor location of a business or government operation that is open to the public in Pasco County shall be required to wear a face covering when not maintaining social distancing from other person(s).” Subject to specified exceptions.  <i>(Order; June 23, 2020)</i>	No guidance identified	N/A	N/A	N/A	N/A	N/A

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Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
Florida Pinellas County	Cloth Face Covering	Required	Not specified	<a href="#">Order</a> : "All persons must wear a face covering while in any Indoor Public Place within Pinellas County. All persons who own, manage, or are employed by any Restaurant or Bar within Pinellas County must wear a face covering at all times while on duty and directly or indirectly preparing food or beverage, or serving food or beverage, or having customer contact, regardless of where the food or beverage is being prepared or whether the customers being served food or beverage or the customer contact is inside an Indoor Public Place or outdoors, such as on a patio or sidewalk." Subject to specified exceptions.  (Ordinance 20-14; June 23, 2020)	No guidance identified	N/A	N/A	N/A	N/A
Florida Seminole County	Cloth Face Covering	Required	Not specified	<a href="#">Order</a> : "Every person working, living, visiting, or doing business in Seminole County is	No guidance identified	N/A	N/A	N/A	N/A

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Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
				required to wear a Face Covering consistent with the current CDC guidelines while at all businesses, places of assembly, and other places open to the public." Subject to specified exceptions.  <i>(Executive Order 2020-030; June 29, 2020)</i>					
<b>Georgia</b>	Cloth Face Covering, PPE	Required (for some sectors)	Yes (certain employers)	<a href="#">Order:</a> Workers for certain industries are required to wear cloth face coverings or PPE as appropriate to job functions.  <i>(Executive Order; No. 03.31.21.03; expires April 30, 2021)</i>	Temperature, Symptoms	Required (for some sectors)	Not specified	No	<a href="#">Order:</a> Certain industries required to implement measures which include requirements to screen and evaluate workers.  <i>(Executive Order; No. 03.31.03; expires April 30, 2021)</i>
<b>Hawaii</b>	Cloth Face Covering	Required	Not specified	<a href="#">Order:</a> "All persons in the State shall wear a face covering over their nose and mouth when in public. The requirements of this statewide mask mandate... will be enforced in each	No guidance identified	N/A	N/A	N/A	N/A

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Jurisdiction	Face Coverings				Employee Screening Requirements				
State or Local Jurisdiction	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
				<p>county.” The face covering mandate is set forth in Exhibit J.</p> <p><i>(Governor’s Eighteenth Supplementary Proclamation; February 12, 2021; expires April 13, 2021)</i></p>					
Idaho	Cloth Face Covering (and other PPE)	Recommended	Not specified	<p><a href="#">Order</a>: Employers should identify how personal use items such as masks, face coverings, and gloves may be required by employees, vendors, and/or patrons.</p> <p><i>(Stage 2 Stay Healthy Order; December 30, 2020; effective until rescinded)</i></p> <p><a href="#">Business-specific protocols</a>.</p>	Symptoms, Exposure	Recommended	Employer recommended	No	<p><a href="#">Order</a>: Employers should on a case-by-case basis, include other practices appropriate for specific types of businesses such as screening of employees for illness and exposures upon work entry, requiring non-cash transactions, etc.</p> <p><i>(Stage 2 Stay Healthy Order; December 30, 2020; effective until rescinded)</i></p>

**Survey by Jurisdiction of Employee Face Covering and Temperature / Symptom Screening Requirements**

Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
									<a href="#">Business-specific protocols.</a>
<b>Illinois</b>	Cloth Face Covering	Required	Yes (certain industries)	<p><a href="#">Order</a>: “all businesses must . . . ensure that employees practice social distancing and wear face coverings when social distancing is not always possible[.]”</p> <p>Requirements for specific industries also provided.</p> <p><i>(Executive Order 2020-73 (COVID-19 Executive Order No. 69))</i></p>	Temperature, Symptoms	Recommended	Not specified	No	<a href="#">Guidance</a> provided for multiple industries includes recommendation for employee self-screening.
<b>Illinois Chicago</b>	Cloth Face Covering	Required	Not specified	<p><a href="#">Order</a>: Employers must ensure that every employee who interacts with customers and is able to medically tolerate a mask is wearing a mask for the duration of a shift.</p> <p><i>(Order of the Commissioner of Health of the City of Chicago; No. 2020-9 (sixth amended and re-issued); November 20, 2020)</i></p>	Temperature, Symptoms	Required (self-screening)	No	Yes, 100.0	<a href="#">Order</a> : “Request that employees undergo self-screening for COVID-19 symptoms in a manner prescribed by the Commissioner of Health for each day the employee reports to the workplace at the start of every work shift, as set



**Survey by Jurisdiction of Employee Face Covering and Temperature / Symptom Screening Requirements**

Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
									forth in detail on Attachment A[.]”  <i>(Order of the Commissioner of Health of the City of Chicago; No. 2020-9 (sixth amended and re-issued); November 20, 2020)</i>
<b>Indiana</b> <b>**Updated**</b>	Cloth Face Covering	Recommended	Not specified	<a href="#">Press Release</a> : “On April 6, the face covering mandate will become a state mask advisory. . . . All businesses should maintain a COVID response plan that provides COVID safeguards.” <a href="#">Order</a> : “Business must have a plan that addresses . . . encouraging compliance with social distancing requirements established by the CDC, including . . . employing other separation measures such as wearing face coverings or using barriers when social distancing is not possible.	Symptoms	Recommended	Not specified	Not specified	<a href="#">Press Release</a> : “On April 6, the face covering mandate will become a state mask advisory. . . . All businesses should maintain a COVID response plan that provides COVID safeguards.”  <a href="#">Order</a> : “Businesses must have a plan that addresses . . . instituting an employee health screening process.”

**Survey by Jurisdiction of Employee Face Covering and Temperature / Symptom Screening Requirements**

Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
Indiana Marion County	Cloth Face Coverings	Required	Not specified	<a href="#">Order</a> : CFCs required. Subject to specified exceptions.  <i>(Public Health Order 35-2020; November 13, 2020)</i>	Not specified	Required	Not specified	Not specified	<a href="#">Order</a> : Employees of multiple industries must screen employees.  <i>(Public Health Order 35-2020; November 13, 2020)</i>
Iowa <b>**Updated**</b>	Cloth Face Coverings	Recommended	Not specified	<a href="#">Proclamation</a> : "I strongly encourage that all businesses or other employers remaining open with in-person operations take reasonable measures under the circumstances of each establishment to ensure the health of employees, patrons, and members of the public, including social distancing practices, increased hygiene practices, and other public health measures to reduce the risk of transmission of COVID-19 consistent with guidance issued by the Iowa Department of Public Health."	Not specified	Recommended	Not specified	Not specified	<a href="#">Guidance</a> : "Consider conducting daily in-person or virtual health checks of employees before they enter the facility."  <i>(Proclamation of Disaster Emergency;</i>

