



Moran Environmental Recovery
Family of Companies

COVID-19

RETURN TO WORK SAFETY

REV. 5/13/2020

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INTRODUCTION

Preventative and response actions for Moran Environmental Recovery (MER) and its Subsidiaries

We all have a key role to play in ensuring the health and safety of our employees, avoiding the further spreading of the virus, and preventing any disruptions to the organization. This guidance is a living document that shall provide information about the virus and outline what is expected during this exceptional period.

As a living document, there may future iterations which will change as the pandemic develops and eventually declines to reflect our changing organizational needs. Future direction for this document will be based on the advice of outside experts, public health authorities, and the ideas and suggestions of our team members. If at some point these actions are no longer necessary or change, some or all of these protocols may change or be eliminated. Protocols may vary by region.

What is COVID-19?

Coronaviruses are a large family of viruses which may cause illness in animals or humans. In humans, several coronaviruses are known to cause respiratory infections ranging from the common cold to more severe diseases such as the Severe Acute Respiratory Syndrome (SARS). The most recently discovered novel coronavirus causes the disease COVID-19.

What are the symptoms?

The most common symptoms of COVID-19 are fever, fatigue, headaches, chills, repeated shaking with chills, new loss of taste or smell, and dry cough. Some patients may have aches and pains, nasal congestion, sore throat or diarrhea. Symptoms are usually mild and begin gradually. Some people become infected but don't develop any symptoms and don't feel unwell. Around one out of every six infected persons becomes seriously ill.

How does it spread?

The disease can spread from person to person through small droplets from the nose or mouth which are spread when a person with COVID-19 coughs or exhales droplets. People can catch COVID-19 if they breathe in droplets from an infected person or touch infected surfaces and then touch eyes, nose, mouth.

1.0 EMPLOYEE RESPONSIBILITIES

1.1 GENERAL REQUIREMENTS

The collective success in the execution of a few key responsibilities is perhaps the single biggest driver in sustaining the well-being of our team, their families and our communities. MER employees are expected to follow the outlined standards regarding basic hygiene, COVID-19 related personal protective equipment (PPE), and social distancing.

Basic Hygiene Standards

- Clean hands with an alcohol-based (60% or greater) hand sanitizer and/or wash with soap and water.
- Avoid touching eyes, nose, and mouth.
- Cover mouth and nose with bent elbow or facial tissue/covering when coughing or sneezing.

COVID-19 PPE Standards

- When directed by a Standard Operating Procedure (SOP), Activity Hazard Analysis (AHA), Job Hazard Analysis (JHA), or directed by Management, wear a face covering/mask when in MER work environments.
- Follow all appropriate standards located in SOP, AHA, and JHA documents related to PPE applicable to your work location and position.
- Ensure you properly care for, handle, and dispose of PPE to minimize the spread of contamination to yourself and those around you.

Social Distancing Standards

Understand and comply with social distancing standards in place at your work location. This includes but is not limited to:

- Striving to maintain 6 feet of physical distance between yourself and others.
- Requirements related to the completion of your job/tasks.
- Requirements related to break areas, common spaces, washrooms, access, and working from home.
- Requirements related to company-provided transportation (where applicable).

1.2 EMPLOYEE RETURN TO WORK PROTOCOL

Before a MER employee can return to work, they must comply with fitness-for-duty requirements relative to COVID-19. Employees are encouraged to be cognizant of the current regional status of confirmed cases and how it may uniquely impact their respective work location.

Actively Confirmed or Suspected Cases of COVID-19

Employees with a confirmed or suspected case of COVID-19 or who are experiencing symptoms of fever, cough, or shortness of breath should remain away from MER locations. Employees are encouraged to seek medical care and avoid contact with others. If in doubt, employees should inform Human Resources (HR), Health & Safety (H&S), or their local Management Team and stay home.

Contact with Suspected Cases

Employees who have been in contact with individuals with flu-like symptoms, suspected of having COVID-19, or confirmed having COVID-19 are to remain under a self-quarantine period of 14-days. If no symptoms are experienced during the self-quarantine period, MER will consider a return to work plan on a case-by-case basis. For geographies where local requirements are more restrictive, default to local requirements.

Immunocompromised Individuals

Employees who are immunocompromised or consider themselves a high-risk should consult with H&S and HR to fully evaluate the situation.

International and Interstate Travel

Please contact Health & Safety and/or HR for guidance prior to any business-related travel. Employees requiring essential business-related travel must follow any state and local travel restrictions currently in place. It is possible that some state and local governments may put in place travel restrictions, stay-at-home or shelter-in-place orders, mandated quarantines upon arrival, or even state border closures while you are traveling. For more information and travel guidance, check with the state or local health department where you are, along your route, and at your planned destination. Just because there are no restrictions at the time you plan to leave does not mean there won't be restrictions in place when you arrive.

2.0 PREVENTION

2.1 SCREENING AND DETECTION

The following screening and detection protocols should be followed at all MER locations, unless orders or guidance from local health authorities require more restrictive protocols.

Temperature Scans

Temperature scans may be required upon entry to a MER location to verify a healthy body temperature. Employees with elevated body temperatures may be asked to leave the premises. Failure to comply with a temperature screening may result in an individual being denied entry to the premises.

MER Wellness Survey

Employees should complete the MER Wellness survey during their initial return to work and then at least once weekly until further notice. Additionally, employees and visitors returning to MER after shutdown periods, travel, vacation etc. should complete the MER Wellness Survey to ensure the fitness-for-duty requirements are met.

Visitor Approval

Location Management (Business Manager, Drummac Supervisor, etc.) may grant visitor approval for business-critical activities. Even in critical scenarios, visitors need to meet the same screening requirements as MER employees prior to being granted access into a location.

The MER Wellness Survey should be used for pending visitors. The MER Wellness Survey does not apply to standard inbound deliveries and outbound shipment drivers, as these are covered via the requirements in Section 2.4, Handling Deliveries & Shipments.

2.2 PREPARING THE BUILDING FOR OCCUPANCY

MER shall continually monitor international (World Health Organization), national (U.S. Centers for Disease Control and Prevention), state, and local guidelines for changes in recommendations, cleaning strategies, and other best management practices. Aspects to reopening an office that should be emphasized during the pandemic include workplace configuration, conference rooms, lobby and common areas, kitchens, ventilation, and

enhanced cleaning practices. All these aspects, regardless of workplace sector or size, should be considered to ensure both worker safety and comfort when returning to work.

2.3 USE OF PERSONAL PROTECTIVE EQUIPMENT (PPE)

Face Coverings

All employees are required to wear face coverings when social distancing cannot be maintained, and respiratory protection is not required. Face coverings can be provided by our employees should they prefer. However, if an employee cannot or chooses not to provide their own face covering, MER will provide one for them with the expectation that they wear the issued covering when social distancing cannot be maintained. Employees are responsible for the care, maintenance, and safekeeping of face coverings. Reusable face coverings should be laundered regularly according to CDC guidelines. Face coverings should be removed from service and replaced when any of the following occurs:

- Face coverings are used up to the manufacturer's maximum use service life (ex: 20 washes)
- Face coverings are damaged (either through general use and/or during the laundering process)

N95 masks and similar respiratory protective equipment should only be used when the use of respiratory protection is required. It is imperative to avoid the unnecessary use of resources and misuse of masks.

Gloves

The novel Coronavirus does not harm the hands but touching your face or other surfaces with contaminated hands — whether gloved or not — poses a significant risk of spreading contamination. When wearing gloves, people may be less inclined to wash their hands, which is counterproductive and puts them and others at higher risk. Handwashing remains the top manual defense against COVID-19. If gloves are worn, it is imperative that:

- Care be taken to properly put on and remove gloves. If contaminated gloves are not removed properly, there is a higher risk of exposure to contamination.
- Employees care for and manage their gloves
- Employees wash their hands upon removing gloves
- Employees discard PPE in appropriate locations and receptacles.

2.3 SOCIAL DISTANCING STRATEGIES

Based on the limited history of COVID-19, social distancing represents the most effective way to minimize the spread of the virus. As a general principle, strive to reorganize work in

a way that allows for 6 feet of space between people and eliminates any potential for person-to-person contact. The following is a list of social distancing strategies for different scenarios MER employees may encounter:

Placing Employees Strategically

Relocate workstations (as feasible) to increase spacing between team members. Urge team members to avoid direct contact and move employees away from group cubicle areas by creating temporary workspace. If adequate social distancing can't be implemented during normal work:

- Implement physical barriers
- Require facial coverings for any jobs where the above requirement cannot be met

Explore Staffing Options

Where possible, explore leaner on-site staffing.

- Work with less support staff or rotate shifts of crews who work from home and who work on-site.
- Ensure all roles where employees can work from home are assigned to work from home.

Strategies for Meetings

- Designate online or phone meetings rather than in-person.
- If a meeting room is required, ensure in-person meetings are conducted in enough space to allow attendees to remain 6 feet apart.
- For in-person meetings, issue paperless agendas and other supporting documentation to minimize physical touch points.
- If a whiteboard is to be used, designate a scribe.

Strategies for Lunch/Break Rooms

- Bring in lunch and eat at personal desk or away from others, encouraging individuals to spread out.
- Eliminate all forms of workplace socials, potlucks, etc.
- Avoid having to use shared refrigerators, microwaves, or other appliances.

Strategies for High-Traffic Areas

Managers and employees should minimize group sizes during breaks, lunchtime, and shift start/end times. Some ideas include but are not limited to:

- Staggering break times
- Creating alternate passageways
- Extending breaks
- Implementing structured release and entry times

Employees should not queue in areas such as break rooms and entrances. Building management may utilize floor markings, tape and barriers to eliminate contact with other individuals.

Strategies for Washrooms

Managers and employees should implement social distancing in the washroom, including:

- Installing dividers as needed (between sinks, urinals, etc.)
- Creating ‘on-deck’ areas for washroom use to further enable social distancing

2.4 HANDLING DELIVERIES & SHIPMENTS

Front-Office Deliveries

For front-office deliveries, (e.g. FedEx, Amazon, or other overnight packages):

- Delivery employees should be instructed to leave package in a designated area near the entrance.
- Wipes/sanitizer must be made available for MER team members who sign for packages
- Employees signing for packages should instruct the recipient to pick up the package.

Team members should avoid contacting their face, mouth, eyes, nose, etc. and to wash their hands immediately after handling packages or shipment. Evaluate this guidance and adapt it to the layout of your location additional steps such as teller window-style plexiglass installations may be beneficial.

Contaminated Shipment Scenario

Though the risk of developing COVID-19 from a package or shipment is small, the following should be taken into consideration:

- Ensure suppliers are aware of the need to inform MER of any confirmed COVID-19 incidents at their facilities
- Request that suppliers investigate their internal incidents to determine exposure impacts and, as a first step, clean packaging that may be impacted.

- If a supplier has a confirmed case of COVID-19 but is unable to comply with the above requirements, the shipment may be quarantined for 72 hours after exposure at the supplier site.
- If, due to operating requirements, we are unable to comply with the above consideration, packaging and parts can be handled with gloves and potentially cleaned prior to use by our team using an EPA approved disinfectant.

2.5 INCIDENT MANAGEMENT

Managers must observe their employees for any signs of fever or respiratory illness. If an employee has any symptoms consistent with the flu or COVID-19:

- The employee must be immediately separated from other team members.
- The employee should continue to maintain at least 6 feet from other individuals.
- An authorized MER representative should conduct an investigative interview with the employee to understand the individual's movement throughout the location and to discern any individuals with whom they may have interacted.

Employees with Flu-like Symptoms

For the time being, flu-like symptoms and confirmed COVID-19 cases are being treated the same. The employee should self-quarantine following workplace exposure. Additionally:

- The case must be immediately reported to H&S, HR, and local Management.
- The employee's workspace must be disinfected along with any areas where they may have been.

Suspected or confirmed COVID-19 Cases

- A suspected case is any team member being subjected to testing or awaiting results.
- A confirmed case is any team member who has tested positive for COVID-19 or who has been formally diagnosed by their healthcare provider.
- Like the above incidents, every effort should be made to gather any relevant information to assist with the tracing of risk to the workforce and those close to them.
- Based on the information gathered, impacted work areas and trafficways in the MER location must be immediately disinfected and cleaned.
- The affected MER location must report in a timely manner all confirmed cases to regulatory and public health authorities, as appropriate by law.

3.0 RESPONSE

3.1 ROUTINE CLEANING SCHEDULES

- Prior to returning to work, each location has undergone a deep cleaning and sanitization.
- For the time period of heightened COVID-19 risk, routine cleaning and disinfection schedules have been enhanced to cover common areas such as restrooms, break rooms, locker rooms, reception areas, copy areas, meeting rooms, office areas, etc. The schedule includes a minimum cleaning frequency.

Cleaning Schedule		
Area	Frequency	What/How
Office workstations, chairs, file cabinets	Daily	Diluted disinfectant
Conference and meeting room (tables and chairs, phones, remote controls)	Daily or after each use	Diluted disinfectant
Microwave ovens, refrigerators, water purifiers, coffee and vending machines	After each break	Diluted disinfectant
Break room or kitchen	Hourly	Diluted disinfectant
Reception areas (entry ways, internal and external door handles, door edges)	Hourly	Diluted disinfectant
Copy machine (control panels and surface)	Every 4 hours	Diluted disinfectant
Employee locker rooms	Every 4 hours	Diluted disinfectant
Rest Rooms	Every 4 hours	Diluted disinfectant

3.2 PERFORMING DISINFECTION

- All locations must plan to facilitate disinfection activities
- All workstations and work areas — including desks, work surfaces and equipment — may be wiped with an alcohol solution, bleach solution, or an EPA registered disinfectant shown to be effective against human coronavirus.
- Generic guidance on cleaning and disinfection:
 - Apply a mist of solution from a spray bottle, thoroughly wet the area
 - Ensure the solution sets for the recommended contact time per manufacturer instruction or CDC guidance
 - After contact time, wipe with a clean dry rag
 - For electronics, computers, and light switches, do not directly spray with the solution. Instead, apply the solution to a rag and wipe the surface. Continue to allow for appropriate contact time.

- Disposable wipes may be used instead of rags. Please ensure the proper disposal of all wipes and rags.

4.0 COMMUNICATION

4.1 PRE-STARTUP COMMUNICATION

Information will be shared with employees before they return to the workplace. This communication content will include:

- The date/time employees are expected to come back to the workplace
- MER COVID-19 training presentation
- Engineering and administrative controls (cleaning and disinfecting measures, altered shifts and rotations)
- Facility changes, including entrance/exits and pedestrian flow
- The cultural norms, corporate guidelines and training each employee review, including:
 1. Social distancing
 2. Person Protective Equipment (PPE) instructions
 3. Completion of the MER Wellness Survey
 4. A method of temperature monitoring

4.2 FIRST-DAY COMMUNICATION

Communication content will include:

- Welcome-back message from leadership
- MER COVID-19 training presentation (if not already taken)
- Instructions for MER workplace protocols (e.g. restrooms, meetings, visitors, conference rooms, break areas, shared equipment, etc.)
- Review of communication methods
- Modified work schedules (if appropriate)


4.3 POSTERS & SIGNAGE

Posters about COVID-19 related safety measures are available and should be prominently displayed in the appropriate facility locations. Printable posters formatted to 8.5 x 11 inches are available in Appendix B.



APPENDIX A

ADMINISTRATIVE ACTIVITY HAZARD ANALYSIS (AHA)


Date:	Rev. 5/13/2020	ACTIVITY HAZARD ANALYSIS 
Job Number:	N/A	
Completed By:	Health & Safety Team	

CORONAVIRUS (COVID-19) GENERAL GUIDELINES - ADMINISTRATIVE


****As of May 13, 2020**

MANDATORY: Wear face masks at all times when social distancing (6 feet or greater) cannot be maintained, or according to your state / local mandates.