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Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
				<i>(Proclamation of Disaster Emergency;; expires May 2, 2021)</i>					
<b>Iowa</b> Cedar Rapids	Cloth Face Coverings	Required	Not specified	<a href="#">Proclamation</a> : CFCs required. Subject to specified exceptions.  <i>(September 2, 2020)</i>	No guidance identified	N/A	N/A	N/A	N/A
<b>Iowa</b> Des Moines	Cloth Face Coverings	Required	Not specified	<a href="#">Proclamation</a> : CFCs required. Subject to specified exceptions.  <i>(August 26, 2020)</i>	No guidance identified	N/A	N/A	N/A	N/A
<b>Iowa</b> Dubuque	Cloth Face Coverings	Required	Not specified	<a href="#">Ordinance</a> : CFCs required. Subject to specified exceptions.  <i>(Ordinance 31-20; August 6, 2020)</i>	No guidance identified	N/A	N/A	N/A	N/A
<b>Iowa</b> Iowa City	Cloth Face Coverings	Required	Not specified	<a href="#">Order</a> : CFCs required. Subject to specified exceptions.  <i>(November 13, 2020; expires January 15, 2021; extended to May 31, 2021)</i>	No guidance identified	N/A	N/A	N/A	N/A
<b>Kansas</b>	Cloth Face Coverings	Required	Not specified	<a href="#">Order</a> : "all businesses or organizations in Kansas must require all employees,	No guidance identified	N/A	N/A	N/A	N/A

**Survey by Jurisdiction of Employee Face Covering and Temperature / Symptom Screening Requirements**

Jurisdiction	Face Coverings				Employee Screening Requirements				
State or Local Jurisdiction	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
				customers, visitors, members, or members of the public to wear a mask or other face covering when: <ul style="list-style-type: none"> <li>a. Employees are working in any space visited by customers or members of the public, regardless of whether anyone from the public is present at the time;</li> <li>b. Employees are working in any space where food is prepared or packaged for sale or distribution to others;</li> <li>c. Customers, members, visitors, or members of the public are in a facility managed by the business or organization; or</li> <li>e. Employees are in any room or enclosed area where other people (except for individuals who reside together) are present and are unable to maintain a 6-foot distance except for infrequent or incidental moments of closer</li> </ul>					

**Survey by Jurisdiction of Employee Face Covering and Temperature / Symptom Screening Requirements**

Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
				proximity.” Subject to specified exceptions.  <i>(Executive Order 20-68; November 19, 2020)</i>					
<b>Kentucky</b>	Cloth Face Covering	Required	Yes	<u>Order</u> : CFCs mandatory. Subject to specified exceptions.  <i>(Executive Order 2020-931; November 4, 2020; expires December 4, 2020)</i>  <u>Minimum Requirements for All Entities</u> : “All entities must do the following: Require their employees, volunteers, and contractors wear a face covering in any indoor space where it is difficult to maintain a physical distance of at least six (6) feet from all individuals who are not members of that person’s household. Entities need not require an employee/volunteer/	Temperature, Symptoms, Exposure	Required	Employer or employee self-administered acceptable	No	<u>Minimum Requirements for All Entities</u> : “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.” “If the business opts for on-site temperature screenings, businesses should ensure that proper social distancing can still be followed. This may be accomplished by using no-contact thermometers or

**Survey by Jurisdiction of Employee Face Covering and Temperature / Symptom Screening Requirements**

Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
				contractor to wear a face covering when doing so would create a serious health or safety hazard to the employee/volunteer/contractor, when the employee/volunteer/contractor is working alone in an enclosed space, or when the employee/volunteer/contractor is working alone in an area with more than six (6) feet of social distancing.” Subject to specified exceptions.  <a href="#">“Healthy at Work Guidance”</a> specific to multiple industries address use of face coverings, personal protective equipment (PPE), or gloves.					thermal imaging cameras.”
<b>Louisiana</b>	Cloth Face Covering	Recommended	Not specified	Statewide mask mandate lifted, but businesses may still require masks at their own choosing.	No guidance identified	N/A	N/A	N/A	N/A
<b>Louisiana New Orleans</b>	-	-	-	<i>See State Proclamation.</i>	Temperature, Symptoms	Recommended	Either	Not specified	<a href="#">Requirements:</a> “To the extent feasible, prior to

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Jurisdiction	Face Coverings				Employee Screening Requirements					
	State or Local Jurisdiction	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
										the start of each work shift, pre-screening or survey shall be required to verify each employee has no symptoms of illness (fever, cough, and/or shortness of breath), including temperature checks when feasible."  <i>(City of New Orleans Guidelines; November 25, 2020)</i>
<b>Maine</b>	Cloth Face Covering	Required	Not specified	<u>Order</u> : "Owners and operators of indoor public settings must require all persons to wear face coverings in publicly accessible areas."  (Executive Order 19 FY 20/21; December 15, 2020)	Symptoms	Required	Not specified	Not specified	<u>Order</u> : "Any business authorized now to be open shall comply with the pertinent COVID-19 Prevention Checklist or other State of Maine Guidance."  <i>(Executive Order 55 FY 19/20; May 29, 2020)</i>  <a href="#">COVID19 Prevention Checklist; General</a>	

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										<p><a href="#">Guidance</a>: Ask employees specified questions to screen for illness.</p> <p><a href="#">All Businesses</a>: "The general checklist contains important guidance for all businesses to follow to operate safely and prevent the spread of COVID-19."</p>
<b>Maryland</b>	Cloth Face Covering	Recommended	Not specified	<p><a href="#">Order</a>: "All persons in Maryland over the age of five years old are required to wear a Face Covering when they are... engaged in work in any area where: interaction with others in likely, including without limitation, in shared areas of commercial offices; or food is prepared or packaged."</p> <p>(Executive Order 20-11-10-01; November 10, 2020)</p>	No guidance identified	N/A	N/A	N/A	N/A	N/A



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Jurisdiction	Face Coverings				Employee Screening Requirements				
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				<a href="#">Industry-specific interpretive guidance.</a>					
<b>Massachusetts</b>	Cloth Face Covering	Required	Not specified	<p>CFCs required. Subject to specified exceptions.</p> <p><i>(COVID-19 <a href="#">Order No. 33</a>; May 18, 2020; and COVID-19 <a href="#">Order No. 55</a>; November 2, 2020)</i></p> <p><a href="#">Mandatory Safety Standards for Workplaces</a> includes a face covering requirement.</p> <p><a href="#">Sector specific protocols and best practices</a></p>	Symptoms, Exposure	Required	Not specified	Yes, 100.0	<p><a href="#">Guidance</a> for multiple sectors requires screening workers at each shift for specified symptoms.</p> <p>General safety <a href="#">standards</a> that are supplemented by the above-referenced sector-specific guidelines.</p>
<b>Michigan</b>	Cloth Face Covering	Required	Yes	<p><a href="#">Order</a>: All persons participating in gatherings are required to wear a face mask... Except as provided elsewhere in this order, a person responsible for a business, store, office, government office, school, organized event, or other operation, or an agent of such person, must prohibit gatherings of any kind unless</p>	Symptoms, Exposure	Required	Not specified	No	<p><a href="#">Workplace safety industry-specific guidance</a> includes employee screening requirements.</p>