Location / Activity	COVID-19 Related Hazards	Hazard Controls
Entry into Building	<ul style="list-style-type: none"> Close contact (respiratory droplets) Potentially contaminated surfaces 	<ul style="list-style-type: none"> In states and municipalities where required, individuals shall have their temperature taken in advance of entering the work area <ul style="list-style-type: none"> Elevated body temperatures of 100.4°F or greater may be asked to leave the premises Hand sanitizing stations shall be made available to all individuals entering the building Restrict all non-essential personnel and/or visitors
Cubicles	<ul style="list-style-type: none"> Close contact (respiratory droplets) Potentially contaminated surfaces 	<ul style="list-style-type: none"> Clean & disinfect all exposed surfaces before and at the end of each workday Hand cleaning and sanitizing stations shall be made readily available
Single-Person Office Space	<ul style="list-style-type: none"> Close contact (respiratory droplets) Potentially contaminated surfaces 	<ul style="list-style-type: none"> Clean & disinfect all exposed surfaces before and at the end of each workday Hand cleaning and sanitizing stations shall be made readily available

Date:	Rev. 5/13/2020	ACTIVITY HAZARD ANALYSIS 
Job Number:	N/A	
Completed By:	Health & Safety Team	

Location / Activity	COVID-19 Related Hazards	Hazard Controls
Multiple-Person Office Space	<ul style="list-style-type: none"> Close contact (respiratory droplets) Potentially contaminated surfaces 	<ul style="list-style-type: none"> Clean & disinfect all exposed surfaces before and at the end of each workday Hand cleaning and sanitizing stations shall be made readily available Wear nitrile/latex gloves to handle shared items
Kitchens	<ul style="list-style-type: none"> Close contact (respiratory droplets) Potentially contaminated surfaces 	<ul style="list-style-type: none"> If social distancing can be maintained, a maximum of two (2) people are allowed to occupy a kitchen at any given time If social distancing cannot be maintained, a maximum of one (1) person is allowed to occupy a kitchen at any given time MANDATORY: Face masks must be worn at all times when utilizing a kitchen Wear nitrile/latex gloves to handle shared items Hand cleaning and sanitizing stations shall be made readily available Proper hand washing before consuming any food or beverages and before returning to work
Meetings	<ul style="list-style-type: none"> Close contact (respiratory droplets) Potentially contaminated surfaces 	<ul style="list-style-type: none"> Maintain at least 6 feet of personal space during meetings When possible, hold meetings via video conferencing in lieu of bringing people into a single space to meet Hand cleaning and sanitizing stations shall be made readily available Wear nitrile/latex gloves to handle shared items

Date:	Rev. 5/13/2020	ACTIVITY HAZARD ANALYSIS 
Job Number:	N/A	
Completed By:	Health & Safety Team	

Location / Activity	COVID-19 Related Hazards	Hazard Controls
Other Common Areas	<ul style="list-style-type: none"> Close contact (respiratory) Potentially contaminated surfaces 	<ul style="list-style-type: none"> Maintain at least 6 feet of personal space during activities Clean & disinfect at least twice daily: work areas, doorknobs, handrails, tables, desks, phones, keyboards, faucets, toilets, light switches, copy machine keyboards etc. Hand cleaning and sanitizing stations shall be made readily available Wear nitrile/latex gloves to handle shared items Restrict all non-essential personnel and/or visitors Report all symptoms of illness to your supervisor immediately Monitor coworkers for signs of illness



APPENDIX B

TASK MANAGEMENT & OPERATING PRACTICES

COVID-19 TASK MANAGEMENT & OPERATING PRACTICES

TASK(S)	DAILY	WEEKLY	AS NEEDED	PROCESS OWNER	COLLABORATORS
1. Location Attendance Guidelines a. Wellness Survey upon entry. b. (Potential) Temperature checks c. Self-check procedures d. Oversight and management of symptomatic employees	✓			Safety gathers initial data on employee illness; reports to HR; HR/Safety follows up with affected employees and families	Location Manager, Safety, HR
2. Response plan in the event of confirmed COVID-19 case(s) a. Infection control and management b. Quarantining and tracing procedures c. Shift staggering d. Internal communication			✓	Safety, HR	Executive Team; Internal Communications
3. Ensure compliance: Implement training, employee protocols and/or checklists, documentation, reporting a. Hand Washing b. Hand Sanitizer Stations: how, when and where	✓			Location Manager, Safety, HR	All employees

c. (Potential) Daily/Weekly reports, acknowledgement forms, investigation reports					
4. Sourcing, distribution and rules / procedures for use of Personal Protective Equipment (PPE)			✓	Safety, Location Manager, Procurement	Internal communications
5. Enforce Social Distancing Measures a. In Work Areas b. During Lunch and Breaks c. Check in and Check Out	✓			Location Manager, Safety	HR, Internal Communications
6. Cleaning and Disinfecting Protocol a. Trash Handling and Removal b. During Shift Changes c. Door Handles & Knobs d. Copiers & Faxes e. Desk/work areas, computer keyboards, screens f. Telephones g. Kitchen & Break Areas	✓			Location Manager, Safety	All employees
7. Signage a. For visitors and deliverymen b. For employees (e.g. spacing marks)	✓			Location Manager, Internal Communications	Safety, HR
8. Emergency Phone Numbers a. Family Members b. First Responders	✓			Safety, HR	All employees

9. Management Team Communications with Employees		✓		Executive Team with HR and internal communications	Safety, Procurement, Fleet
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APPENDIX C

MER WELLNESS SURVEY



Moran Environmental Recovery

WELLNESS SURVEY



All employees and visitors of MER and its subsidiaries are asked to complete this survey.



The survey is also available at the following web address:

<https://www.surveymonkey.com/r/MERCOVIDWellness>

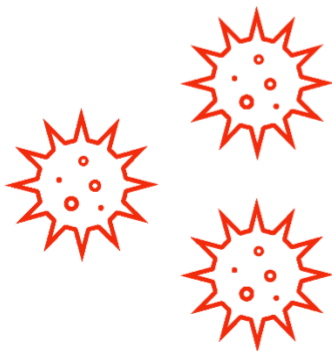


APPENDIX C
POSTERS & SIGNAGE



MER OFFICE PERSONNEL ONLY

BEYOND THIS POINT



STAY SAFE, STAY STRONG, STAY HEALTHY

PROTECT YOURSELF AND OTHERS



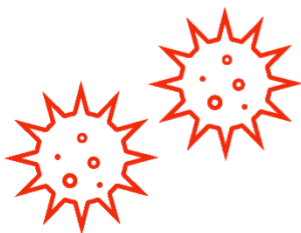
Wash your hands for at least
20 seconds

Clean & disinfect the surfaces
touched



Throw away your trash

Sanitize



Moran Environmental Recovery

STAY SAFE, STAY STRONG, STAY HEALTHY

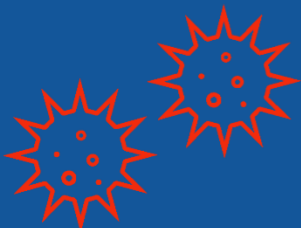


SOCIAL DISTANCING



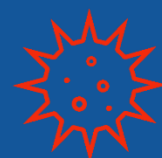
Maximum
people in
the conference
room

Clean & disinfect the surfaces touched



Moran Environmental Recovery

STAY SAFE, STAY STRONG, STAY HEALTHY



Face coverings required.

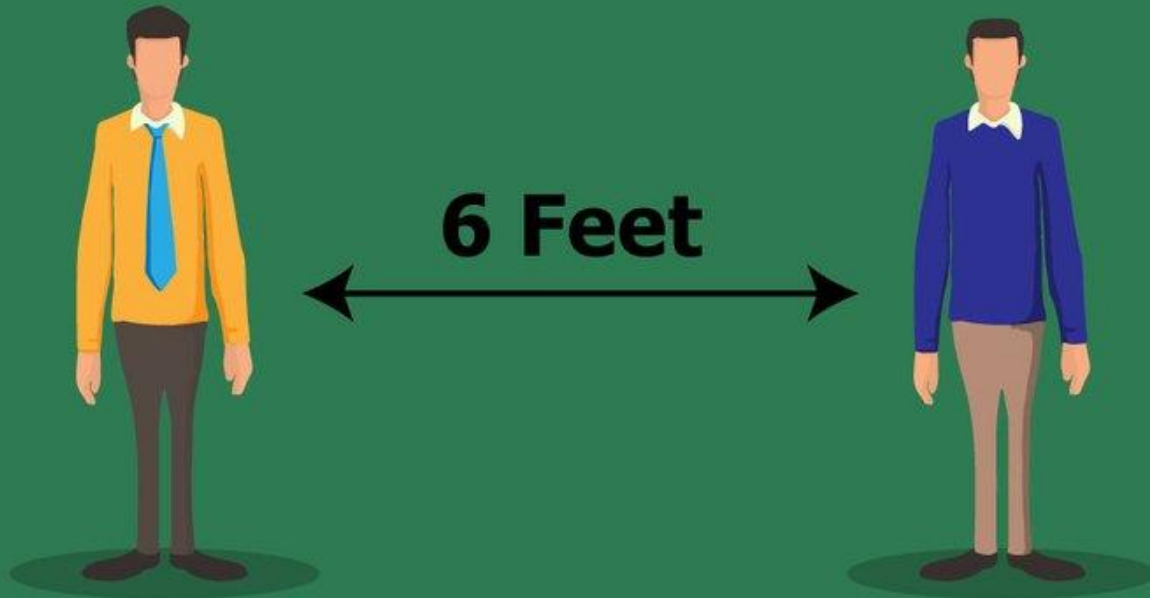
Please keep 6 ft apart.



Non-medical masks, bandanas, scarves,
and cloth can be used.

SOCIAL DISTANCING

Avoid close contact, allow a 6 foot distance between yourself and other people.



AVOID

Handshakes, Hugs, and Large Crowds!



Reduce the spread of the Coronavirus!

Symptoms of Coronavirus (COVID-19)

Your symptoms can include the following:

Fever



If you have COVID-19, you may have mild (or no symptoms) to severe illness.

Symptoms can appear 2-14 days after you are exposed to the virus that causes COVID-19.

Cough



Seek medical attention immediately if you or someone you love has **emergency warning signs**, including:

- Trouble breathing
- Persistent pain or pressure in the chest
- New confusion or not able to be woken
- Bluish lips or face

Shortness of breath



This list is not all inclusive. Please consult your medical provider for any other symptoms that are severe or concerning.



cdc.gov/coronavirus

What You Can do if You are at Higher Risk of Severe Illness from COVID-19

Are You at Higher Risk for Severe Illness?



Based on what we know now, those at high-risk for severe illness from COVID-19 are:

- People aged 65 years and older
- People who live in a nursing home or long-term care facility

People of all ages with underlying medical conditions, particularly if not well controlled, including:

- People with chronic lung disease or moderate to severe asthma
- People who have serious heart conditions
- People who are immunocompromised
 - Many conditions can cause a person to be immunocompromised, including cancer treatment, smoking, bone marrow or organ transplantation, immune deficiencies, poorly controlled HIV or AIDS, and prolonged use of corticosteroids and other immune weakening medications.
- People with severe obesity (body mass index [BMI] of 40 or higher)
- People with diabetes
- People with chronic kidney disease undergoing dialysis
- People with liver disease

Here's What You Can do to Help Protect Yourself



Stay home if possible.



Wash your hands often.



Avoid close contact (6 feet, which is about two arm lengths) with people who are sick.



Clean and disinfect frequently touched surfaces.



Avoid all cruise travel and non-essential air travel.

Call your healthcare professional if you are sick.

For more information on steps you can take to protect yourself, see CDC's [How to Protect Yourself](https://www.cdc.gov/coronavirus/2019-ncov/faq.html).



cdc.gov/coronavirus

Share facts about COVID-19

Know the facts about coronavirus (COVID-19) and help stop the spread of rumors.

FACT
1

Diseases can make anyone sick regardless of their race or ethnicity.

Fear and anxiety about COVID-19 can cause people to avoid or reject others even though they are not at risk for spreading the virus.

FACT
2

For most people, the immediate risk of becoming seriously ill from the virus that causes COVID-19 is thought to be low.

Older adults and people of any age who have serious underlying medical conditions may be at higher risk for more serious complications from COVID-19.

FACT
3

Someone who has completed quarantine or has been released from isolation does not pose a risk of infection to other people.

For up-to-date information, visit CDC's coronavirus disease 2019 web page.

FACT
4

There are simple things you can do to help keep yourself and others healthy.

- Wash your hands often with soap and water for at least 20 seconds, especially after blowing your nose, coughing, or sneezing; going to the bathroom; and before eating or preparing food.
- When in public, wear a cloth face covering that covers your mouth and nose.
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Stay home when you are sick.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash.

FACT
5

You can help stop COVID-19 by knowing the signs and symptoms, which can include:

- Fever
- Cough
- Shortness of breath

Seek medical attention immediately if you or someone you love has emergency warning signs, including:

- Trouble breathing
- Persistent pain or pressure in the chest
- New confusion or not able to be woken
- Bluish lips or face

This list is not all inclusive. Please consult your medical provider for any other symptoms that are severe or concerning.



cdc.gov/coronavirus

How to Protect Yourself and Others

Know how it spreads



- There is currently no vaccine to prevent coronavirus disease 2019 (COVID-19).
- **The best way to prevent illness is to avoid being exposed to this virus.**
- The virus is thought to spread mainly from person-to-person.
 - » Between people who are in close contact with one another (within about 6 feet).
 - » Through respiratory droplets produced when an infected person coughs, sneezes or talks.
 - » These droplets can land in the mouths or noses of people who are nearby or possibly be inhaled into the lungs.
 - » Some recent studies have suggested that COVID-19 may be spread by people who are not showing symptoms.

Everyone should

Clean your hands often



- **Wash your hands** often with soap and water for at least 20 seconds especially after you have been in a public place, or after blowing your nose, coughing, or sneezing.
- If soap and water are not readily available, **use a hand sanitizer that contains at least 60% alcohol**. Cover all surfaces of your hands and rub them together until they feel dry.
- **Avoid touching your eyes, nose, and mouth** with unwashed hands.

Avoid close contact



- **Avoid close contact** with people who are sick.
- **Stay at home as much as possible.**
- **Put distance between yourself and other people.**
 - » Remember that some people without symptoms may be able to spread virus.
 - » This is especially important for **people who are at higher risk of getting very sick**. www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-higher-risk.html



cdc.gov/coronavirus

Cover your mouth and nose with a cloth face cover when around others



- **You could spread COVID-19 to others** even if you do not feel sick.
- **Everyone should wear a cloth face cover when they have to go out in public**, for example to the grocery store or to pick up other necessities.
 - » Cloth face coverings should not be placed on young children under age 2, anyone who has trouble breathing, or is unconscious, incapacitated or otherwise unable to remove the mask without assistance.
- **The cloth face cover is meant to protect other people** in case you are infected.
- Do **NOT** use a facemask meant for a healthcare worker.
- Continue to **keep about 6 feet between yourself and others**. The cloth face cover is not a substitute for social distancing.

Cover coughs and sneezes



- **If you are in a private setting and do not have on your cloth face covering, remember to always cover your mouth and nose** with a tissue when you cough or sneeze or use the inside of your elbow.
- **Throw used tissues** in the trash.
- Immediately **wash your hands** with soap and water for at least 20 seconds. If soap and water are not readily available, clean your hands with a hand sanitizer that contains at least 60% alcohol.

Clean and disinfect



- **Clean AND disinfect frequently touched surfaces** daily. This includes tables, doorknobs, light switches, countertops, handles, desks, phones, keyboards, toilets, faucets, and sinks. www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/disinfecting-your-home.html
- **If surfaces are dirty, clean them:** Use detergent or soap and water prior to disinfection.



Feeling Sick?

Stay home when you are sick!

If you feel unwell or have the following symptoms
please leave the building and contact your health care provider.
Then follow-up with your supervisor.