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State or Local Jurisdiction	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
				<p>the person requires individuals in such gatherings (including employees) to wear a face mask, and denies entry or service to all persons refusing to wear face masks while gathered.</p> <p>A person responsible for a business, store, office, government office, school, organized event, or other operation, or an agent of such person, may not assume that someone who enters the facility without a face mask falls within one of the exceptions specified in section 8 of this order, including the exception for individuals who cannot medically tolerate a face mask. An individual's verbal representation that they are not wearing a face mask because they fall within a specified exception, however, may be accepted.</p>					

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				<i>(Gatherings and Face Mask Order, Michigan Department of Health and Human Services; March 2, 2021; expires April 19, 2021)</i>					
<b>Michigan Detroit</b>	Cloth Face Covering	Required	Yes	<p><u>Order</u>: "All businesses or operations that require their employees to leave the homes or residences for work must, at a minimum: . . . Require face coverings to be worn when employees cannot consistently maintain six feet of separation from other individuals in the workplace, and consider face shields when employees cannot consistently maintain three feet of separation from other individuals in the workplace."</p> <p><i>(Health Department Emergency Order for Control of Epidemic; October 9, 2020)</i></p>	Temperature, Symptoms, Exposure	Required	Depends on the industry	No	<p><u>Order</u>: General screening requirement, plus more stringent requirements for various industries.</p> <p><i>(Health Department Emergency Order for Control of Epidemic; October 9, 2020)</i></p>

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Jurisdiction	Face Coverings				Employee Screening Requirements				
	State or Local Jurisdiction	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?
<b>Minnesota</b>	Cloth Face Covering	Required	Not specified	<p><a href="#">Order</a>: "Businesses must require that all persons, including their workers, customers, and visitors, wear face coverings as required by this Executive Order." Subject to specified exceptions.</p> <p><i>(Emergency Executive Order 20-81; July 22, 2020)</i></p> <p><a href="#">Industry-specific guidance</a>.</p>	Symptoms	Required	No	Yes, 99.5	<p><a href="#">Order</a>: "Requirements for all businesses ... Ensure that sick workers stay home. All Plans must establish policies and procedures, including health screenings that prevent sick workers from entering the workplace."</p> <p><i>( Executive Order 21-01; January 10, 2021)</i></p> <p><a href="#">(Guidance for All Businesses)</a></p> <p><a href="#">(Checklist for Visitor and Employee Health Screening; December 10, 2020)</a></p>
<b>Minnesota Minneapolis</b>	Cloth Face Covering	Required	Not specified	<p><a href="#">Order</a>: "All employers of businesses that are spaces of public accommodation as defined by this Order shall require their employees to</p>	No guidance identified	N/A	N/A	N/A	N/A

**Survey by Jurisdiction of Employee Face Covering and Temperature / Symptom Screening Requirements**

Jurisdiction	Face Coverings				Employee Screening Requirements					
	State or Local Jurisdiction	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
				<p>wear a cloth face covering whenever such employees have face-to-face contact with the public.”</p> <p>Note: the order broadly-defines the term “spaces of public accommodation” to generally apply to most business or organizations.</p> <p><i>(Emergency Regulation No. 2020-12; May 21, 2020)</i></p>						
<b>Mississippi</b> <b>**updated**</b>	Cloth Face Coverings	Recommended	Yes, restaurants and bars	<p><u>Order</u>: “All persons within the State of Mississippi are encouraged to follow the CDC’s and Mississippi State Department of Health’s guidelines to prevent the spread of COVID-19 including: wearing a face covering, covering the nose and mouth, while in public spaces whenever it is not possible to maintain social distancing from persons not in the same household.”</p>	Not specified	Recommended	Not specified	Not specified	Not specified	<p><u>Order</u>: “All business and non-profit entities operating within the State of Mississippi are encouraged to make reasonable good-faith efforts to comply with the CDC's and Mississippi State Department of Health's regulations and guidelines to prevent the spread of COVID-19, including: i. Implementing screening protocols of</p>

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State or Local Jurisdiction	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
				<i>(Executive Order 1549; extended to April, 30, 2021)</i>					employees and volunteers for COVID-19 at the beginning of each shift[.]”  <i>(Executive Order 1549; in effect until March 31, 2021)</i>
<b>Missouri</b>	“Protective equipment”	Recommended	Not specified	<a href="#">Show Me Strong Recovery Plan; Business Guidelines</a> : “It is recommended to implement basic infection prevention measures informed by industry best practices, regarding . . . protective equipment[.]”  <a href="#">Map</a> showing local public health orders.	Temperature	Recommended	Not specified	Not specified	<a href="#">Show Me Strong Recovery Plan; Business Guidelines</a> : “It is recommended to implement basic infection prevention measures informed by industry best practices, regarding . . . temperature checks[.]”
<b>Missouri</b> Kansas City	Cloth Face Covering	Required	Not specified	<a href="#">Order</a> : “Business operations may continue as under the previous emergency order with the following modifications: . . . Masks must be worn at all indoor spaces with more than one person per room or barrier-divided space and outdoor	Temperature, symptoms	Recommended	Not specified	Not Specified	<a href="#">Safe Return KC Guide</a> : “Employees should be encouraged to take their own temperature twice each day – once before entering the workplace and once after work. Consider providing no-contact

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				spaces where social distancing of at least six feet cannot be maintained[.]” Subject to specified exceptions.  <i>(Eleventh Amended Order 20-01; November 16, 2020)</i>					thermometer(s) at your workplace for employees to use at the beginning and end of their workday if they do not have a thermometer at home.”
<b>Missouri</b> St. Louis	Cloth Face Covering	Required	Yes (County)	<a href="#">Order (City)</a> : CFCs required. Subject to specified exceptions.  <i>(City Health Commissioner's Order No. 11; July 2, 2020)</i>  <a href="#">Order (County)</a> : CFCs required. Subject to specified exceptions.  <i>(County Department of Health Order; November 12, 2020)</i>	No guidance identified	N/A	N/A	N/A	N/A
<b>Montana</b> <b>**Updated**</b>	Cloth Face Covering	Recommended	No	<a href="#">Directive</a> : “Montanans are encouraged to wear masks and should follow the best industry	Temperature, Symptoms	Develop and implement policies	Not specified	Not specified	<a href="#">Directive</a> : “Businesses should make reasonable efforts to develop and

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	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
				practices adopted by any business they visit to slow the spread of the virus.					implement appropriate policies based on industry best practices during this emergency."  "The phased approach to reopening Montana is no longer in force."
<b>Nebraska</b> <b>**Updated**</b>	Cloth Face Covering	Recommended	Not specified	<a href="#">Business Guidance</a> : "All staff should wear face coverings, such as cloth masks that are washable, if not maintaining six feet social distancing." (March 16, 2021)	Temperature, Symptoms, Exposure	Recommended	Employer	Not specified	<a href="#">Business Guidance</a> : " <a href="#">Complete employee pre-screening prior to starting work.</a> " ( <a href="#">March 16, 2021</a> )
<b>Nevada</b>	Cloth Face Covering	Required	Yes (certain instances)	<a href="#">Guidance</a> (in part mandatory): Specifies when employers must provide face coverings to employees. References Directives <a href="#">21</a> and <a href="#">24</a> , and when face coverings and other actions are mandatory.  <a href="#">Directive 21</a> : "All employers shall continue to require employees who interact with the public to wear face	Symptoms	Required	Not specified	Not specified	<a href="#">Guidance</a> (in part mandatory): "Conduct daily surveys of changes to staff/labor health conditions."  Sample screening <a href="#">questions</a> .  Additional industry guidance <a href="#">here</a> and <a href="#">here</a> : certain industries must