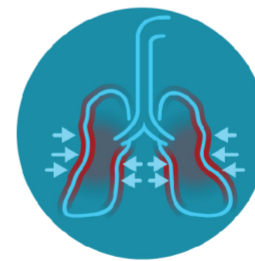
DO NOT ENTER if you have:



FEVER



COUGH



**SHORTNESS
OF BREATH**



cdc.gov/CORONAVIRUS



Hands
that look
clean can still
have icky
germs!

Wash YOUR HANDS!

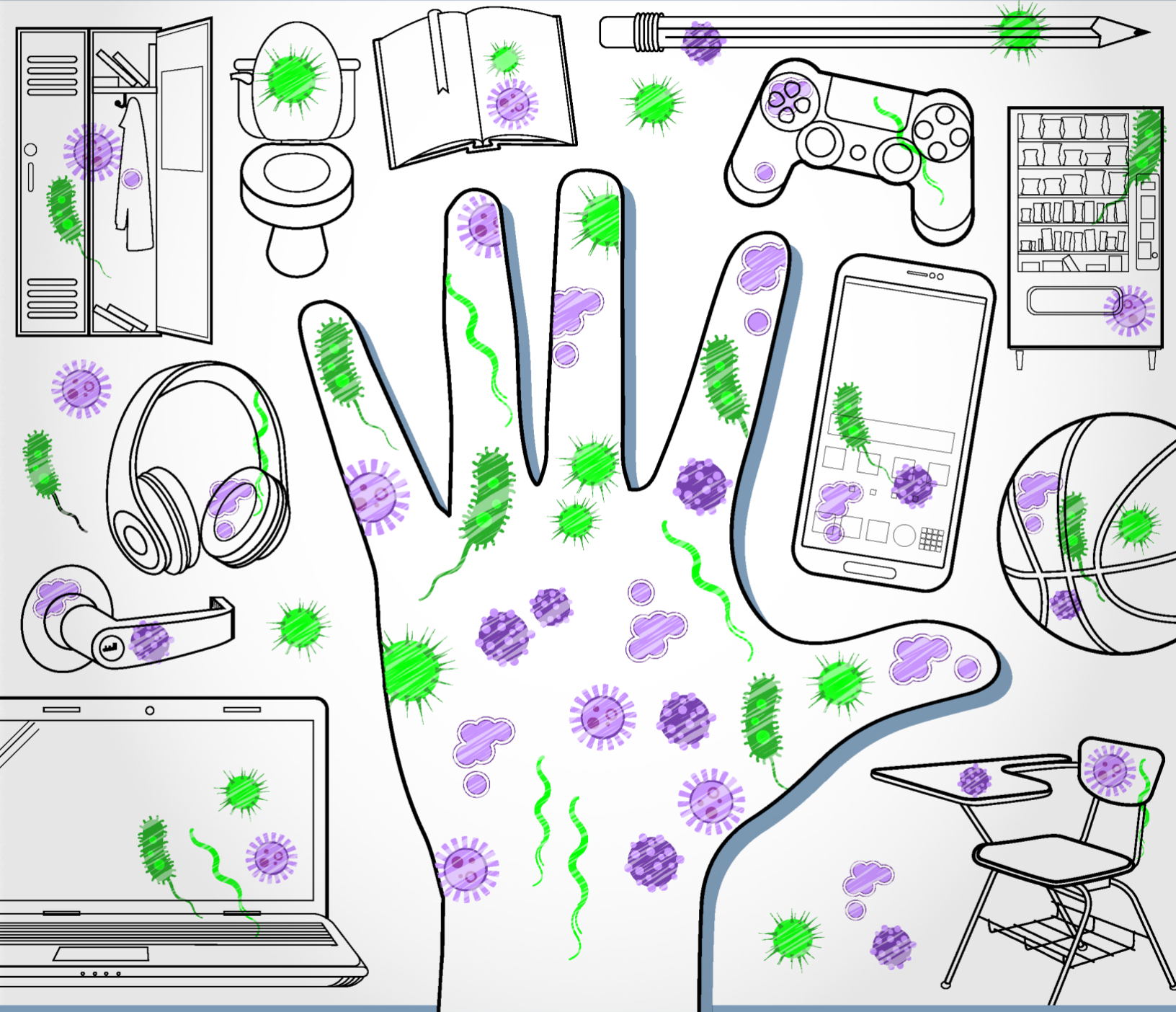


U.S. Department of
Health and Human Services
Centers for Disease
Control and Prevention

This material was developed by CDC. The Life is Better with Clean Hands campaign is made possible by a partnership between the CDC Foundation, GOJO, and Staples. HHS/CDC does not endorse commercial products, services, or companies.

GERMS

are all around you.



Stay healthy.
Wash your hands.





APPENDIX D

STATE-SPECIFIC RESOURCES

ISRI COVID-19 State Reopening and H&S Updates

Last updated May 12, 2020 at 6:45 PM

States have begun designing and implementing plans to reopen their economies, often with additional health and safety requirements for businesses. Requirements differ from state to state, but may include:

- Face coverings, gloves, and other personal protective equipment (PPE) requirements;
- Signage requirements at building entrances and other points;
- Social distancing, staggered shift, and occupancy requirements;
- Cleaning and hygiene requirements;
- Employee / customer screening, send home, and notification requirements.

This document is intended to provide an overview of state plans and business requirements that may impact recyclers. However, the current environment is extremely fluid; if you are aware of any changes that are not included, please contact ISRI. Also, many local governments have requirements that exceed those at the state level; **please check your local government information to ensure full compliance.**

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Alabama: Safer at Home through May 22 with H&S guidelines and retail requirements

Last updated 05/12/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Individuals	Guidance		Guidance	Guidance	
All Businesses			Guidance	Guidance	Guidance
Retail		Required	Required	Guidance	

[AL Public Health: COVID-19](#): Status updates, webinars, information on testing and public health orders, and preparedness guides.

- [Guidelines for Safeguarding all Businesses](#): Guidance for employers regarding allowing work from home; screening all employees with sample questions and no-touch thermometers; workplace cleaning and disinfection practices; signage; and improving ventilation. Guidance for employees includes wearing cloth face coverings, increasing hygiene practices, and staying home if feeling ill.

[AL Governor's Office: COVID-19 Newsroom](#): Links to other state resources and information and links to latest executive branch actions.

[AL COVID-19 Amended Health Order May 8, 2020](#): Safer at Home: April 30 at 5 PM through 5:00 PM on May 22: Encourages individuals, especially vulnerable persons, to minimize travel, wear face coverings around others, and follow hygiene and cleaning recommendations. Requires 14-day quarantine of persons who test positive. Effective May 11:

- All employers must take reasonable steps, where practicable as work duties permit, to protect employees by maintaining 6 ft of separation; regularly disinfecting frequently used items and surfaces, encouraging handwashing, preventing sick employees from coming into contact with other persons, facilitating remote working arrangements, and minimizing employee travel. Also strongly encourages implementing AL Dept Health [Guidelines for Safeguarding all Businesses](#).
- Establishments open to the public should maintain 6 ft. distancing and regularly disinfect frequently used items and surfaces.
- Retailers must comply with rules for 50% max occupancy, to be posted in a conspicuous place and enforced by staff at entrances and exits; social distancing; and reasonable steps to comply with CDC and AL Dept. Public Health guidelines on sanitation.
- Also includes requirements for close-contact service providers, athletic facilities, and other establishments and venues. Maintains closure of higher-risk entertainment and athletic venues.
- [AL COVID-19 Health Order April 28, 2020](#): April 30 through May 15 (superseded): Removes closure requirements on all but select "higher-risk businesses"; includes health and safety guidance for individuals, employers, and retailers.

- [AL COVID-19 Health Order April 3, 2020](#): Stay at Home: April 4 at 5 PM through April 30 at 5 PM: Non-essential closures; superseded by April 29 Health Order.

[Atlas Alabama](#): Small Business Emergency Taskforce reopening page.

- [Reopening Alabama Responsibly](#): Phase 1 recommendations by the AL Small Business Commission Emergency Task Force. Includes recommendations for retail, manufacturing, and industrial employees on PPE, signage, screening, cleaning, and social distancing. These recommendations have not yet been implemented.
- [Essential Business Access Letter Template](#): Optional letter to assist essential employees.

[AL Dept of Commerce: COVID-19 Resources](#): Business information clearinghouse. Information on the non-essential business closure, applying for SBA Disaster Loans and Personal Paycheck Protection Program, unemployment changes, and links to other state and federal resources.

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Alaska: Phase 2 Reopening effective May 8; H&S requirements and guidance

Last updated 05/08/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Individuals	Guidance		Guidance	Guidance	
Essential Businesses			Required	Required	Conditional
Retail	Guidance	Required	Required	Required	Required

[Reopen Alaska](#): Information on phases and requirements for businesses. Phase 2 begins May 8 with reopenings and H&S requirements and guidance for non-essential retail, public and non-public facing businesses, and other reopening businesses.

- [Reopen Alaska Responsibly Plan](#): Outlines 5 phase reopenings and guidance, including social distancing, encouraging cloth face coverings in public, hygiene, use of personal leave, continuing to encourage telework, and pre-shift screening of employees.

[AK COVID-19 Health Mandate 016](#): Phase 2 of Reopen Alaska Responsibly Plan. Issued April 22, Effective April 24, Updated May 7. Maintains prior [Health Mandates](#) unless explicitly modified and preempts local mandates; allows conditional reopening of non-essential businesses, retail businesses, and various other businesses that follow listed health and safety requirements (Attachments D through T).

- **Essential Businesses**: Order cites Attachment A for essential businesses, referencing the [AK Essential Services and Critical Workforce Infrastructure Order \(formerly Attachment A\)](#) that clarified the essential business exemptions from the Stay at Home Order in [Mandate 011](#). Mandate 011 and Attachment A both cite U.S. DHS Guidance and require essential business, to the extent reasonably feasible, take reasonable precautions to ensure the health of their service sector and employees, enable work from home, and comply with social distancing requirements on 6 ft. distancing, hygiene, and cleaning high-touch surfaces, and for businesses with workers who travel from out of state or between communities to submit protocols for avoiding the spread of COVID-19 pursuant to Mandates 010 and 012.
 - Includes U.S. DHS Guidance as well as all businesses "that can maintain Social Distancing Requirements and prohibit congregations of no more than 10 people in the business at a time (including employees)" and "Businesses that supply other essential businesses with the support or supplies necessary to operate".
- [016 Attachment D: Non-retail non-essential public facing businesses \(amended May 7\)](#): Phase 2 allows to resume operations if they follow listed requirements for social distancing, including 50% max capacity, encouraging fabric face coverings to be worn by all employees, establishing a COVID-19 Mitigation plan, and signage; hygiene protocol; staffing training and screening; and cleaning and disinfecting. Provides other requirements for businesses with in-home services.
- [016 Attachment E: Retail Businesses interacting with the public \(amended May 7\)](#): Phase 2 allows to resume operations if they follow listed requirements for social distancing, including 50% max capacity, strongly encouraging fabric face coverings to be worn by all employees and

patrons, establishing a COVID-19 Mitigation plan, and signage; hygiene; staff training and screening; and cleaning and disinfecting. Also encourages retailers to follow best practices regarding delivery, remote orders, and cashless and receiptless transactions.

- [016 Attachment H: Non-essential non-public facing businesses \(amended May 7\)](#): Phase 2 allows to resume operations if they follow listed requirements for social distancing, including strongly encouraging fabric face coverings to be worn by all employees if interacting with the public and social distancing cannot be maintained, alternative workspace and accommodations for high-risk employees, and COVID-19 Mitigation Plans; hygiene protocols; staff training and screening, and cleaning and disinfecting.

[AK COVID-19 Health Mandate 011](#): March 28 at 5 PM until rescinded (expired): Non-essential businesses are required to cease all activities.

[AK COVID-19 Health Mandate 012](#): Requires Essential Services and Critical Infrastructure take reasonable care to protect their staff and operations, and to submit a travel plan or protocol for maintaining critical infrastructure to akcovidplans@akprepared.com, outlining how they will avoid the spread of COVID-19 and not endanger the lives of their communities or the ability of that critical infrastructure to function. Businesses that already submitted a plan pursuant to [Heath Mandate 10.1](#) related to interstate travel do not need to submit another plan. Also prohibits in-state travel within communities unless to support critical infrastructure or for critical personal needs. Those traveling for critical reasons or critical personal travel will not be subject to automatic quarantine except as allowed under AK Statutes or Health Mandates; preempts local and tribal requirements restricting intrastate travel.

[AK Health Mandate 010](#): International and Interstate Travel: March 25 through May 19 (extended from April 21): All people arriving in AK must self-quarantine for 14 days. Critical Infrastructure Businesses with workers who must travel to AK must submit a plan to the AK DCCED on how will avoid spread of COVID-19.

[Return to TOC](#)

Arizona: Limited Reopening through May 15 with H&S requirements and guidance

Last updated 05/01/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Essential Businesses	Guidance	Guidance	Required	Required	Guidance
Retail	Additional	Guidance	Additional	Required	Required

Non-Essential Retail: limited reopening beginning May 4, in-person sales beginning May 8; must follow any issued protocols and best practices.

[AZTogether](#): Copious information on resources for individuals, as well as links for businesses to the Economic Development pages, volunteer information, donations, and other state resources.

- [AZ Together Reopening Presentation](#): Guidelines for all phases include hygiene and cleaning recommendations, and advise individuals to "strongly consider" using face coverings in public. Elective surgeries will resume May 1.
- [Return Stronger 1-Pager](#): Outlines dates for reopenings.
- [AZ Executive Order 2020-33](#): Returning Stronger: April 29 through May 15: Individuals must limit time away from their residence except for employment or essential activities, functions, or businesses; no person shall be required to provide documentation to justify their activities. All individuals should practice social distancing to the extent possible.
 - Businesses and entities that remain open shall implement rules and procedures to facilitate physical distancing. Businesses classified as essential functions by [E.O. 2020-12](#) (includes U.S. DHS Guidance and "solid waste and recycling collection and removal") may remain open and maintain operations, but shall establish and implement social distancing and sanitation measures established by the U.S. Dept. of Labor or the AZ Dept of Health Services.
 - Non-essential businesses may operate activities that do not require in-person, on-site transactions and are encouraged to maintain minimum basic operations.
 - May 4: Non-essential retailers may operate and offer goods through delivery, window, walk-up, drive-through, or drive-up service; curbside delivery; or appointment provided they implement outlined protocols and best practices.
 - May 8: Non-essential retailers may open for in store sales following protocols, except those in areas such as indoor shopping malls.
 - Preempts conflicting local requirements.

[AZ Governor Newsroom](#): Updates on executive actions and links to executive orders. Former orders:

- [AZ Executive Order 2020-18](#): Stay Home: March 31 at 5 PM until April 30: Non-essential businesses may continue to operate activities that do not require in-person, on-site transactions and are encouraged to maintain at least minimum basic operations.
- [Essential Businesses and Operations](#): proactive list; [AZ Executive Order 2020-12](#) includes "solid waste and recycling collection and removal" as Essential Infrastructure.

[AZ Dept. of Health Services: Workplace and Community Locations](#): Guidance for prevention. Includes social distancing, hygiene and cleanliness, and recommendation on cloth face coverings in public; also

provides links to CDC guidance on face coverings, critical worker exposure, etc. Includes additional steps for retailers, including reduced capacities, closing fitting rooms, meeting rooms, and other spaces that do not allow for social distancing, implementing screening, and considering offering cloth face coverings to employees and visitors.

- [Guidance on Screening Visitors](#): Recommends screening for anyone coming into a facility, signage, and educating visitors on hygiene, cleaning, and social distancing.
- [COVID-19: What can Businesses Do](#): Guidance on preparing an emergency communication and response plan, following CDC Traveler's Health Notices, hygiene, cleaning, screening, and when sick employees can come back to work.
- [How to Wash Your Hands](#): Sample signage / handout for proper hand washing for COVID-19.
- [Stop the Spread of Germs](#): Sample signage / handout for social distancing, hygiene, & cleaning.
- [AZ Dept Health: COVID-19 Home](#): "Updated Recommendations" tab includes recommendation that individuals engaging in essential activities should consider wearing face coverings when physical distancing is difficult to maintain.

[Return to TOC](#)

Arkansas: H&S requirements for all businesses; phased lifting of closures

Last updated 05/04/20

	PPE	Signage	Social Distancing	Cleaning	Screening
All Businesses	Guidance	Required	Required	Required	Guidance

Arkansas issued targeted closures of certain recreational / close contact businesses and requires health and safety protocols for all businesses.

- [05/01: Getting Back to Business](#): Information on limited reopening of restaurants, campgrounds, and other closures, as well as the Ready for Business grants
- [04/24: The Road Back](#): Sets May 4 as the date Arkansas would begin lifting some of the restrictions in place since March 11.
- [04/22: Targeted reopening dates](#): Outlines resumption of nonessential out-patient procedures and target dates for lifting restrictions on recreational / close contact businesses.

[AR COVID-19 Information page](#): Includes press releases and Executive orders from Governor Hutchinson, and links to state resources for individuals, workers, and businesses.

- [AR E.O. 20-13: Not a general business closure order](#). All businesses must implement social distancing protocols, including hygiene and sanitation requirements and signs at the entrance of facilities informing persons that they should avoid entering if they have a cough or fever; maintain a minimum 6 ft. distance, sneeze and cough into elbows, and not shake hands or engage in unnecessary physical contact.
 - AR Chamber sample signs: [English](#) and [Spanish](#).
- [AR Public Health Order: Business Limitations](#): Issued April 4; Outlines social distancing requirements for all businesses. Includes limitations on occupancy, signage requirements, hygiene and sanitation requirements.

[AR Dept. of Health: COVID-19](#): Status updates, public health orders, testing and lab information, FAQs, and guidance documents.

- [Face Coverings in Public](#): Suggests everyone wear face coverings in public.
- [Guidance for Business and Industry Facilities](#): Information on employee testing, guidance on procedures to reduce risk, including screening, sanitation, and social distancing.
- [Guidance for Hand Hygiene and Disinfectants](#): For home and workplace.
- [Guidance for Retail Stores](#): Targeted guidance for retail store health and safety
- [COVID-19 Guidance for Employers](#): Information page with links to CDC guidance.

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California: Phase 2 reopening of lower risk workplaces; H&S requirements and guidance

Last updated 05/11/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Individuals	Guidance		Guidance	Guidance	
General Industry	Conditional		Guidance	Guidance	Guidance
Phase 2 Reopenings		Required	Required	Required	Required
Manufacturing	Guidance	Required	Additional	Additional	Additional
Retail	Guidance	Additional	Additional	Additional	Additional
Offices	Guidance	Required	Additional	Additional	Additional

Note: [CA E.O. N-62-20](#) makes it the presumption that COVID-19 is eligible for worker's comp in many cases where work was performed outside the home at the employer's direction.

CA COVID-19 Response: Information clearinghouse. Includes public guidance on social distancing, hygiene and cleaning, and wearing a cloth face covering if you go outside.

- **Resilience Roadmap:** Information on reopening stages:
 - Stage 2: Effective May 8, gradual reopening of lower-risk workplaces, including retail (curbside only), manufacturing, and logistics.
 - Phase 2 Guidance: Before reopening, all facilities must perform a detailed risk assessment and implement a site-specific protection plan, train employees on COVID-19 prevention, implement individual control measures and screenings, implement disinfecting protocols, and implement physical distancing guidelines. Guidance for sectors includes checklists to be posted in the workplace to show employees you've reduced the risk and are open for business.
 - [Manufacturing Guidance](#) and [Checklist](#).
 - [Retail Guidance](#) and [Checklist](#).
 - [Office Guidance](#) and [Checklist](#).
 - **California Recovery Roadmap Survey:** To provide input on future industry guidance.
- **Stage 2 Reopening Report Card (05/04):** Snapshot of progress towards reopening goals.

CA COVID-19 Response: Information clearinghouse. Includes public guidance on social distancing, hygiene and cleaning, and wearing a cloth face covering if you go outside.

Stay Home Order Information: FAQs for [CA Public Health Order May 7, 2020](#): Authorizes local health jurisdictions to begin gradual movement into Stage 2, with reopenings and health and safety requirements to be designated on the [Resilience Roadmap](#) page. Asks public to not travel significant distances and stay close to home, but may leave their homes to work at, patronize, or otherwise engage with reopened sectors while continuing to practice physical distancing and washing hands frequently.

- **CA Essential Workforce:** Section 5. Critical Manufacturing references "Workers necessary for the manufacturing of metals, industrial minerals, semiconductors, materials and products needed for supply chains of the critical infrastructure sectors." Other sections also include specific references to recycling.

- [CA Executive Order N-60-20](#): Issued May 4: Directs the State Public Health Officer to establish criteria for local jurisdictions to establish public health measures less restrictive than the state.
- [CA Executive Order N-54-20](#): Issued April 22: Updates to numerous requirements related to COVID-19. Temporarily allows retailers to provide bags to consumers without charge. Pauses redemption of beverage containers in-store. Temporarily suspends the requirement for recycling centers to hold a minimum number of hours of operation and directs CalRecycle to develop and issue operating guidelines.
- [CA Executive Order N-33-20](#): Stay home except designated critical sectors, March 19 until further notice. Critical Infrastructure Sectors may continue their work because of the importance of these sectors to Californian's health and well-being. FAQs state that Essential Workforce do not need to obtain any specific letter or authorization from the state to operate.
- [CalRecycle: Beverage Containers](#) page includes downloadable Guidance for Recycling Centers and Beverage Retailers related to CA E.O. N-54-20. Recycling Centers may continue to operate as per usual, operate with reduced hours, or be temporarily closed until June 21, 2020, without penalty or loss of certification for being closed, and may redeem empty beverage containers at their discretion. Handling fees shall be awarded consistent with requirements, except that operational hours requirements shall not apply until June 22. Retailers are relieved of obligation until June 21, but may continue to redeem empty beverage containers at their discretion.

[CA Executive Order N-62-20](#): COVID-19 Workers' Compensation: Issued May 6: For work performed between March 19 and 60 days from the date the order was issued, makes it the presumption that an employee's COVID-19 is eligible for workers' comp if the employee tests positive (or is diagnosed and subsequently tests positive) within 14 days of performing labor or services outside of their residence at the employer's direction.

- Presumption is disputable, but must be disputed within 30 days after the date the claim is filed, unless rebutted by evidence only discovered subsequently.
- Where an employee has paid sick leave benefits specifically available in response to COVID-19, those benefits will be used and exhausted before any temporary disability benefits **OR** benefits under [CA Labor Code § 4850](#) (note: City Police and Firemen, Sheriffs, and Others, unlikely to apply) are due and payable. If the employee does not have such sick leave benefits, the employee shall be provided temp disability benefits if applicable from the date of disability. In no event will there be a waiting period for temp disability benefits. To qualify for temp disability, an employee must either:
 - If tested or diagnosed on or after May 6, be certified within 15 days after the initial diagnosis, and recertified every 15 days thereafter for the first 45 days; or
 - If tested or diagnosed before May 6, obtain a certification within 15 days of May 6 that documents the period the employee was temporarily disabled and unable to work, and be recertified every 15 days thereafter for the first 45 days.
- All employees must be certified for temp disability by a physician licensed by the CA Medical Board. Includes conditions regarding certification by a designated workers' comp physician, physician in the employee's group health plans, or if those are not available, a physician of the employee's choosing.
- Applies to all workers' comp insurance carriers writing policies that provide coverage in CA, self-insured employers, and any other employer carrying its own risk; does not limit the existing

authority of insurance carriers to adjust the costs of their policies.

- CA Dept. of Industrial Relations shall waive collection on any death benefit payment due pursuant to [Labor Code § 4706.5](#) arising out of covered claims.
- [05/06 Press Release](#): Governor Newsom Announces Workers' Compensation Benefits for Workers who Contract COVID-19 During Stay at Home Order.

[Cal/OSHA Guidance on Requirements to Protect Workers](#): information for general industry and specific business groups.

- [Guidelines for General Industry on COVID-19](#): Recommends following CDC guidance on sending symptomatic employees home, providing information and training on hygiene and cleaning, providing routine environmental training, and social distancing. Also reviews how state requirements for employers to develop an Injury and Illness Prevention Program (IIPP - title 8 [section 3203](#)) and conduct hazard assessments to protect employees if employers have determined COVID-19 infection is a hazard in their workplace.
 - PPE: Title 8 [section 3380](#) requires employers to conduct a hazard assessment to determine if hazards are present in the workplace that necessitate the use of PPE. If an employer identifies COVID-19 as a workplace hazard, they must select and provide exposed employees with properly fitting PPE that will effectively protect employees.

[CA Dept Public Health: COVID-19 Guidance Documents](#): Public and sector specific guidance.

- [Face Coverings Guidance](#): Advises counties that choose to promote face coverings for residence to make sure they do not demand medical grade respirators. Advises individuals outside of such counties to wear face coverings if they feel comfortable doing so, but to practice strict hand washing before and after touching and adjusting the mask and that face coverings are not a replacement for other evidence-based measures.
- [Use of PPE During COVID-19 Outbreak](#): Emphasizes conserving and using PPE appropriately so it is available for healthcare workers, first responders, and social services workers.

[CalRecycle COVID-19 Resources and Updates](#): Provides downloadable guidance for Recycling Centers and Beverage Retailers, recycling related guidance for local jurisdictions, and updates on executive actions and business resources, including state and federal financial and tax relief.

[Return to TOC](#)

Colorado: Initial reopening through May 26; extensive additional H&S requirements

Last updated 05/04/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Critical Businesses	Required	Required	Required	Required	Required
50+ Employees	Required	Required	Additional	Additional	Additional
Retail	Additional	Additional	Additional	Additional	Additional

[CO Safer at Home](#): On April 26, Gov. Polis issued Executive Orders on Safer at Home, the New Normal Advisory Board, and Voluntary or Elective Surgeries and Procedures. Changes will be phased in, with different changes going into effect April 27, May 1, and May 4.

- [CO Executive Order D 2020-044](#) and [CO Public Health Order 20-28](#) create the first step of a phased reopening, with extensive new requirements for all employers. Requirements for face coverings and gloves in [CO Public Health Order 20-26](#) continue through May 17.
- [CO Public Health & Executive Orders](#): Links to state orders.

[CO Public Health Order 20-28](#): Safer at Home: April 27 through May 26: Limited reopening; implements [CO Executive Order D 2020-044](#). Individuals encouraged to leave residences only for Necessary Activities and to wear non-medical face coverings. Limits public and private gatherings to no more than 10 except for Necessary Activities and other permitted purposes. **Vulnerable Individuals** are urged to stay home and **cannot be compelled to work for any business, including a Critical Business**. Includes additional requirements in Appendix A (Retail), B (Field Services), C (Non-Critical Office-Based Business); D (Personal Services); E (Limited Healthcare Settings); and F (Critical Businesses). Appendix G allows counties to apply for local variances.

- Continues closure of certain recreational facilities and restaurants.
- **All Businesses MUST** follow [CPDHE Guidance](#) and health order protocols on deputizing workplace coordinators for COVID-19 issues; maintaining 6 ft. separation, [cleaning and disinfecting](#); signage; avoiding gatherings of more than 10; daily screening (including a [sample form](#) and [reporting symptoms](#)); requirements on symptomatic employees staying home and when they can return; accommodating Vulnerable Individuals and employees caring for children or Vulnerable Individuals, and providing appropriate protective gear like [gloves, masks, and face coverings](#).
 - For customers, special hours for Vulnerable Individuals, encouraging 6 ft. distancing, encouraging use of gloves and face coverings, providing hand sanitizer, and using contactless payment and sanitation methods.
 - **Employers with over 50 employees in a location** must implement stations for screening, close common areas, implement mandatory cleaning and disinfection protocols, and require mandatory adherence to Social Distancing Requirements.
- **Critical Businesses** (includes trash, compost, and recycling collection, processing, and disposal) may continue to operate, but must comply with Social Distancing Requirements at all times, adopt work from home policies for any operations that can be done remotely, and implement strategies such as staggered schedules or redesigning workplaces to create more distance unless

doing so would make it impossible to carry out critical functions.

- **Critical Retail** may operate with additional requirements. **Non-Critical Retail: May 1:** Resume in-person services at 50% capacity if they meet additional requirements in Appendices B & D. All retail must implement additional cleaning, screening, signage, social distancing, and face covering requirements in Appendix A, including providing appropriate face coverings and gloves to all employees whenever possible, allowing employees to provide their own appropriate face coverings, and providing PPE for employees managing deliveries and returns. Employees without face coverings shall not perform tasks that require engagement with the public or other coworker.
- **Non-Critical Office Businesses: May 4:** May allow up to 50% of employees to conduct in-person work if they meet additional requirements in Section II.1 and Appendix C.
- [CO Executive Order D 2020-044](#): Safer at Home: April 26 through May 27 unless extended. Outside of CO PHO 20-28:
 - Directs the CO Dept of Labor and Employment to issue temporary emergency rules to:
 - **Amend the Emergency Leave with Pay Rules in 7 CCR 1103-10 to cover individuals returning to work and to extend paid sick leave coverage** to up to 2/3rds pay for 14 days if a worker has tested positive, has COVID-19 like symptoms, or has been directed to quarantine or isolation due to COVID-19 concerns.
 - **Ensure that workers, particularly Vulnerable Individuals, are not in danger of losing unemployment insurance eligibility for refusal to return to COVID-19-related demonstrable, unsafe working conditions.**
 - Allows counties to apply for a local variance from part or all of the Executive Order if they can certify low case counts or 14 consecutive days of decline in cases.
 - **Does not prevent a county or municipality from adopting more protective standards**, including stay at home orders, mask wearing, or additional protective measures, without the need for further state approval.

[CO Public Health Order 20-26: Face Coverings for Critical Businesses](#): Effective April 23 through May 17: All employees of Critical Businesses or performing Critical Public Functions who routinely or consistently come within 6 ft. of other workers or the public must wear a medical or non-medical face covering. Employers outside of healthcare should provide non-medical face coverings for their employees and assign employees who cannot wear face coverings for health or safety reasons to perform work that does not bring the worker into close proximity with other employees or the public. Also includes conditional glove requirements.

- Required by [CO E.O. D 2020-039](#): Face Coverings: Issued April 17, effective through May 17.
- Workers with health issues that preclude them from wearing a mask must document concerns.
- Workers may choose to use their own face covering; includes requirements on construction, use, and cleaning / replacement.
- **Gloves:** Employees who come into contact with customers or goods should wear gloves if provided by their employer. Employees directly involved with disinfecting equipment and surfaces within Critical Businesses and/or who have direct contact with customers must wear gloves when involved in these activities.

[CO 4th Updated Public Health Order 20-24](#): March 26 through April 26: Stay home except for essential needs.

[CPDHE: Public Health Guidance & Resources for COVID-19](#): Guidance for individuals and businesses.

- [CO Face Mask Guidance](#): Encourages face mask use by everyone in public; for employers, references additional PPE requirements by [OSHA Guidance on Control and Prevention](#).
- [CDPHE Environmental Cleaning Guidance for COVID-19](#): Compliance by all businesses is required by CO PHO 20-28.
- [CDPHE Employee Health Screening Form](#): Sample form for required daily screening.
- [CDPHE: Do you have symptoms?](#) Symptom tracker and information on stages and steps to take; CO PHO 20-28 requires businesses refer employees to the symptom tracker if an employee reports any symptoms.
- [CO Guidance for Schools, Workplaces, and Communities](#): Workplace section includes information on closures and health and safety guidance for businesses.
 - [Worker & Customer Protection Guidelines for Non-Healthcare](#): Guidelines encourage employees to self-isolate; ask employers to place posters, maintain 6 ft. distancing, and have ample supplies of hand sanitizer; and give tips on environmental cleaning and worker hygiene.