**Survey by Jurisdiction of Employee Face Covering and Temperature / Symptom Screening Requirements**

Jurisdiction	Face Coverings				Employee Screening Requirements				
State or Local Jurisdiction	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
				<p>coverings, to the maximum extent possible, and shall abide by all other guidelines promulgated by NV OSHA.”</p> <p>Industry-specific requirements also provided within the directive.</p> <p><i>(Declaration Of Emergency Directive 021 - Phase Two Reopening Plan; May 28, 2020; amended by <a href="#">Directive 027</a>; extended by Directives <a href="#">026</a> &amp; <a href="#">29</a>)</i></p> <p>Additional requirements at <a href="#">Directive 024</a> and Directive <a href="#">035</a></p> <p>Industry guidance <a href="#">here</a> and <a href="#">here</a>.</p>					conduct symptom assessments.
<b>New Hampshire</b>	Cloth Face Covering	Required	No	<a href="#">Order</a> : “ All businesses shall comply with the Universal Business Guidance and any other industry-specific	Symptoms, Exposure, Temperature	Required	Not specified	No	<a href="#">Order</a> : “All businesses or other organizations operating within this State shall comply with the

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				<p>guidelines issued by the State of New Hampshire.</p> <p><i>(Emergency Order 52; extended to May 7, 2021 by <a href="#">Emergency Order 90</a>)</i></p> <p>See Universal Business Guidelines : "While at work, an activity area, and in public, employees and volunteers should wear face coverings/masks over their nose and mouth to help protect against the spread of the virus."</p>					<p>Universal Business Guidelines attached hereto as <a href="#">Exhibit A</a> and any other industry-specific guidelines issued by the State of New Hampshire pursuant to or subsequent to this Order. . . . In order to continue the gradual re-opening of New Hampshire's economy in a safe manner that places an emphasis on the needs of public health, certain businesses and organizations with unique public health concerns shall be required to operate according to the schedule and guidelines attached to this Order as <a href="#">Exhibit B</a>."</p> <p><i>(Emergency Order # 52; June 15, 2020; expires May 7, 2021 per Executive Order 90)</i></p>

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									<p><a href="#">Exhibit A</a>: “Employers must develop a process for screening all employees reporting for work for COVID-19 related symptoms”</p> <p><a href="#">Exhibit B</a>: industry specific requirements included.</p> <p><a href="#">Industry-specific guidance documents</a></p> <p><a href="#">Universal Guidelines for all NH Employers and Employees</a></p>
<b>New Jersey</b>	Cloth Face Covering (and gloves for certain employees)	Required	Yes	<a href="#">Order (192)</a> : “Every business, non-profit, and governmental or educational entity (hereinafter collectively referred to as “employers” or “employer”), that requires or permits its workforce, whether in part or as a whole, to be physically present at a worksite	Temperature or Symptoms	Required	Not specified	No	<a href="#">Order (192)</a> : “Every business, non-profit, and governmental or educational entity (hereinafter collectively referred to as “employers” or “employer”), that requires or permits its

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				<p>to perform work is required to . . . Require employees, customers, visitors, and other individuals entering the worksite to wear cloth or disposable face masks while on the premises[.]” Subject to specified exceptions.</p> <p>“Where consistent, the requirements of this Order shall supplement the requirements outlined in any Executive Order, Administrative Order, or similar directive that apply to employers that have resumed operations prior to the effective date of this Order, including via Executive Orders Nos. 122, 125, 142, 145, 147, 149, 155, 157, 165, 175, 181 and 183 (2020). Where an already existing requirement is inconsistent with a requirement outlined in Paragraph 1 of this Order, the previously issued requirement</p>					<p>workforce, whether in part or as a whole, to be physically present at a worksite to perform work is required to . . . Prior to each shift, conduct daily health checks of employees, such as temperature screenings, visual symptom checking, self-assessment checklists, and/or health questionnaires, consistent with CDC guidance, including latest CDC guidance regarding COVID-19 symptoms, consistent with the confidentiality requirements of the ADA, NJLAD and any other applicable laws, and consistent with any guidance from the Equal Employment Opportunity</p>

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				<p>shall continue to apply unless otherwise specified.”</p> <p><i>(Executive Order No. 192; October 28, 2020)</i></p> <p><a href="#">Order (163)</a>: “As provided for in Executive Order Nos. <a href="#">122</a>, <a href="#">125</a>, <a href="#">135</a>, <a href="#">142</a>, <a href="#">152</a>, <a href="#">154</a>, <a href="#">155</a>, and <a href="#">157</a> (2020), all individuals shall continue to wear face coverings in indoor spaces that are accessible to members of the public, such as retail, recreational, and entertainment businesses . . . , except [in specified instances]. For indoor commercial spaces that are not open to members of the public, such as office buildings, those spaces must have policies that at a minimum, require individuals to wear face coverings when in prolonged proximity to others.”</p>					<p>Commission (“EEOC”) and the New Jersey Division on Civil Rights;[.]”</p> <p><a href="#">Executive Directives</a> address protocols for multiple businesses, including employee health check requirements.</p> <p><i>(Department of Health Executive Directives)</i></p> <p><a href="#">DCA Administrative Order No. 2020-11</a> (cosmetology and massage and bodywork therapy services): Require all staff to respond to screening questions and perform a temperature check by means of a no-contact thermometer or one with a disposable cover, prior to the start of their shift.</p>

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				<p><i>(Executive Order No. 163; July 8, 2020)</i></p> <p>Order <a href="#">181</a> applies to fitness centers and amusement parks and has CFC requirements. Order <a href="#">183</a> applies to entertainment centers and has CFC requirements</p> <p>Certain of the above-referenced orders have requirements for employees of specified industries to wear CFCs, as well as gloves and physical barriers in certain instances. Order <a href="#">181</a> provides that "Businesses subject to the requirements of Executive Orders Nos. 122, 157, and 165 (2020) are no longer required to mandate that workers wear gloves on the premises or when in contact with customers or goods."</p>						

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<b>New Mexico</b>	Cloth Face Covering	Required	Yes	<p><a href="#">Order</a>: "Unless a healthcare provider instructs otherwise, all individuals shall wear a mask or multilayer cloth face covering in public settings except when eating or drinking. Masks with vents do not satisfy this requirement. "Retail spaces" may not allow a person who is without a mask or multilayer cloth face covering to enter the premises except where that person is in possession of a written exemption from a healthcare provider</p> <p><i>(Public Health Order; March 12, 2021; expires April 9, 2021)</i></p> <p><a href="#">COVID-Safe Practices for Individuals and Employers</a>: "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,</p>	Symptoms	Required	Verbally or with a written form or text-based or other app	No	<p><a href="#">COVID-Safe Practices for Individuals and Employers</a>: "Screen employees before they enter the workplace each day (verbally or with a written form or text-based or other app)." Additional industry specific guidance contained in the document.</p> <p>Best practices for certain industries include temperature screenings. <a href="#">Order</a>: Food and drink establishments must comply with all NM Safe Certified requirements, including but not limited to: screening customers and staff for symptoms of COVID-19 prior to entry."</p>

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				drinking or exercising, or unless otherwise advised by a health care provider." Additional industry specific guidance contained in the document.					<i>(Public Health Order; March 12, 2021; expires April 9, 2021)</i>
<b>New York</b>	Cloth Face Covering	Required	Yes	<p><u><a href="#">Order</a></u>: face coverings required.</p> <p><i>(Executive Order 202.89; expires February 6, 2021, 2020 per Executive Orders 202.49, 202.55, 202.60, 202.67, 202.72)</i></p> <p><u><a href="#">Phase One detailed industry guidance</a></u></p> <p><u><a href="#">Phase Two detailed industry guidance</a></u></p> <p><u><a href="#">Phase Three detailed industry guidance</a></u></p> <p><u><a href="#">Phase Four detailed industry guidance</a></u></p>	Symptoms, Exposure	Required	Not specified	Not specified	<p>Daily health screening practices are required, with options for remote screening.</p> <p><u><a href="#">Phase One detailed industry guidance</a></u></p> <p><u><a href="#">Phase Two detailed industry guidance</a></u></p> <p><u><a href="#">Phase Three detailed industry guidance</a></u></p> <p><u><a href="#">Phase Four detailed industry guidance</a></u></p> <p>Keeping records of employee health data (e.g. temperature data) is prohibited.</p>



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									To the extent possible, a log of every person, including workers and visitors, who may have close contact with other individuals at the work site or area must be maintained; excluding deliveries that are performed with appropriate PPE or through contactless means. Log should contain contact information, such that all contacts may be identified, traced and notified in the event an employee is diagnosed with COVID-19. Cooperation with local health departments' contact tracing efforts is required.
New York New York City	Cloth Face Covering	Required	Yes	<a href="#">Guidance documents</a> for multiple industries issued. Face coverings required.	Symptoms, Exposure	Required	Not specified	Not specified	<a href="#">Guidance documents</a> for multiple industries issued. Guidance references the

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									state level mandatory screening.  Information in guidance documents includes: "New York State requires that businesses implement mandatory health screening assessments. Businesses must document that they have reviewed the responses to these daily health screening assessments. Businesses are prohibited from keeping records of employee health data (e.g. temperature data). See NYC Health Department's <a href="#">Screening Tool</a> and <a href="#">model log</a> for screening and documentation examples."

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North Carolina	Cloth Face Covering	Required	Good faith obligation to provide CFCs.	<a href="#">Order</a> : CFCs required. Subject to specified exceptions.  <i>(Executive Order 204; March 26, 2021; expires April 30, 2021)</i>	Symptoms	Required	Not specified	Not specified	<a href="#">Order</a> : specified businesses must conduct daily symptom screening of workers using a standard interview questionnaire of symptoms.  <i>(Executive Order 204; March 26, 2021; expires April 30, 2021)</i>
North Dakota	Cloth Face Covering	Required	Not specified	<a href="#">Order</a> : "Businesses must require that all persons, including their workers, customers, and visitors wear face coverings."  <i>(State Health Office Order 2020-08.1; December 9, 2020; expires January 18, 2021)</i>	Varies	Varies	Not specified	Not specified	<a href="#">Universal and industry-specific protocols</a> .
Ohio	Cloth Face Covering	Required	Not specified	<a href="#">Order</a> : "Businesses must require all employees to wear facial coverings[.]" Subject to specified exceptions. "Businesses must provide written justification, upon	Temperature, Symptoms	Required (for certain sectors: employee self-assessment)	Not specified	Not specified	<a href="#">Order (Director's Dine Safe Ohio Order)</a> : Restaurants, Bars, Banquet and Catering Facilities and Services open or reopening:

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				<p>request, explaining why an employee is not required to wear a facial covering in the workplace.”</p> <p><i>(Director's Second Order to Extend the Expiration Date of Various Orders; July 6, 2020)</i></p> <p><a href="#">Order</a>: All persons are required to wear a facial covering in compliance with this Order at all times they are in or on the premises of a Retailer.</p> <p><i>(Director's Order for Retail and Business Compliance for Facial Coverings; November 13, 2020; expires upon termination of the State of Emergency)</i></p> <p>Additional <a href="#">Order</a> provides further exceptions to wearing CFCs in workplace.</p>		Recommended (generally)			<p>“Employees must perform a daily symptom assessment that should include taking temperature with a thermometer, monitoring for fever and watching for coughing or trouble breathing . . . It is recommended that health checks include temperature assessments, questionnaires, employee self-checks, screening apps or other tools. Files should be updated with a file of ‘Health Checks[.]’”</p> <p><i>(Director's Order; September 23, 2020)</i></p> <p><a href="#">Order (Director's Updated and Revised Order for Business Guidance and Social Distancing)</a>: Employees in manufacturing,</p>

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				<p><a href="#">Public Health Orders</a> specific to multiple industries.</p> <p>Additional <a href="#">guidance</a> for multiple sectors.</p>					<p>distribution &amp; construction; consumer, retail &amp; services; general office environments settings must perform daily symptom self-assessments.</p> <p><i>(Director's Order; May 29, 2020; extended via Director's Second <a href="#">Order to Extend the Expiration Date of Various Orders</a>; July 6, 2020)</i></p> <p>Additional <a href="#">guidance</a> for multiple sectors.</p>
<b>Oklahoma</b>	"PPE"	Consider implementing policies	No	<p><a href="#">Guidance related to reopening the state under Open Up and Recover Safely (OURS)</a>: "Employers should consider: . . . implementing appropriate policies regarding . . . PPE[.]"</p> <p><a href="#">Guidance for multiple industries</a></p>	Temperature, Symptoms	Consider developing policies	Not specified	No	<p><a href="#">Guidance related to reopening the state under Open Up and Recover Safely (OURS)</a>: "Employers should consider: Developing policies for temperature checks, sanitation, use and disinfection of</p>

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									common areas, and business travel[.]”  <a href="#">Guidance for multiple industries</a>
<b>Oregon</b>	Mask, Face Shield, or Face Covering	Required	Yes	<a href="#">Statewide Mask, Face Covering, Face Shield Guidance</a> : Statewide masks, face coverings or face shields are required to be worn by all individuals at all times unless an specified exception applies. “All employers are required to: provide masks, face coverings or face shields for employees”  <a href="#">Sector-specific guidance</a>	Temperature, Symptoms	Yes, for specified industries	Not specified	Not specified	<a href="#">Statewide Guidance – General Guidance for Employers</a> : “Consider regular health checks (e.g., temperature and respiratory symptom screening) or symptom self-report of employees.”  <a href="#">Sector-specific guidance</a>  <a href="#">Oregon OSHA Temporary Rule</a> : “The rule requires more measures for exceptionally high-risk jobs . . . including . . . screening and triaging for symptoms of COVID-19; expiring May 4, 2021.”
<b>Pennsylvania</b>	Cloth Face Covering	Required	Yes	<a href="#">Order</a> : Businesses that remain open must “[p]rovide and	Symptoms	Required	Temperature	No	<a href="#">Order</a> : Open businesses must “[i]mplement