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Connecticut: Reopening Phase 1 effective May 20; extensive H&S requirements

Last updated 05/11/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Essential Businesses	Required	Required	Required	Required	Visitors
Essential Retailers	Additional	Additional	Additional	Additional	
Reopening Retail (May 20)	Additional	Additional	Additional	Additional	Required

[05/09 Press Release: Rules for Businesses under Phase 1 Reopening](#): Phase 1 reopenings for retail and other businesses beginning May 20. Protocols have been issued; businesses subject to these rules will be required to self-certify prior to opening on May 20. The CT DECD has formed a task force to assist small businesses on how to implement the new protocols. All businesses will be required to comply with cleaning and disinfection protocols; those who can work from home should continue to do so; those in high-risk groups should continue to stay home; and facemasks should continue to be worn.

[CT.gov Coronavirus page](#): State clearinghouse for information on COVID-19.

- [Sector Rules for May 20 Reopen](#): Includes sector protocols; a link to CT DECD certification system will be posted prior to reopening.
 - [Retailer Protocols v1](#): All reopening businesses will be subject to 50% capacity limit. Reopening retailer requirements include appointing a program administrator to implement rules, developing cleaning checklists that incorporate rules, instituting training for employees; thorough cleaning, staggered shifts, procuring required PPE for employees and requiring face coverings for customers, completing the DECD self-certification, posting signage, using physical barriers and rearranging work spaces, ensuring employees do not share equipment, and conducting daily employee screening.
- [CT Executive Order 7H](#): "Stay home, stay safe": March 23 through May 20 (extended from April 22 by [CT E.O. 7X](#)): Nonessential businesses reduce in-person workforces by 100%. Trash and recycling collection, hauling, and processing considered essential.
- [CT Executive Order 7S](#): Requires safe stores rules by CDECD for retailers.
- [CT Executive Order 7V](#): Requires safe workplace rules by CDECD for all essential businesses.
- [04/19: NE Multi-State Regional Council](#): CT, NY, MA, RI, NJ, PA, DE
- [04/13: Reopen CT Advisory Group](#): Established and governed by AdvanceCT, the group will consult with state and regional partners and experts on next steps, and will remain in frequent contact with the Lamont administration in the coming days and weeks.

[CT Dept. Economic and Community Development: COVID-19 Recovery](#): Gives links to the Coronavirus Business Resources page, business exemptions for the Stay Home order, and information on the CARES Act and other federal and state assistance.

- [Business Exemptions for Coronavirus - Executive Order 7H](#): List of essential businesses exempt from "Stay Safe, Stay Home" order: includes trash and recycling collection, hauling, and processing (Section 7: Services).

- [Safe Workplace Rules for Essential Employees](#) Implementing CT E.O. 7V requirements **for all essential employees**. Includes requirement that all employees wear a facemask at all times.
Employers shall issue masks or cloth face coverings to their employees; if they are unable to do so, employees must either provide materials and CDC tutorial on how to create a cloth face covering, or compensate employees for reasonable and necessary costs to make their own. Companies must implement social distancing practices, spread out shifts where possible and stagger breaks to minimize congregations, close or regularly clean break or lunch rooms, place posters that encourage hygiene, screen visitors, and follow other listed sanitation, prevention, and mitigation requirements.
- [Safe Store Rules](#): Implementing CT E.O. 7S for retailers. Includes occupancy cap at 50% capacity, as well as requirements for signage, customer flow, safety, and sanitation. Recommends that employees wear gloves at all times that they are interacting with customers and/or handling products.

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Delaware: Stay at Home until terminated with H&S requirements; limited retail May 8

Last updated 05/11/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Essential Businesses	Required	Required	Required	Required	Required
Retail	Required	Additional	Additional	Additional	Additional

[Delaware.gov: Coronavirus](https://delaware.gov/coronavirus): hotline, sign up for email updates, and information on Stay Home order and reopening plans, gatherings and social distancing, status updates, prevention and testing, and other state resources.

[DE's Recovery and Reopening](#): June 1 target for Phase 1 Reopening and criteria for reopening; May 8: interim steps for allowing small businesses to expand their services with health & safety requirements; and a form for submitting ideas for a phased process to reopen the economy.

- [May 8 Interim Steps for Limited Reopening](#): Lists small business retailers allowed to do business using curbside pickup as long as social distancing can be maintained.

[DE Governor: State of Emergency](#) declarations and modifications.

- Governor Stay at Home Order: [DE 5th Modification to State of Emergency](#): March 24 until terminated: Stay home except Essential Activities; all must follow Social Distancing Requirements. [Essential Business List](#) gives NAIC Codes; may follow least restrictive code your business is classified under. 4239 is coded as non-essential, but 5629 (remediation and waste management services - MRF classification) and many commodity manufacturing codes considered essential.
- [DE 7th Modification to State of Emergency](#): Quarantine requirements for out of state travelers; exempts essential workers, but encourages work from home.
- [DE 8th Modification to State of Emergency](#): Requires screening by businesses designated as high risk, requires all essential businesses display signage cautioning individuals experiencing symptoms not enter.
- [DE 9th Modification to State of Emergency](#): Requires businesses that permit customers onto premises comply with occupancy restrictions (20% of capacity, or 10% during exclusive hours for high-risk populations), spacing markings and signage or ropes, designated staff to count customers entering and exiting and monitor social distancing and cleaning, and other requirements.
- [DE 10th Modification to State of Emergency](#): Effective April 7: Allows the DE Division of Small Business to designate essential businesses and lists additional non-essential businesses.
- [DE 13th Modification to State of Emergency](#): Requires face coverings (see guidance below)
- [DE 15th Modification to State of Emergency](#): Section B Effective May 8: Allows certain listed non-essential retail to transact via curbside pickup and adds additional businesses to list allowed to transact by appointment only.
- [Extension of State of Emergency](#): State of emergency extended until terminated.

[DE COVID-19: Guidance for Face Coverings](#): Provides clarifications for [DE 13th Modification to State of Emergency](#): Issued April 25, Effective April 28: Requires all individuals wear a face covering while in listed public places, except when doing so would inhibit their health or where they are under 2 yrs. old. **By May 1, all businesses must provide employees with a face covering** to wear while working in areas open to the general public and areas where coming within 6 ft. of other staff are likely. Businesses must provide face coverings as well as hand sanitizer to employees at the businesses' expense. Employees are strongly encouraged to fashion personal face coverings per CDC guidelines until their employer provides a face covering. Customers who refuse to wear face coverings must be refused entry except under listed circumstances. Businesses must post signage at entrance and within stores reminding customers to wear face coverings.

[Resources for Businesses](#): Includes updates on closures and information on identifying your NAICS code, guidance on health and safety, information on financial assistance, and updates on unemployment insurance and other state actions.

- FAQs state that failure to follow [CDC guidelines](#) will result in closure on an individual firm basis until the State of Emergency is lifted.
- Guidance (required by Stay at Home Order) on social distancing, screening, hygiene, cleaning, and provides flyers to post at entrances regarding face coverings and screening (multiple languages available). Requires abiding by CDC guidance on social distancing and environmental cleaning as well.
 - [DE DPH Essential Services Screening Recommendations](#): Step by step minimum screening questions that can be made more comprehensive.
 - [DE DPH Guidance for Management of Suspected COVID-19 Exposure](#): Information for various sectors on workers returning to work.

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District of Columbia: Stay at Home through May 15 with H&S requirements

Last updated 05/08/20

	E	Sign age	Social Distancing	Cleaning	Screening
Essential Business	Encouraged	Required	Required	Guidance	

[D.C. Mayor: Coronavirus](#): Status updates, prevention measures, FAQs, and information on unemployment benefits.

- [Stay Home](#): Information on stay at home order and businesses and government operations remaining open.
- [Reopen DC](#): Information on reopening planning and industry sector committees.

[D.C. Mayor's Order 2020-054](#): Stay at Home: April 1 through May 15 (extended from April 24 by [DC M.O. 2020-063](#)): Individuals to stay at their place of residence except for Essential Activities or engaging in Essential Business Activities or Minimum Basic Operations of business as defined in DC Mayor's Order 2020-053. Additionally, at any time, the [DCRA](#) may request and an Essential Business must provide, its plans for complying with the requirement to minimize person-to-person contact and achieve to the greatest extent feasible, Social Distancing. Non-Essential Businesses conducting Minimum Business Operations pursuant to Mayor's Order 2020-053 or fuller operations under a [Waiver granted by HSEMA](#) may be asked to show their operational plan and why the activities they are conducting, and how they are conducting them, fit within allowable limits. Any Essential Business or Government Building or Facility that remains open to the public with an expected occupancy or attendance of more than ten (10) people shall promptly and conspicuously post in the building or facility a copy of the requirements for social distancing found on coronavirus.dc.gov.

[D.C. Mayor's Order 2020-053](#): March 25 at 10 PM through May 15 (extended from April 24 by [DC M.O. 2020-063](#)): Non-essential businesses with facilities in D.C. must cease all activities at those facilities except Minimum Basic Operations. Essential Businesses shall comply with Social Distancing Requirements to the greatest extent possible.

[D.C. Guidance for Essential Non-Healthcare Workers on Staying Safe in the Workplace](#): Requires employers provide access to sinks with soap and water, tissues, store-bought alcohol-based hand sanitizer, and disinfectant spray or wipes. Encourages (but does not require) workers wear non-medical masks. Outlines steps essential personnel can take to keep themselves and others safe.

[D.C.](#) currently only requires face masks for hotels, taxis, food sellers, and public transit, but requires that businesses procure the masks for their employees and independent contractors.

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Florida: Phase 1 recovery May 4 with H&S guidance

Last updated 05/01/20

	PPE	Signage	Social Distancing	Cleaning	Screening
General Public	Guidance		Guidance	Guidance	
All Businesses	Guidance		Guidance	Guidance	Guidance
Retail		Guidance	Required	Guidance	

All services should follow CDC and OSHA guidelines. In store retail may resume at 25% capacity on May 4 and abiding by CDC and OSHA guidelines.

[FL Executive Order 20-112](#): Recovery Phase 1: Effective May 4: Requires individuals continue to limit personal interactions outside of home. Allows all services and activities allowed by [FL E.O. 20-91](#) and [FL E.O. 20-89](#), as well as other services and activities approved by the State Coordinating Officer. Services should follow safety guidelines established by the CDC and OSHA. If necessary, employee screening or use of PPE should continue.

- In Store Retail Sales may open storefronts if they operate at no more than 25% occupancy and abide by CDC and OSHA guidelines.
- Seniors and those with underlying medical conditions are strongly encouraged to stay at home.
- Groups of greater than 10 are not permitted to congregate in public spaces that do not readily allow for appropriate physical distancing.
- Extends isolation / quarantine orders (FL E.O. 20-80 and FL E.O. 20-82).
- Businesses Restricted by Previous Orders: New requirements for entertainment / recreational.

[FL Executive Order 20-91](#): Safer at Home. Issued April 1, Effective April 3 through May 3 (extended from April 30 by [FL E.O. 20-111](#)). Persons must limit their movements and personal interactions outside of their home to only those necessary to obtain or provide essential services or conduct essential activities. Essential Services includes the U.S. DHS Guidance, businesses and activities designated by [FL E.O. 20-89](#), and essential services added by the State Coordinating Officer and listed at www.floridadisaster.org and www.floridahealth.gov. Order also encourages work from home. Preempts local orders regarding essential services or activities prohibited by the Order.

- [FL E.O. 20-89](#) (county restrictions) Includes a list of essential businesses designated by Miami-Dade in multiple orders. List includes "businesses that supply other essential businesses with the support or supplies necessary to operate, and which do not interact with the general public"; and "businesses providing services to any local, state, or Federal government, including municipalities, pursuant to a contract with such government".

[FL Gov: COVID-19 Resources](#): Information on Re-Open Florida Task Force meetings and links to Executive Orders, Emergency Management Orders, and other executive agency information.

- [Task Force to Re-Open Florida Public Comment Submission](#): Online form for public comments.
- [Task Force Plan for Florida's Recovery](#): Includes benchmarks for reopening, mitigation guidelines for individuals and employers, and 3 phase reopening recommendations.
 - All employers (pg. 12-13): Guidance on social distancing, cleaning and hygiene, PPE for close contact or high exposure potential businesses, and screening

- Phases 1 & 2: Encourages telework, screening, and avoiding non-essential travel for all businesses. Encourages retail signage, sanitation, employee training, and capacity limits.
- Phase 3: telework considered for vulnerable employees and prudent screening; encourages adequate sanitation for retail.

[FL Health: 2019 COVID-19 Response](#): Status updates, testing information, and guidelines.

- [COVID-19 Prevention](#): General public guidance on social distancing, wearing a cloth face cover when around others, hygiene, and cleaning.
- [Guidance for Businesses and Employers](#): Information on closure order, essential business designations, preparation and prevention in the workplace, and FAQs. Advises businesses rely on CDC guidance.
- [FL Public Health Advisory re E.O. 20-83](#): Instructs businesses to allow telework of employees; employers should make every effort to reduce onsite workforce to 50% capacity to the extent that can be accomplished without significantly disrupting the ability to conduct business.

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Georgia: Phase 1 reopening of non-critical through May 13 with H&S requirements

Last updated 05/06/20

	PPE	Signage	Social Distancing	Cleaning	Screening
All businesses	Guidance		Guidance	Guidance	
Critical Infrastructure		Guidance	Guidance	Guidance	Guidance
Non-Critical		Required	Required	Required	Required

[GA: COVID-19 Order Guidelines for Businesses](#): Information on closure and reopening requirements. Includes list of 17 measures that Critical Infrastructure are strongly suggested to implement, as well as listed requirements for businesses maintaining minimum basic operations and industry specific guidelines.

- [Critical Infrastructure Guidance](#): 17 points that critical infrastructure businesses are strongly suggested to implement: include screening, cleaning, social distancing, and signage.
- Non-Critical Infrastructure not required to close: 21 point requirements.

[GA Executive Order 04.23.20](#): Reviving a Healthy Georgia: Effective May 1 through May 13. Requires all citizens practice social distancing and refrain from gatherings of over 10 people, and encourages wearing face coverings; requires sheltering in place for higher risk individuals. Sets requirements for different business sectors to reopen or remain open.

- Defines Critical Infrastructure according to U.S. DHS Guidance; such businesses that remain open shall implement measures to mitigate COVID-19, which may include those from a 17 point list provided.
- Non-critical businesses that continue in-person operations must implement a 21 point list of requirements.
- All businesses should, if practicable, provide PPE as available and appropriate to workers; provide disinfectant and sanitation products; and increase space between worksites to at least 6 ft.

[GA Executive Order 04.20.20.01](#): Reopens certain non-essential businesses for Minimum Basic Operations on April 24; all businesses maintaining minimum basic operations shall implement listed measures to mitigate exposure and spread of COVID-19. Expands minimum basic operations to include remaining open to the public subject to restrictions. Also requires non-critical infrastructure businesses to abide by 10 person limit on gatherings. Expands critical infrastructure list to include U.S. DHS Guidance v 3.0; operation of critical infrastructure shall not be impeded by county, municipal, or local ordinance. Critical Infrastructure businesses must still abide by measures listed in GA E.O. 04.02.20.01.

[GA Executive Order 04.02.20.01](#): Shelter in Place: April 3 at 6 PM through April 30 (extended): Non-critical businesses may not allow more than 10 people in a single location if they must be within 6 feet of another person, may only engage in Minimum Basic Operations, and must implement listed measures to mitigate the exposure and spread of COVID-19. Critical Infrastructure includes U.S. DHS Guidance and those suppliers which provide essential goods and services to the critical infrastructure workforce.

Critical Infrastructure that continues in-person operation must implement listed measures which mitigate the exposure and spread of COVID-19. The GA Dept of Economic Development may issue written guidance regarding Critical Infrastructure status. [Executive Order 04.08.20.02](#) extended from April 13 to April 30.