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				require that employees wear face coverings during their time at the business, except to the extent the employee is using break time to eat or drink," in accordance with the <a href="#">Updated Universal Face Covering Order</a> .  <i>(Order of the Secretary of the Pennsylvania Department of Health for Mitigation and Enforcement; November 23, 2020)</i>					temperature screening before employees enter the business, prior to the start of each shift or, for employees who do not work shifts, before the employee starts work, and send employees home that have an elevated temperature or fever of 100.4 degrees."  <i>(Order of the Secretary of the Pennsylvania Department of Health for Mitigation and Enforcement; November 23, 2020)</i>
<b>Rhode Island</b>	Cloth Face Covering	Required	Yes	<b>Regulation:</b> "All individuals in public or in an establishment shall wear a cloth face covering unless physical distancing can be maintained easily and continuously. . . . Employers must arrange for cloth face coverings or materials for the	Symptoms, Exposure, Travel	Required	No	No	<b>Regulation:</b> Businesses "that have establishments that they wish to open and/or remain open, must . . . implement and ensure compliance with screening of all individuals entering its

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				<p>making of such face coverings for each employee at no expense to the employee.” Subject to specified exceptions.</p> <p><i>(216-RICR-50-15-7)</i></p> <p>Executive Orders <a href="#">20-94</a> and <a href="#">20-95</a> also provide face covering requirements. <i>(20-94 is extended until April 21, 2021)</i></p> <p><a href="#">General reopening guidance and guidance specific to different industries.</a></p>					<p>establishment(s) at any time for any reason. . . . Such screening shall include, at a minimum . . . visual assessment, self-screening, or a written questionnaire, or a combination of any of these screening methods regarding COVID-19 symptoms and contact in the last fourteen (14) days with other individuals who are COVID-19 positive or who have COVID-19 symptoms; and . . . at all entrances to an establishment, notice that all individuals entering must be screened or self-screened[.]”</p> <p><i>(216-RICR-50-15-7)</i></p> <p><a href="#">Sample screening tool.</a></p>



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									<a href="#">General reopening guidance and guidance specific to different industries.</a>
<b>South Carolina</b>	Cloth Face Covering	Required (certain industries)	Required (certain industries)	<p><a href="#">Order</a>: employees must wear CFCs when working at restaurants and at gatherings. Subject to specified exceptions.</p> <p><i>(Executive Order 2020-63; October 2, 2020; extended via <a href="#">2020-65</a>)</i></p> <p><a href="#">Guidelines</a> for various industries.</p> <p><a href="#">Interactive map</a> showing jurisdictions within the state with face covering requirements.</p>	Temperature, Symptoms	Required (as specified)	Employer	Not specified	<p><a href="#">Order</a>: "Restaurants shall conduct, prior to or at the beginning of each shift, an employee survey and screening process, which should include taking each employee's temperature before they begin their shift and inquiring about common symptoms of COVID-19."</p> <p><i>(Executive Order 2020-63; October 2, 2020; extended via <a href="#">2020-65</a>)</i></p> <p><a href="#">Guidelines</a> for various industries recommend screening employees.</p>
<b>South Carolina Charleston</b>	Cloth Face Covering	Required	Not specified	<p><a href="#">Ordinance</a>: CFCs required. Subject to specified exceptions.</p>	Symptoms, Temperature	Recommended	Employer required	Not specified	<p><a href="#">Ordinance</a>: Restaurants must screen employees,</p>

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				<i>(Emergency Ordinance; October 13, 2020; extended to April 14, 2021)</i>					including taking temperature.  <i>(Emergency Ordinance; October 13, 2020; extended to April 14, 2021)</i>
<b>South Carolina Columbia</b>	Cloth Face Covering	Required	Not specified	<u>Ordinance</u> : "All restaurants, retail stores, salons, grocery stores, and pharmacies in the City must require their employees to wear a face covering at all times while having face to face interaction with the public."  <i>(Ordinance 2020-059; June 23, 2020; extended by <a href="#">2020-109</a>)</i>	Not specified	N/A	N/A	N/A	N/A
<b>South Carolina Greenville</b>	Cloth Face Covering	Required	Not specified	<u>Ordinance</u> : employees must wear masks in restaurants, retail stores, salons, barber shops, grocery stores, and pharmacies within City limits.  <i>(Ordinance 2020-95; December 14, 2020)</i>	Not specified	N/A	N/A	N/A	N/A

**Survey by Jurisdiction of Employee Face Covering and Temperature / Symptom Screening Requirements**

Jurisdiction	Face Coverings				Employee Screening Requirements				
	What type of face covering? (E.g., respirator, medical mask or cloth face covering)	Is the face covering recommended or required?	Is the employer required to provide the employee's face covering?	Hyperlink to Order and Other Key Details	What type of screening is covered by the order? (E.g., temperature, symptoms, travel)	Is the employee screening recommended or required?	Is the employer required to take the employee's temperature, or is verbal screening sufficient?	Is a different temperature threshold apart from 100.4° F specified?	Hyperlink to Order and Other Key Details
<b>South Dakota</b>	Cloth Face Covering	Recommended	No	<a href="#">Back to Normal Plan</a> encourages CFC use.  <a href="#">Links to industry-specific guidance.</a>	Temperature, Symptoms, Exposure, Travel	Recommended	Verbal	No	<a href="#">Back to Normal Plan:</a> "Where appropriate, screen employees for symptoms prior to entering the workplace."  <a href="#">Links to industry-specific guidance.</a>  Link to: <a href="#">Employee Screening Questions and Guidelines</a> (Consider "implementing a daily health screening check point and log for all employees entering the workplace.")  Prior screening requirements under Executive Order 2020-12 were rescinded by <a href="#">Executive Order 2020-20</a> .
<b>Tennessee</b>	Cloth Face Covering	Recommended	No	CFCs strongly encouraged.  <i>(Executive Order No. 38, expires April 28, 2021 per No. 77)</i>	Temperature, Symptoms, Exposure	Recommended	No	No	<a href="#">Tennessee Pledge:</a> General guidelines: Screen employees for COVID-19 symptoms, or

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				<a href="#">Tennessee Pledge:</a> "Face coverings are strongly encouraged for all persons (employee and guest) in all public places where close proximity to others is anticipated."  Also contains guidance for specific types of businesses.					ask individuals to self-screen.  Also contains guidance for specific types of businesses.
Tennessee Memphis / Shelby County	Cloth Face Covering	Required	Yes	<a href="#">County Health Order and Directive:</a> "Require all employees, customers and visitors to wear a mask or cloth face covering while within their establishments. Employees are not required to wear masks when at their desk or workstation alone and so long as the workstation is not shared with any other employee."  <i>(Health Directive No. 13; October 6, 2020)</i>	Temperature, Symptoms	Required	Employer	No	<a href="#">County Health Order and Directive:</a> "Health checks and screenings for fever (100.4 degrees Fahrenheit) or other signs and symptoms of COVID-19 must be performed at the start of each employee's shift so that any employee that exhibits such symptoms may not enter any workplace. This includes taking the temperature of employees who are reporting to work and