[GDPH: COVID-19](#): general information on outbreak, COVID-19 hotline, guidance for groups.

- [COVID-19: Businesses and Employers](#): Prevention and hygiene guidance. Includes recommendations on social distancing, hygiene, and following CDC guidance.

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Hawaii: Stay at Home and H&S requirements through May 31; limited reopening May 7

Last updated 05/06/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Essential Businesses	Required	Required	Required	Required	Guidance
Retail and Repair	Required	Additional	Additional	Additional	Additional

[Hawaii Economic & Community Navigator](#): Information on 3-Phase recovery plan and state resources; includes a form to sign up for email updates.

[HI 7th Supplementary Proclamation](#): Restates Stay at Home Order with limited reopening for specified businesses on May 7 (see Exhibit G on page 69), including Retail and Repair Services, though county restrictions may differ (Exhibit G Section C cites May 15 for retail in City & County of Honolulu, and most retail and repair not re-opening in Maui County). Reopening businesses must comply with Social Distancing Requirements in Section III.D, and encourages following additional guidance on signage, employee training, hygiene, screening, customers waiting in cars for delivery of merchandise, and other social distancing guidance.

- [05/06 Press Release](#) on Phase 1 reopenings.

[HI 6th Supplementary Proclamation](#): Restates and extends Stay at Home order, business closures, and other proclamations through May 31.

- Section III extends the Stay at Home order and essential business requirements of the [3rd Supplement](#) through May 31. Non-essential to cease. Follows DHS Critical Infrastructure list with additional designations in order or by Director of [HIEMA](#). Does not reference recycling; does include manufacturing and supply chain for steel and steel products.
- Section III.D. restates and expands on Social Distancing Requirements from 3rd and [5th Supplement](#) from previous orders. Urges high risk and symptomatic populations to stay in residences, requires 6 ft. distancing. Includes requirements for essential businesses on social distancing, limited occupancy, cloth face coverings for all employees who have any contact with customers or goods to be purchased, providing hand sanitizer and sanitizing products, disinfection, safeguards for high risk populations, online and remote access, pickup and delivery of goods, and signage.
- Section IV. Restates quarantine requirements for inter-island and interstate travel.

[HI Dept Labor: Classifying Worker Exposure to COVID-19](#): Guidance on exposure risk levels.

[HI Dept Health: COVID-19](#): status updates, guidance on prevention and for groups.

- [Guidance for Employers](#): Information on emergency proclamations and guidance on cross- training staff, separating sick and symptomatic employees, sanitation, and CDC Guidance.
- [Prevention Fact Sheet](#): Infographic on social distancing, hygiene, and cleaning.
- [Protective Hand Washing Fact Sheet](#): Infographic on full 20 second hand washing.
- [Social Distancing Fact Sheet](#): General public guidance; includes telecommuting when possible.

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Idaho: Stage 1 reopening with H&S requirements and guidance; May 16 target for Stage 2

Last updated 05/04/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Individuals	Guidance		Guidance	Guidance	
All Businesses	Guidance	Guidance	Required	Required	Guidance

[ID Official Resources for COVID-19](#): status updates, FAQs, and Governor's updates.

[ID Rebounds](#): Reopening information page

- [Protocols for Opening](#): Lists protocols for businesses that are reopening on May 1 to follow during Phase 1, as well as Phase 2 protocols for May 16. Includes social distancing, cleaning, identifying how PPE will be worn if necessary, allowing and encouraging businesses to require face coverings, signage, and screening.
- [Stages of Reopening](#): information and timeline for reopening, as well as general business protocols for reopening.
 - All Stages: Individuals should engage in physical distancing, wear face coverings in public places, stay home if sick, and practice hygiene and cleaning. Employers should maintain social distancing requirements, provide adequate sanitation and personal hygiene, ensure cleaning, identify how PPE may be required for employees, vendors, and/or patrons, restrict non-essential travel, and identify screening strategies.
 - Stage 1 (May 1-15): Employers should continue to encourage telework and return employees to work in phases if physical distancing, personal protections, and sanitation are feasible, with accommodations for vulnerable individuals. Reopening businesses should implement plans to demonstrate ability to meet business protocols.
 - Stage 2 (May 16-29): Minimize non-essential travel.
 - Stage 3 (May 30-June 12): Non-essential travel resumes following CDC guidelines.
 - Stage 4: Unrestricted staffing resumes, but continue physical distancing, personal, protections, sanitation, and accommodations for vulnerable employees.

[ID Dept Health: Stay Healthy Order](#): May 1 until rescinded: Businesses may resume operations except specified recreational / entertainment / close contact services. All businesses must adhere to social distancing and sanitation requirements. Vulnerable individuals are strongly encouraged to stay at home. Out-of-state individuals must self-quarantine for 14 days, except those performing an Essential Purpose (defined broadly). Includes Social Distancing and Sanitation Requirements as published on [ID Rebounds](#).

- [ID Dept Health Order to Self-Isolate](#): Issued March 25, Effective March 25 at 1:30 PM through April 30 (extended from April 15 by amendment): Non-essential closure.

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Illinois: Stay at Home through May 29 with extensive H&S requirements; limited reopening

Last updated 05/07/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Individuals	Required		Required	Required	
All Businesses	Required	Required	Required	Required	
Manufacturers	Required	Required	Additional	Required	
Essential Retail	Required	Additional	Additional	Required	
Non-Essential Retail	Additional	Required	Additional	Required	

[Restore Illinois](#): Reopening plan issued May 5; outlines a 5-phase approach for reopening.

- Phase 2 (current phase) allows for non-essential retail to reopen for curbside pickup and delivery.
- Phase 3 allows manufacturing, offices, retail, and other businesses to reopen with H&S requirements and allows gatherings of 10 or fewer.
- Phase 4 allows gatherings of 50 or fewer and reopening of restaurants and bars.
- Phase 5 allows full reopening with safety precautions continuing.

[IL Executive Order 20-32](#): Stay at Home: May 1: Sets public health requirements for all individuals and for businesses and Stay at Home, Social Distancing Requirements, and designations for Essential Businesses and Operations.

- Stay at Home: All individuals are ordered to stay at home except as allowed and to comply with Social Distancing Requirements when outside their residence. Continues non-essential closure except for Minimum Basic Operations or work from home. Essential Businesses may remain consistent with Order's provisions and shall comply with Social Distancing Requirements to the greatest extent feasible. Prohibits gatherings of more than 10 unless exempted.
 - Essential Infrastructure includes "solid waste and recycling collection and removal"; Essential Businesses includes manufacturing and supply chain. **Does not cite** U.S. DHS CISA Guidance on Essential Critical Infrastructure Workforce.
 - Minimum Basic Operations: For retailers, includes fulfilling online and telephone orders through pick-up outside the store or delivery.
- Social Distancing, Face Covering, and PPE Requirements: Social distancing includes 6 ft. distancing and hygiene and cleaning requirements. Essential Businesses and all other operating businesses must take proactive measures to ensure compliance, including where possible:
 - Designating 6 ft. distances with signage, tape, or other means;
 - Having hand sanitizer and sanitizing products readily available;
 - Separate operating hours for vulnerable customers;
 - Posting online whether a facility is open and how best to continue services remotely;
 - Providing employees with appropriate face coverings and requiring employees wear them where maintaining 6 ft. distancing is not possible, as well as other PPE when work circumstances require.
- Public Health Requirements: for face coverings, businesses, and business sectors.
 - Face coverings in public places or when working: Required for any individual over age 2



and able to medically tolerate a face covering when in a public place and unable to maintain a 6 ft. distance, as well as public indoor spaces such as stores.

- All Businesses **must** evaluate which employees can work from home and should facilitate remote work when possible. Businesses with on-site employees **must** post guidance from the IL Dept Public Health and IL AG Office regarding workplace safety during COVID-19.
- Manufacturers **must** follow Social Distancing Requirements and take appropriate precautions, which may include: providing face coverings to all employees who are unable to maintain 6 ft. distancing; staggering shifts; reducing line speeds; shutting down non-essential lines; ensuring all spaces allow for social distancing; and downsizing operations to the extent necessary for social distancing and to provide a safe workplace.
- Essential Retail must to the greatest extent possible: provide face coverings to all employees who are not able to maintain 6 ft. distancing; cap occupancy at 50% or according to IL DCEO guidance; set 1-way store aisles and signage; communicate social distancing requirements to customers; and discontinue use of reusable bags.
- Non-Essential Retail may reopen for telephone and online orders through curbside pickup and delivery. Employees must follow Social Distancing Requirements and wear a face covering when they may come within 6 ft. of another employee or customer.

[Stay at Home Order FAQs](#): Information on the Stay at Home order.

- Previous Orders
 - [IL Executive Order 2020-10](#): Stay at Home: March 21 through April 30 (extended). Non-essential closure.
 - [IL Executive Order 2020-18](#): Extends Stay at Home and other COVID-19 Executive Orders until April 30.
- [Stay at Home Order & Essential Business Guidance](#): Checklist and flowchart for essential businesses, including a contact form for [Non-Essential Business Complaints](#).

[IL Coronavirus Response](#): Information on spread and updates on executive orders, news, prevention for businesses and communities, preparation FAQs, and other resources.

- [Prevention at Work](#): Recommendations on screening, hygiene, cleaning, and following CDC Guidelines.
- [IL Executive Orders](#): Links to gubernatorial proclamations and executive orders.

[IL Dept. Public Health: Business and Organization Guidance](#): Strategies for outbreak planning. Recommended strategies include screening, cleaning, and steps before traveling, as well as considerations for creating an Infection Disease Outbreak Response Plan.

[IL Workers Compensation Commission: Emergency Amendment 04/15/20](#): **NOTE: Implementation delayed by court order**: Emergency workers comp regulation introduced and effective April 16: presumes exposure of a "COVID-19 First Responder or Front-Line Worker" to COVID-19 to have arisen out of and in the course of their employment and to be causally connected to the hazards or exposures of their employment. Definition of "COVID-19 First Responder or Front-Line Worker" includes essential businesses and essential infrastructure sections under [IL Executive Order 2020-10](#); essential infrastructure specifically references recycling.

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Indiana: Reopening Phase 2 with H&S requirements; Phase 3 target May 24

Last updated 05/04/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Individuals	Guidance		Required	Guidance	
All Businesses	Guidance	Required	Required	Required	Required
Retail	Additional	Required	Additional	Required	Required

[Back on Track Indiana](#): Information on reopening plan and links to what's open and closed and industry guidelines. Most counties progressed to Phase 2 on May 4, reopening retail and commercial with restrictions. Current target for Phase 3 is May 24.

[IN Executive Order 20-26](#): Roadmap to Reopen: May 2 through May 23: Provides directives for Stage 1 and 2. Counties will progress through stages individually based on assessment that COVID-19 impact is minimal or has lessened, and may be required to stay at their current stage or return to a prior. **Most counties move to Phase 2 on May 4**; Section 3 includes a timeline for counties that remain in Stage 1. Does not limit existing legal or local authority to order closures. Local orders may not be less restrictive, but may be more restrictive.

- **Requirements for All Businesses and Entities:** During Phase 2, manufacturers and supply chain may open and operate, and infrastructure (including recycling) may continue to operate according to the requirements for all businesses, as can many other business sectors (special requirements for retail). All businesses continuing operations or being allowed to reopen must:
 - **Develop Safeguard Plan by May 11:** Employers must develop a plan to ensure a safe environment for their employees, customers, clients, and members; provide the plan to each employee, and post it publicly. Plans must, at minimum, address:
 - Instituting an employee health screening process;
 - Enhanced cleaning and disinfecting protocols, including high-touch surfaces;
 - Enhancing ability to wash hands or take other personal hygiene measures;
 - Complying with CDC social distancing requirements, including 6 ft. distancing when possible and/or employing other measures (face coverings, barriers).
 - **Comply with IOSHA Standards** and provide a workplace free from recognized hazards.
- **Guidance for All Businesses:** Encourages employers to: allow work from home where possible and adopt telework and video conferencing policies; guidance on employee screening and return to work; placing posters on hygiene and staying home; providing hygiene supplies; frequently performing enhanced cleaning; and being prepared to change practices to maintain operations.
- **Retail Businesses:** May reopen during Phase 2 at 50% capacity (25% for malls); retail **should** limit hours of operation, consider hours for vulnerable customers, require employees to wear face coverings, consider requiring customers wear face coverings, comply with social distancing, and consult and implement industry best practices.
- **Office Based Businesses** needing on-site work should return staff in phases, ensure social distancing and other mitigation measures are employed, and operate subject to requirements.
- **Social Distancing and Other Requirements:** All businesses must take proactive measures to ensure compliance with social distancing and sanitation requirements, including, where possible,

designating 6 ft. distance with signage or markings, having sanitizing products readily available, separate operating hours for vulnerable customers, and posting service information online.

- **Stay at Home Guidance for Individuals:** Includes guidance on social distancing, limiting trips outside of residence, limiting retail purchases, and urging vulnerable individuals to stay at home.
- **Travel:** Stage 1: Essential travel only; Stage 2: travel permitted. Individuals on public transit must comply with social distancing to extent feasible and are encouraged to wear face coverings.
- **Gatherings:** Stage 1: 10 or fewer; Stage 2: 25 or fewer; must engage in social distancing and sanitation measures.
- **Enforcement Response Team:** IOSHA to take administrative and enforcement actions against businesses failing to comply with workplace safety commissions; a new Enforcement Response Team is created to respond to and investigate other reports of violations. Enforcement will progress through verbal orders to cease unsafe practices, written orders, closure orders, referrals to licensing boards, and penalties.

IOSHA: COVID-19 Standards and Directives: Information on symptoms, guidance on prevention of spread, including recommendations on using cloth face covers while around others, and links to CDC and OSHA Guidance for businesses and specific business sectors.

IN Dept Health: COVID-19 Public Resources: Guidance for public and businesses.

- [Guidance for Face Coverings in Public:](#) Recommendation that individuals wear face coverings in public setting where other social distancing measures are difficult to maintain.
- [Guidance for Employers During COVID-19:](#) Information on identifying critical workers, recommendations on worker exposure, quarantine, screening, and exposed or symptomatic workers.
- [COVID-19 Cleaning Guidance for Businesses:](#) Information on cleaning methods for various surfaces and approved products to deactivate COVID-19.

IN Governor: [News Releases](#) and [Executive Orders](#). Former Executive Orders:

- [IN Executive Order 20-22:](#) Replaces IN E.O. 20-18: April 20 through May 1: Continues Stay at Home orders with clarifications for certain activities and checklists for businesses.
- [IN Executive Order 20-18:](#) April 6 through April 20: Adds reference to specific CDC social distancing requirements and IOSHA safety and health standards, retail restrictions.
- [IN Executive Order 20-08:](#) March 15 through April 7: Stay at Home; non-essential closure.

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Iowa: No general closure; H&S guidance; requirements for RMCC Region 6

Last updated 04/29/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Businesses			Guidance	Guidance	Guidance
RMCC Region 6			Required	Required	Required

Iowa has not issued a general Stay at Home / general business closure order.

[COVID-19 In Iowa](#): State clearinghouse. Information on current status, prevention, proclamations, guidance, state and federal resources, and FAQs.

- [IA Public Health Proclamation 2020.04.27](#): Allows reopening of some businesses formerly ordered closed.
- [IA Public Health Proclamation 2020.04.16](#): Employee and Public Protection: Effective April 16 through April 30: Health and safety guidelines for employers in RMCC Region 6 (Allamakee, Benton, Black Hawk, Bremer, Buchanan, Clayton, Delaware, Dubuque, Fayette, Grundy, Howard, Jones, Linn, and Winneshiek Counties). Employers must:
 - Evaluate whether any more of their employees can work from home and enable such to the extent reasonable; and
 - For in-person operations, take reasonable precautions to ensure the health of their employees and the public, including "appropriate employee screening, social distancing practices, and increased cleaning and hygiene practices".

[IDPH: COVID-19](#): health related information, status updates, testing information, and mitigation strategies.