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				<p><a href="#">County Health Order and Directive</a>: Specified industries shall require employees “to wear a [CFC] when physically interacting with the public or other employees[,]” as well as in “common areas.” Subject to specified exceptions.</p> <p><i>(Formal Issuance of Face Mask Directive No. 2 Regarding Wearing Cloth Face Coverings; August 24, 2020)</i></p>					<p>asking [specified questions.]”</p> <p><i>(Health Directive No. 13; October 6, 2020)</i></p>
Tennessee Nashville	Cloth Face Covering	Required	No	<p><a href="#">Order</a>: all businesses, facilities, commercial venues, and critical infrastructure sectors shall require employees to wear a CFC “when physically interacting with the public or other employees”</p> <p><i>(Health Department Order 12g; February 27, 2021)</i></p>	Temperature, Symptoms	Required	Employer	No	<p><a href="#">Order No. 12c</a>: employee screening required.</p> <p><i>(Health Department Order 12g; February 27, 2021)</i></p>

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				<a href="#">Roadmap for Reopening Nashville.</a>					
<b>Texas</b>  Note: Texas jurisdictions listed below that have adopted the statewide face covering requirements or that have issued orders that mirror those requirements, have "-" as placeholders in the face covering columns. Jurisdictions that require employers to provide face coverings to	Cloth Face Covering	Recommended	Not specified	Order: "In all counties not in an area with high hospitalizations as defined below: (a) there are no COVID-19 related operating limits for any business or other establishment; and (b) individuals are strongly encouraged to wear face coverings over the nose and mouth wherever it is not feasible to maintain six feet of social distancing from another person not in the same household, but no person may be required by any jurisdiction to wear or to mandate the wearing of a face covering."  "In any county located in an area with high hospitalization . . . there is no state-imposed requirement to wear a face covering . . . ."	Temperature, Symptoms, Exposure	Recommended	Not specified	Yes, 100.0	<a href="#">Protocols</a> specific to different businesses and entities are provided, and recommend screening employees.

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employees are listed. <b>**updated**</b>				List of exempted counties (subject to frequent changes): <a href="https://tdem.texas.gov/ga29/">https://tdem.texas.gov/ga29/</a>  (Executive Order GA-34; March 2, 2021)					
Texas Austin	-	-	-	See statewide order.	Symptoms	Required	Temperature screening optional	Yes, 99.6	<u>Order</u> : screening requirement specific to construction sites.  (Order 20201215-021 at Exhibit D; December 15, 2020)  <u>Health Authority Rule</u> : all sites must conduct a general health pre-screening of each worker every day before the worker begins his or her shift.  (December 15, 2020; expires April 15, 2021)

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Texas Dallas County	-	-	-	See statewide order.	Temperature, Symptoms, Exposure	Required	Not specified	Yes, 100.0	<p><a href="#">Order</a>: Food preparation and processing plants shall implement a system whereby all employees take their temperature at home and upon arriving at work are screened for the following: new or worsening cough, shortness of breath, sore throat, loss of taste or smell, feeling feverish or an onsite measured temperature greater than or equal to 100.0 degrees Fahrenheit, or known close contact with a person who is lab-confirmed to have COVID-19.</p> <p><i>(August 4, 2020 Order)</i></p> <p><a href="#">Dallas Count Employer/Employee Guidance</a></p>



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Texas Edinburg	-	-	-	See statewide order.	Symptoms, Exposure	Required	Not specified	Not specified	<a href="#">Order</a> requires screening all employees prior to beginning work.  <i>(Order No. 2020-15 Live Safe, Work Safe Order; October 26, 2020)</i>
Texas El Paso	-	-	-	See statewide order.	Temperature, Symptoms, Exposure	Required	Employer	Yes, 100.0 degrees Fahrenheit.	<a href="#">County Order</a> : "All businesses in El Paso County shall develop and implement a health a safety policy. The Health and Safety Policy... may also include other mitigating measures designed to control and reduce the transmission of COVID-19 such as temperature checks and health screenings." <i>(County Stay at Home/Stay Safe Order No. 15; November 24, 2020)</i>  <a href="#">Order</a> : An employer must conduct regular health checks of its employees

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									<p>and contractors by performing the specified screening, upon arrival at the workplace.</p> <p><i>(City Health Authority Order for Workplaces; July 27, 2020)</i></p> <p><a href="#">Directive</a>: Local Public Health Authority Orders . . . are mandated for all reopened and/or allowed businesses, activities and services as provided by the this Directive. The State of Texas Minimum Recommended Health Protocols . . . are also incorporated herein and mandated for all reopened and/or allowed businesses, activities and services.”</p> <p><i>(Emergency Directive; October 15, 2020)</i></p>

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Texas Harris County	-	-	-	See statewide order.	Temperature, Symptoms	Recommended	Not specified	No	<a href="#">General guidance.</a> <a href="#">Construction guidance.</a> <a href="#">Retail guidance.</a> <a href="#">Temperature Check Guide</a>
Texas Hidalgo County	-	-	-	See statewide order.	Temperature, Symptoms	Required	Not specified	Yes, 100.0	<a href="#">Order</a> : "Additional Health and Safety Practices required to be developed and implemented by this Order SHALL also include additional mitigating measures designed to control and reduce the transmission of COVID-19, in compliance with the <a href="#">Governor's Strike Force to Open Texas – Open Texas Checklists; Phase III.</a> " (County Order 20-014; September 11, 2020)
Texas Travis County	-	-	-	-	Symptoms	Recommended	Temperature screening optional	Yes, 99.6	<a href="#">Order</a> : employee screening recommended.  (Order No. 2020-23; December 23, 2020; expires on January 11, 2021)

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<b>U.S. Virgin Islands</b>	Cloth Face Covering	Required	Not specified	<p><a href="#">Order</a>: It is mandatory that masks or face coverings over the nose and mouth are to be worn: when out in public places; upon entering any business, and kept on; at work where there are others in the same workspace</p> <p><i>(Public Health Order 2020-002)</i></p> <p>Other <a href="#">executive orders</a> have issued to address guidelines and screening questions for specific industries.</p>	Temperature, Symptoms, Exposure	Required	Either	Yes, 100.3	<p><a href="#">Guidance for certain businesses</a> includes requirements for restaurants and Bars to screen all employees reporting to work for COVID-19 symptoms.</p> <p><a href="#">Executive orders</a> have issued to address guidelines and screening questions for specific industries.</p>
<b>Utah</b> <b>**Updated**</b>	Cloth Face Covering	Recommended	Not specified	<p><a href="#">House Bill 294: “[A] public health order issued by the Department of Health pertaining to a statewide mask requirement in response to the COVID-19 emergency is terminated on April 10, 2021.” However, a mask mandate may remain in effect if the requirement pertains to gatherings of 50 or more</a></p>	Temperature, Symptoms	Uncertain	Uncertain	Uncertain	<p><a href="#">COVID-19 Business Manual</a>: “Screen employees and customers for signs of COVID-19 before they enter the worksite. Screening is very quick and easy. Take each person’s temperature, if you can. Ask if he or she has symptoms of COVID-19. If an employee or</p>