- [Businesses and Organizations](#): Links to general outbreak guidance for businesses with health and safety recommendations, social distancing guidelines, and guidance for specific industry sectors.
 - [Guidance for Iowa Businesses Experiencing COVID-19 Outbreaks](#): Recommended social distancing, hygiene, screening, and cleaning steps, including when workers can come back to work.

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Kansas: Reopening plan effective May 4; H&S requirements and guidance

Last updated 05/04/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Individuals	Guidance		Guidance		
Businesses	Guidance	Guidance	Required	Required	Guidance

[Kansas COVID-19](#): State information clearinghouse. According to KS E.O. 20-29, industry specific guidance will be posted to the site (not available as of May 4).

- [Kansas Reopening: Ad Astra Plan](#): Information, including links to the full plan and a 4 page summary of phases and expected dates.
- [KS Executive Orders](#): Links to all COVID-19 Executive Orders.

[KS Executive Order 20-29](#): Phase 1 Reopening: May 4 until rescinded: Maintains closure of certain recreational, entertainment, and close-contact businesses. Prohibits mass gatherings of more than 10 individuals. Strongly encourages individuals and businesses follow attached guidance. Allows local restrictions and orders.

- **Business Requirements:** Businesses can open if they: maintain at least 6 ft. of distance between customers; follow fundamental cleaning and public health practices on [covid.ks.gov](https://www.covid.ks.gov); avoid instances in which groups of more than 10 are in one location and unable to maintain 6 ft. distancing, such as tables, lobbies, break rooms, etc.; "strongly encourages" following industry specific guidelines on [covid.ks.gov](https://www.covid.ks.gov) and any additional best practices guidance.
- **Essential Functions:** As outlined in [KS E.O. 20-16](#). Local orders may only affect or regulate essential functions so long as they do not significantly disrupt the performance of the essential function.
- **Guidance for Individuals:** Encourages wearing cloth masks in public settings as appropriate; employees should follow industry-specific guidance; stay at home for vulnerable individuals; maintaining social distancing and 10 person gathering limit; and minimizing non-essential travel.
- **Guidance for Employers:** Continue to strongly encourage telework when possible; avoid gatherings of more than 10; gradually phase in on-site employees as possible while maintaining social distancing; require symptomatic employees stay at home and ask to call their health care provider; minimize non-essential travel; and strongly consider accommodations for vulnerable individuals.
- Repeals [KS E.O. 20-16](#) (Stay at Home, March 30 through May 3), [KS E.O. 20-24](#) (extension), and [KS E.O. 20-25](#) (mass gatherings).

[KDHE: How to Protect Yourself and Others](#): Links to health and safety guidance.

- [Kansas Homemade Mask Guidance](#): Information on making face masks; advises that masks may be helpful in certain situations where social distancing can be hard, including interacting with customers or clients at essential businesses. No requirement for masks.
- [Businesses & Employers](#): Includes plan to reopen and operational guidance.
 - [Plan to Reopen Kansas - Business Guidance](#): Information for specific sectors. Manufacturing links to [OSHA COVID-19 Guidance for Manufacturing](#) and [AEM page on Minimizing Risk](#).



- [Cleaning and Disinfecting Your Business / Facility](#): Guidance on cleaning, hygiene, use of equipment, and providing supplies. Includes guidance for cleaning if someone in the facility is sick. Also suggests employers provide instructions to employees, develop policies for worker protection and PPE use, and ensure employees are trained in cleaning and chemical hazards.
- [Guidance for Businesses and Employers to Respond to COVID-19](#): Guidance on screening, hygiene, cleaning, assessing business functions and planning, social distancing strategies, employee travel, and suspected or confirmed employee exposure.

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Kentucky: Phase 1 Reopening effective May 11 with H&S requirements; Retail May 20

Last updated 05/11/20

	PPE	Signage	Social Distancing	Cleaning	Screening
All Businesses	Required	Required	Required	Required	Required
Manufacturing/ Distribution/ Supply Chain	Additional	Required	Additional	Additional	Required
Office Based Businesses	Additional	Additional	Additional	Additional	Required

KY Covid-19 Response: Information clearinghouse; gives status updates, COVID-19 hotline, Team Kentucky fund for donations, updates on state actions, CDC Guidelines for preventing spread in communities, and links to other state resources.

KY Healthy at Work: Information on phased approach to reopening plans. Phase 1 will begin on May 11 with reopening of non-life sustaining manufacturing, distribution, supply-chain, construction, dealerships, office-based businesses (50% capacity) and other venues; retail reopening scheduled for May 20. Includes Minimum Requirements for all businesses effective May 11 (including life-sustaining businesses that remained operating) as well as additional requirements for Manufacturing, Distribution, and Supply Chain Businesses, and Office-Based Businesses that reopen or remain open.

- [Minimum Requirements for All Entities v1.1](#): Effective May 11: Requires continuing telework where possible; encourages a phased return to work with generous telework and leave policies; ensuring social distancing unless closer interaction is absolutely required; limiting face-to-face interaction; ensuring to the greatest extent practicable that employees/volunteers/contractors wear a cloth mask and providing PPE at no cost to employees; encouraging customers wear masks and allowing businesses to refuse entry; ensuring employees whose job duties include touching items often touched by others wear gloves that are regularly replaced; supplying adequate hand sanitizer for employees and customers; restricting common areas; sanitation; signage; daily employee screening; creating a testing plan; making accommodations for higher-risk employees and customers; designating a "Healthy at Work" Officer; training employees; reporting positive tests and employee exposure. Includes specific requirements for Health Screenings and reporting.
- [Requirements for Manufacturing, Distribution, and Supply Chain Businesses v1.0](#): Effective May 11: Requires engineering controls be implemented when social distancing is not feasible and limiting such activities when possible; staggered shifts, breaks, and lunches; temporarily eliminating the use of any high-touch time clock system; keeping gatherings to a minimum; restricting access to common areas; prohibiting the use of water fountains and providing alternative water sources; ensuring minimal interaction between drivers; reducing the use of lockers, locker rooms, and changing rooms; and ensuring limits on the use and number of people in a vehicle if applicable; requires face masks in the vehicle if more than one person is unavoidable. Also includes extensive cleaning and disinfecting, PPE (including face masks and gloves); and employee training requirements.
- [Requirements for Office Based Businesses v1.0](#): Effective May 11: Requires continued telework

where possible, no more than 50% of employees in the office on any day; ensure employees wear face masks for any interactions; ensure use of digital rather than paper formats to greatest extent practicable; remote or 6 ft. distancing meetings with customers; modifying office traffic flow to minimize contacts between employees; and cleaning and disinfecting and training and safety requirements, including signage on good hygiene and new office practices.

- [KY Safer - Is My Business Complying](#): Basic FAQs regarding the Healthy at Home closure order; includes an [online form](#) to submit questions regarding compliance.

[KY Governor: COVID-19](#): Daily updates on executive actions. Includes executive orders on closures, unemployment and public assistance and application for SBA Relief Loans.

- [05/07 Press Release: Phase 2 Reopening Announced](#): Provides tentative dates in late May / early June for reopening of restaurants and entertainment, as well as health and safety requirements for all businesses.
- [Benchmarks for Reopening](#): April 17; includes 7 benchmarks to reopening.
- [Regional Partnership for Reopening](#): April 16: Announcement of coordination between IL, IN, KY, MI, MN, OH, & WI to reopen regional economies when the time is right.
- KY Executive Order 2020-323: Issued May 8, Effective until rescinded: allows listed non-life sustaining entities to reopen on May 11 according to Healthy at Work requirements.
- [KY Executive Order 2020-315](#): Travel: Issued May 6: Requires riders on public transit to comply with social distancing requirements to the greatest extent practicable, and asks individuals entering KY with intent to stay to self-quarantine for 14 days except for certain circumstances, including work. Bans entry by persons who have tested positive except for medical care or permanent residents. Rescinds previous travel orders.
- [KY Executive Order 2020-257](#): Healthy at Home: Issued March 25, Effective March 26 at 8 PM: All businesses that are not life-sustaining must cease operations except as needed to conduct Minimum Basic Operations. Life Sustaining Businesses include those identified in the U.S. DHS CISA Guidelines, listed Life-sustaining Retail as outlined in the order as well as [KY Executive Order 2020-246](#), and other listed businesses. List does not specifically reference recycling, but does include "manufacturing companies, distributors, and supply chain companies producing and supplying critical products and services in and for industries such as... waste pickup and disposal... steel and steel products... as well as products used by other Life-Sustaining Businesses". All businesses permitted to operate must follow, to the fullest extent practicable, social distancing and hygiene guidance from the CDC and KY Dept of Health.
- [Nonessential Retailers to close: KY Executive Order 2020-246](#): In-person retail businesses that are not life sustaining to close March 23 at 8 PM. Nonessential retail businesses may still fill phone and online orders through curbside services or delivery. Retail businesses that remain open must follow state and CDC social distancing and hygiene guidance to the fullest extent practicable.

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Louisiana: Phase 1 reopening effective May 15 with H&S requirements TBA

Last updated 05/12/20

	1 E	Signage	Social Distancing	Cleaning	Screening
Essential Businesses	Con ditional		Guidance	Guidance	Guidance

[05/11 Press Release: LA will Move to Phase 1 Statewide on May 15](#): Announces [Roadmap to a Resilient Louisiana](#) plan with recommendation that high risk should continue to stay at home and all should wear masks in public and practice good hygiene and social distancing. Additional businesses will be allowed to open under strict occupancy, protection, and social distancing guidelines according to the Roadmap to a Resilient LA.

- Thursday, May 14: An updated proclamation on the reopening and roadmap will be issued.
- Guidance to be issued for Essential Businesses and requirements on reopening businesses.
- All Phase 1 businesses must enforce social distancing and require employees who deal with the public wear face coverings.
- Non-essential Phase 1 businesses will be limited to 25% capacity.

[LA Stay at Home Order Information](#): All persons are urged to wear masks when in public. An announcement on moving to Phase 1 of reopening will be made by May 11.

- [LA Executive Order 52 JBE 2020](#): Stay at Home: May 1 through May 15: Requires individuals stay at home except for Essential Activities and prohibits gatherings of 10 or more in a single space in close proximity. Also continues other executive orders.
 - Exempts going to work for an Essential Business as provided in U.S. DHS CISA Guidance.
 - Closes certain nonessential businesses (public amusement, personal care and grooming, and malls);
 - Other businesses not covered by CISA Guidance may continue operations but with only essential employees and minimal contact with the public while requiring social distancing and abiding by 10 person limit on gatherings.
 - All businesses shall require any owner or employee with interaction or contact with the public to wear a face mask or covering.
- [LA Executive Order 33 JBE 2020](#): closes non-essential businesses to the public from 5 PM on March 23 through April 30 (extended from April 12 by [LA E.O. 41 JBE 2020](#)).
- [Essential Infrastructure Fact Sheet](#): Examples of Critical Infrastructure Businesses consistent with U.S. DHS Guidance; includes "solid waste and recycling collection and removal".

[LDH COVID-19 FAQs](#): Includes recommendations on social distancing, prevention, health, and safety.

- Requires employees of a business who have contact with the public to wear a mask.
- Recommends essential workers possibly exposed continue working if they remain asymptomatic.
- Gives recommendation for essential businesses on cleaning and prevention.
- [Business Guidance](#): planning, prevention and hygiene information; includes guidance on screening symptomatic employees, hygiene and cleaning, and measures employees should take before traveling.

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Maine: Stage 1 Reopening: May 1 through May 31 with H&S requirements and guidance

Last updated 05/01/20

	PPE	Signage	Social Distancing	Cleaning	Screening
All Open Businesses	Guidance	Required	Required	Required	Required

ME DCED: COVID-19 Checklist Compliance Form: All Businesses must commit to complying with Checklist requirements by filling out the checklist compliance form.

Restarting Maine's Economy: Information on reopening stages beginning May 1. Early stages will focus on resuming business operations with new public health guidance, including face coverings in public settings and for workers when appropriate and additional sector-based health and safety protocols and checklists. Moves from essential designations to requirements for all businesses; all businesses that have been open may remain open.

- Stage 1: May 1: Targeted reopening permitted per checklist standards; continued work from home where possible.
- Stage 2: June: All retail businesses to reopen per checklist standards; gatherings of up to 50 allowed; return to offices.
- Stage 3: Further reopening, continued checklist standards.

ME DECD: COVID-19 Prevention Checklists: Requirements for all businesses as well as specific business sectors to operate; new industry checklists will be distributed ahead of each staged opening.

- **ME DCED: COVID-19 Checklist Compliance Form:** All Businesses must commit to complying with Checklist requirements by filling out the checklist compliance form.
- **ME Stage 1 Checklist for All Businesses:** High risk employees may request telework; employers should make workplaces as safe as possible. Recommends staggered work shifts and hours. Requirements include social distancing; signage; hygiene and cleaning; ensuring employees have access to hand soap, cloth face coverings, gloves, tissues, paper towels, and a designated trash bin for used items; discouraging shared use of equipment; limiting non-essential travel; and employee screening.

ME Governor: Preparing for and Responding to COVID-19: Information on reopening phases, prevention, financial resources for businesses and workers, and links to resources.

- **ME Executive Order 49 FY 19/20:** Stay Safer at Home: May 1 through May 31: Authorizes the Dept of Economic and Community Development to implement the Restarting Plan with targeted reopenings. Individuals must wear cloth face coverings in public settings where physical distancing is difficult to maintain. Employers in settings that are not typically accessible to the public may determine the persons who should wear a cloth face covering at their workplace and shall permit any employee who wants to wear a covering to do so. Continues other stay at home order requirements except where modified by Restarting Plan or other interpretive guidance.
- **ME Executive Order 28 FY 19/20:** Stay Healthy at Home: April 2 through April 30: Persons must stay at residences except for Essential Activities, workers at Essential Businesses and

Operations pursuant to Order 19 FY 19/20, or non-essential businesses for Minimal Operations or delivering goods. Continues Order FY 19/20 requirements with additional restrictions on essential stores with retail space: places in-store gathering limits based on size of store and includes social distancing and hygiene requirements within the order.

- [ME Executive Order No. FY 19/20](#): March 25 through April 8, non-essential that are public facing and allow customer, vendor, or in-person contact or that require more than 10 workers in a space where social distancing is not possible must cease activities. Essential businesses to comply with social distancing to extent possible. Follows DHS Critical infrastructure list with [additional clarifications](#).

[ME Dept. of Labor - COVID-19](#): Information on unemployment benefits changes, Families First Act, filing and contacts for COVID-19, as well as a downloadable FAQs, labor law guidance, and other resources on COVID-19.

[ME CDC: COVID-19](#): status updates, testing and prevention information, news releases, and guidance documents, including [general public guidance on face coverings](#).

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Maryland: Stay at Home until notice with retail H&S requirements; Roadmap to Recovery

Last updated 05/07/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Essential Businesses			Guidance	Guidance	Guidance
Retail	Required	Required	Required	Required	Guidance

[Maryland Strong: Roadmap to Recovery](#): Information on building blocks to recovery. Does not include set dates.

[MD Pandemic Orders and Guidance](#): Latest executive orders and interpretive guidance.

[MD Executive Order 20-03-30-01](#): Stay at Home: Effective March 30 at 8 PM; amends [MD Executive Order 20-03-23-01](#): Closing all non-essential businesses effective at 5 PM on March 23, 2020, that are not part of the [U.S. DHS Critical Infrastructure list](#). [Office of Legal Counsel: Guidance on Non-Essential Businesses](#): Non-exclusive list of businesses included in the U.S. DHS Critical Infrastructure list. Lists steel, iron, and aluminum products as part of the critical manufacturing sector. Additional Guidance: [#04](#), [#05](#), [#06](#), [#07](#).