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				<a href="#">people and these people cannot physically distance.</a>					<p>customer has a fever or symptoms of COVID-19, ask him or her to go home and isolate right away. If you can't do a temperature check on an employee, ask the employee if he or she is feeling feverish (the employee's skin may feel hot or be red, or he or she may have chills or be sweaty). Some industries require employers to keep a written log of symptom checking. Check the Phased Guidelines for the symptom monitoring guidelines for your industry."</p> <p><i>(COVID-19 Business Manual; October 19, 2020)</i></p> <p>Note: the COVID-19 Business Manual makes</p>

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										reference to the Phased Business Guidelines that included screening requirements, but have been replaced by the Utah COVID-19 Transmission Index. Thus, it is uncertain at this time if screening is required or recommended.  Local Directives and Orders available <a href="#">here</a> .
<b>Vermont</b>	Cloth Face Covering	Required	Not specified	<a href="#">Requirements</a> : “[T]he following is required of all businesses currently operating and those re-started . . . All businesses must follow Vermont Department of Health and CDC guidelines: . . . Employees must wear face coverings over their nose and mouth when in the presence of others. In the case of retail cashiers, a translucent shield or “sneeze guard” is acceptable in lieu of a mask.”	Symptoms	Required	Either recommended (employee self-administered temperature check, or on-site non-contact temperature check by the employer, are strongly recommended)	N/A	<a href="#">Requirements</a> : “All businesses must follow Vermont Department of Health and CDC guidelines: . . . Prior to the commencement of each work shift, all employees (except those that work alone and have no contact with other people during their shift such as those who work from home remotely) shall complete a health survey either in-	

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				<p><i>(Update 30 – New Work Safe Additions to the Be Smart, Stay Safe Order; November 23, 2020 modifications)</i></p> <p><a href="#">Order</a>: CFCs required.</p> <p><i>(Addendum to Amended and Restated Executive Order 01-20; July 24, 2020; expires <a href="#">April 15, 2021</a>)</i></p>					<p>person at the worksite or prior to arriving at the worksite. This screening survey shall require an employee to verify that he or she has no symptoms of COVID-19 . . . before they enter the workplace.” Employers must be able to demonstrate, if asked by employees or state health officials, that all employees have been pre-screened for symptoms before they enter the workplace.</p> <p><i>(Update 30 – New Work Safe Additions to the Be Smart, Stay Safe Order; November 23, 2020 modifications)</i></p>
Virginia	Cloth Face Covering	Required		<p><a href="#">Order</a>: All individuals in the Commonwealth aged five... shall covering their mouth and nose with a face covering.” “All</p>	Symptoms	Required for certain industries	Verbal	No	<p><a href="#">Order</a>: specified businesses must comply with the Guidelines for All Business Sectors, and</p>

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				<p>employees of essential retail businesses...shall wear a face covering whenever working in customer facing areas." Also required for employees in certain sectors.</p> <p><i>(Third Amended Executive Order 72; February 24, 2021; in effect until amended or rescinded)</i></p>					<p>sector-specific guidance within those guidelines.</p> <p><i>(Sixth Amended Executive Order 72; December 10, 2020)</i></p> <p><a href="#">Guidelines for All Business Sectors</a> include employee screening requirements for certain industries.</p> <p>Employee Screening Guidance can be found <a href="#">here</a>.</p>
<b>Washington</b>	Cloth Face Covering	Required	Yes	<p><b>Proclamation:</b> "No employee may work unless that employee wears a face covering when working, except when working alone or when the job involves no in-person interaction, as detailed in the Safe Start Washington Phased Reopening Plan; and, further, that employers must provide cloth facial coverings to employees, unless their</p>	Symptoms, Exposure	Required (multiple industries)	Not specified	Not specified	<p><b>Requirements:</b> Business Guidance and Business Activity Guidelines specific to multiple industries require employers to screen employees.</p> <p><b>"Safe Start"</b> plan requires all employers to screen employees for signs/symptoms of</p>



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				exposure dictates a higher level of protection as described in the Department of Labor & Industries' COVID-19 Workplace Safety and Health Requirements."  <i>(Proclamation by the Governor, 20-25.7; July 24, 2020)</i>  <a href="#">COVID-19 Reopening Guidance for Businesses and Workers</a> for various industries. Certain of the guidelines are contain requirements. Link to most recent " <a href="#">Safe Start</a> " plan.					COVID-19 at the start of their shift.
<b>West Virginia</b>	Cloth Face Covering	Required	No	<a href="#">Order</a> : CFCs required "when in confined, indoor spaces, other than when in one's residence or when actively engaged in the consumption of food and/or beverage, and when not able to adequately social distance from other individuals who do not reside in the same household." Subject to specified exceptions.	Temperature, Symptoms	Required	Verbal	Not Specified	<a href="#">Guidance</a> documents for multiple industries include employee screening requirements for certain industries.

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				<p>(Executive Order 77-20; November 13, 2020)</p> <p><a href="#">Guidance</a> documents for multiple industries.</p>					
<p><b>Wisconsin</b> **Updated**</p>	Cloth Face Covering	Recommended	No	<p>Statewide orders regarding mask mandates deemed unlawful by Wisconsin Supreme Court. <i>See Fabick v. Evers, 2021 WI 28 (Wisc. 2021).</i></p>	Temperature, Symptom	Recommended	Not specified	Not specified	<p><a href="#">Guidance in the Badger Bounce Back reopening plan</a>: "All employers are encouraged to use federal, state, and local regulations and guidance, informed by industry best practices and the Wisconsin Economic Development Corporation, to develop implement appropriate policies regarding: . . . Temperature checks and symptom screening."</p> <p><a href="#">General Guidance for All Businesses</a>: "Screening workers is recommended." (September 22, 2020)</p>

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<b>Wisconsin</b> Madison; Dane County	Cloth Face Covering	Required (certain businesses)	Yes	<a href="#">Order</a> : All businesses are subject to the following requirements: . . . Develop and implement a written protective measure policy and procedure that includes: . . . Ensuring employees are provided with and wear face coverings at all times when required under Section 2 of this Order.”  <i>(Order of Public Health Madison &amp; Dane County; Emergency Order #15 Amendment; April 7, 2021; expires May 5, 2021)</i>	No guidance identified	N/A	N/A	N/A	N/A
<b>Wisconsin</b> Milwaukee	Cloth Face Covering	Required	Not specified	<a href="#">Ordinance</a> : persons shall wear a face covering whenever the person is in a building open to the public. Subject to specified exceptions.  <i>(Ordinance 200426; July 14, 2020)</i>	No guidance identified	N/A	N/A	N/A	N/A
<b>Wyoming</b> <b>**Updated**</b>	Cloth Face Covering	Recommended	Yes	Press Release: “Wyoming will remove its statewide mask	Symptoms, Exposure	Not specified	Not specified	Not specified	N/A

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				requirement and allow bars, restaurants, theaters and gyms to resume normal operations on March 16. . . . The Governor continues to encourage Wyomingites to wear face coverings in indoor public spaces and to follow the best practices adopted by any business they visit to slow the spread of the virus."					