- [MD Executive Order 20-05-06-01](#): Amending Stay at Home Order: Issued May 6: Continues requirements of MD E.O. 20-30-30-01. Effective May 7, allows the resumption of elective medical procedures and reopening of specified outdoors recreational businesses, parks, and activities.
- [MD Executive Order 20-04-05-02](#): Local Control of Unsafe Facilities: Effective April 5, local Authorized Health Officials may require Unsafe Facilities to modify their operations or close, even if the facility would otherwise be permitted to remain open, if the official determines that the facility is unable or unwilling to operate in a manner that does not pose a reasonable risk of exacerbating the spread of COVID-19, including compliance with Social Distancing Guidance.
- [MD Executive Order 20-04-15-01](#): Face Coverings: Effective April 18: Requires face coverings on public transportation and for staff and customers of retail establishments and foodservice establishments; also requires physical distancing measures for retail establishments, including signage and sanitation requirements.

[MD Social Distancing Guidelines](#): General, not workplace specific.

[MD Dept Health: Business Resources](#): Guidance and signage for businesses.

- [MD Critical Infrastructure Worker Guidance](#): Updated to reflect CDC guidance. Allows workers potentially exposed to continue working if they remain asymptomatic. Employers must pre-screen potentially exposed workers and clean and disinfect work spaces. Potentially exposed workers should self-monitor, wear a mask, and social distance. Sick workers should be sent home immediately and potentially exposed employees should be advised.

[Maryland Manufacturing Network](#): Platform for PPE suppliers to share current resources and capabilities and for buyers to identify supplies and share their needs.

Massachusetts: Phase 1 limited reopening target May 18 with H&S requirements

Last updated 05/11/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Essential Businesses			Guidance	Guidance	
Potential Exposure	Guidance		Guidance	Guidance	Guidance
May 18: Mandatory Safety Standards	Required	Required	Required	Required	Required
Sector Protocols	TBA	TBA	TBA	TBA	TBA

[05/11 Press Release: 4 Phase Reopening Plan Announced with Mandatory Workplace Safety Standards](#): Phase 1 will allow limited industries to resume with "severe restrictions"; essential services will continue to operate. Mandatory Workplace Safety Standards will apply across all sectors and industries once reopening begins with Sector Specific Protocols and Best Practices.

[COVID-19 State of Emergency](#): Updates, emergency orders, and guidance.

- [CT Reopening: 4 Phase Approach](#): Basic information on 4 Phase approach; additional requirements on businesses will be made available.
- [Reopening: Mandatory Safety Standards for Workplaces](#): Mandatory requirements for all businesses, to be supplemented by sector-specific safety protocols and recommended best practices. Mandatory requirements include social distancing, signage, requiring face coverings for all employees, hygiene and cleaning, training for employees, and employee screening.
- [COVID-19 Information for Businesses & Employers](#): info on unemployment resources and small business relief. Includes a link to CDC guidance.
- [Reopening Advisory Board](#): To develop a report by May 18 with DPH approved workplace safety standards, industry frameworks, and customer protocols and guidelines.

[COVID-19: Essential Services](#): Information on the Closure Order. March 24 through May 18 (extended): All businesses and organizations that do not provide "COVID-19 Essential Services" to close their physical workplaces and facilities to workers, customers and the public. Recycling is included as Public Works & Infrastructure Support Services. Essential Services are urged to continue operations with allowance for social distancing protocols constant with MA Dept Public Health Guidance.

- [MA COVID-19 Order No. 13](#): Essential Services
- [MA COVID-19 Order No. 21](#): Extending closures through May 4.
- [MA COVID-19 Order No. 30](#): Extending closures through May 18.
- [COVID-19: Essential Services](#): Includes recycling as Public Works & Infrastructure Support Services.

[Non-Healthcare Essential Service Worker Exposure Guidance](#) (opens as Word doc download): Safety practices for workers who may have had exposure to a person with suspected or confirmed COVID-19. Guidance includes screening, cleaning, and facemasks for asymptomatic workers.

Michigan: Phase 3 Limited Reopening through May 28 with H&S requirements

Last updated 05/11/20

	PPE	Signage	Social Distancing	Cleaning	Screening
In-Person Operations	Required		Required	Required	Required
Manufacturing	Additional		Additional	Additional	Additional
Retail		Required	Additional		

[MI Coronavirus](#): Information on the Stay Home, Stay Safe order and other executive orders, status updates, and resources for groups.

- [05/07 Press Release: 6 Phase Plan](#): Outlines 6 Phase plan and declares MI is in Phase 3 (flattening). Announces return to work for MI manufacturers on May 11.
- [MI Safe Start Plan](#): Issued May 7: Presents 6 Phase plan. Phase 3 involves increased face coverings, no gatherings, and reopening of specified lower-risk businesses with strict workplace safety measures (construction, manufacturing, real estate, and outdoor work). Phase 4 will involve small gatherings and return of other retail with capacity limits and offices.
- [MI Executive Orders & Directives](#).

[MI Executive Order No. 2020-77](#): Effective May through May 28: Safer at Home: Reopening manufacturing. Supersedes E.O. 2020-70. Prohibits in-person work that is not necessary to sustain or protect life. Individuals to stay at home and adhere to CDC social distancing recommendations. All public and private gatherings are prohibited. Businesses may not conduct operations that require workers to leave their residences except to the extent those workers are necessary to sustain or protect life, conduct minimum basic operations, or perform a resumed activity.

- Businesses maintaining in-person operations must adopt social distancing measures in Sec. 11.
- In-person government activities (Sec. 6) that are not suspended includes "trash pick-up and disposal (including recycling and composting)".
- Critical Infrastructure Workers (Sec. 8 & 9): References U.S. DHS CISA Guidance as well as specified operations. Businesses must designate in writing and inform workers;
- Minimum Basic Operations: In-person presence is strictly necessary to maintain value of inventory and equipment, care for animals, ensure security, process transactions, or facilitate the ability of other workers to remote remotely. Businesses must designate in writing and inform workers.
- Resumed Activities: Section 10: Specifies non-life sustaining businesses that may reopen, subject to enhanced requirements, including retail by delivery or curbside pickup, and effective May 11, manufacturing.
- **Section 11: All businesses, operations, and government agencies with in-person work must, at minimum, implement listed requirements, including developing a COVID-19 Preparedness and Response Plan consistent with OSHA Guidance, restricting in-person workers to those strictly necessary; promoting remote work; 6 ft. distancing, requiring masks when workers cannot consistently maintain 6 ft. distancing; considering face shields when cannot maintain 3 ft. distancing; cleaning and disinfecting protocols; screening; adopting CDC social distancing and**

- mitigation measures. Includes additional requirements for specific sectors.
 - **Manufacturing:** Includes daily screening with questionnaire on symptoms and (when obtained) no touch temperature screening; suspending non-essential in-person visits; worker training; reducing congestion in common spaces; staggering shifts and breaks; temporary physical barriers where practicable; protocols for minimizing contact with deliveries; protocols to limit sharing of equipment; hygiene and cleaning; and notifying of positive cases and potential exposure.
 - **Retail:** For in-store retail, includes lines to regulate entry and markings for 6 ft. distancing; capacity limits; and considering curbside. Workers performing resumed activities with retail components must limit to curbside.

[MI Executive Order 2020-77 FAQs](#): Includes the statement that bottle return services are not considered critical infrastructure; there will be no change in the deposit collected at the time of purchase during this temporary suspension of bottle return services.

Past Stay at Home / Closure Orders

- [MI E.O. 2020-70](#): through May 15: Superseded MI E.O. 2020-59 with additional reopenings.
- [MI E.O. 2020-59](#): Issued April 24: Superseded MI E.O. 2020-42 with additional reopenings and requirement that all businesses provide face coverings for workers performing in-person work. Extends Stay Home, Stay Safe through May 15.
- [MI E.O. 2020-42](#): Stay at Home: non-essential business closures with health and safety requirements.

[AG Nessel issued a statement](#) on April 26 asking law enforcement to consider good-faith efforts of businesses to comply with MI E.O. 2020-59's face covering requirements, and asking employees that can safely do so to use their own face coverings as protection until businesses provide face coverings as required by the order.

[Return to TOC](#)

Minnesota: Stay at Home with limited reopening through May 17; H&S requirements

Last updated 05/04/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Critical Sector	Guidance		Guidance	Guidance	Guidance
Non-Critical	Guidance	Required	Required	Required	Required

Minnesota's Stay at Home order with a limited reopening of Non-Critical Exempt Businesses is effective through May 17, with health and safety guidance for Critical Sectors and requirements for Non-Critical.

[Guidance on Stay at Home Order](#): Links and information on Stay at Home order, including eligibility for Critical Sector Worker Exemptions, FAQs, and links to additional resources.

- [MN Executive Order 20-48](#): Extending and Modifying Stay at Home: May 4 through May 17. All persons to stay at home except for listed activities and to work at Critical Sectors and Non-Critical Exempt Businesses. Any worker who can work from home must do so. Strongly encourages individuals wear cloth face coverings at all times in public settings where other social distancing measures are difficult to maintain. Urges high risk individuals to stay in their home or residence.
 - **Critical Sectors**: Workers who cannot work from home may travel to work, including transportation for child care. Cites U.S. DHS Guidance with clarifications. Critical Sector work activities should be conducted in a manner that adheres to Minnesota OSHA Standards and the MDH and CDC Guidelines related to COVID-19, including social distancing and hygiene.
 - **Non-Critical Exempt Businesses**: Allows return to work of listed non-critical businesses upon completion of requirements. List includes industrial and manufacturing that are not Critical Sector workers (not including retail environments); office-based businesses; and retail businesses with goods that can be picked up outside with limited interaction between employees and customers. Non-Critical Exempt Businesses must establish and implement a COVID-19 Preparedness Plan as provided at <https://mn.gov/deed/safework/> that at minimum addresses: work from home, screening, social distancing, hygiene and source control, and cleaning and disinfection protocols. Management must sign and certify the plan, which must be provided in writing and with training to all workers, posted in all relevant workplace locations, and available to regulatory authorities and public safety officers; does not require submitting plans for pre-approval.
- [MN E.O. 20-48 Guidance](#): Clarifications on Critical and Non-Critical exemptions.
- Past orders:
 - [MN Executive Order 20-40](#): Limited reopening beginning April 27, targeting Non-Critical Exempt Businesses.
 - [MN Executive Order 20-33](#), effective through May 3 (extends original closure required by [MN E.O. 20-20](#)): Stay home except for specified Activities and Critical Sector work.

[MN Safely Returning to Work](#): Information on reopening process and guidance and FAQs for businesses and workers.

- [For Businesses: Safely Returning to Work](#): Information on Phases and requirements.
- [COVID-19 Preparedness Plan Template](#): For Non-Critical Exempt Businesses.
- [Employer Preparedness Plan Requirements Checklist](#): For Non-Critical Exempt Businesses.
- [Guidance on Reopening Businesses](#): FAQs on compliance with MN E.O. 20-48.

[MN OSHA Compliance: COVID-19](#): Fact sheets and guidance for businesses.

- [Safety and Health Guidelines for Essential Work Operations](#): Guidance on limiting exposure. Includes limiting travel, limiting access, limiting use (suggests designating one driver, one operator, or one teller for a piece of equipment), practicing social separation and staggered schedules, considering barrier protection for workers engaged with the public, social distancing, hygiene and sanitation, assessment of work activities for necessity of PPE, worker training, open communication, daily screening, stay home when sick, and reporting of cases.
- [COVID-19 Preparedness Plan Template and Instructions](#): Plans required by MN E.O. 20-40 for non-exempt businesses returning to work.
 - [COVID-19 Preparedness Plan Guidance for Manufacturing](#).
- [Worker Protections Related to COVID-19](#): information on sick leave protections, discrimination, unemployment insurance benefits, workers' compensation, worker conditions, and other issues.
- [Equipment for COVID-19, non-critical businesses fact sheet](#): Explains hierarchy of controls and methods of prevention that a business might adopt.

[MDH: Businesses and Employers: COVID-19](#): Information and guidance on Stay at Home Order, Social Distancing, sick leave policies, other steps businesses can take, and links to other state, federal, and sector-based prevention resources.

- [MDH: Visitor and Employee Health Screening Checklist](#): Sample screening checklist.
- [MDH: Recommendations for Critical Infrastructure Workers Exposure to COVID-19](#): For suspected or confirmed contact with infected people, recommends staying at home until 14 days after last exposure if possible. If excluding exposed workers would represent a crisis for continued operations, recommends pre-screening, regular self-monitoring, using face coverings, maintaining social distancing, practicing frequent hygiene and disinfection, immediately sending employees home if symptoms develop, and home isolation until at least 7 days since symptoms first appeared and 2 days since recovery.

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Mississippi: Safer at Home reopening with H&S requirements and guidance

Last updated 04/28/20

	PPE	Signage	Social Distancing	Cleaning	Screening
All Businesses			Required	Required	Required
Retail			Additional	Additional	Required

[Coronavirus.MS.gov](https://www.coronavirus.ms.gov): Official state site; includes hotline, status updates, recent news, and links to other resources.

- [MS Executive Order 1477](#): Safer at Home: April 27 through May 11: Encourages individuals stay at home except for Essential Activities, requires social distancing and avoiding gatherings of more than 10. Vulnerable individuals to continue to shelter in place. Essential Activities includes operating a business and/or performing job duties. Businesses may remain open or reopen subject to limitations, including work from home when possible and reasonable measures to ensure compliance with MS Dept of Health and CDC Guidelines, including social distancing, screening, and hygiene and cleaning. Retail businesses must limit customers to 50% capacity and engage in frequent cleaning of high contact surfaces. To the extent possible, special accommodations should be made for vulnerable employees.
 - [MS Executive Order 1473](#): Extended Shelter in Place Order to 8 AM on April 27. Allowed retail sales by non-essential businesses with H&S requirements.
 - [MS Executive Order 1466](#): Shelter in Place: Issued April 1, Effective April 3 at 5 pm through April 20 at 8 AM: Non-essential businesses must cease operation and all activities except Minimum Operations.
 - [MS Executive Order 1463](#): Avoid social and non-essential gatherings of more than 10 in close proximity; does not apply to normal operations of listed locations, including manufacturing facilities and any Essential Business.

[MSDH Coronavirus page](#): Information on status, prevention, and testing.

- [Guidance for Businesses and Workplaces](#): Links to CDC and OSHA Guidance as well as recommendations for specific sectors.
- [Social Gatherings and Events](#): General social distancing and hygiene guidelines.

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Missouri: Show me Strong reopening through May 31 with H&S guidance

Last updated 05/04/20

	P E	Signage	Social Distancing	Cleaning	Screening
All Businesses	Guidance		Required	Guidance	Guidance
Retail	Guidance		Additional	Guidance	Guidance

[Show Me Strong Recovery Plan](#): Information on recovery plan stages and requirements. Missouri's Show Me Strong Plan removes essential vs non-essential designation.

- [MO COVID-19 Health Order April 27, 2020](#): May 4 through May 31: Requires all persons and businesses abide by social distancing requirements. Individuals performing job duties that require contact with other people closer than 6 ft. should take enhanced precautionary measures. Entities engaged in retail sales to the public must limit occupancy to 25% or less for locations with less than 10,000 sq. ft., or 10% for 10,000 sq. ft. or more. Does not limit local orders that are not inconsistent.
- [Business Guidelines](#): Businesses should prepare to implement basic infection prevention measures informed by industry best practices regarding PPE, screening, and sanitation; modify physical workspaces to maximize social distancing; minimize business travel; develop an infection disease preparedness and response plan; screen employees and do not allow symptomatic employees to return unless cleared by a medical provider; and develop, implement, and communicate about workplace flexibilities and protections, including encouraging telework, returning to work in phases and/or split shifts if possible, limiting access to common areas, and ensuring flexible sick leave policies.
- [Citizen Guidelines](#): Individuals who feel sick should stay home. Includes guidelines on hygiene and cleaning, social distancing, and minimizing travel. Elderly or otherwise vulnerable populations should take enhanced precautionary measures to mitigate risks.
- [Face Covering Guidelines](#): Recommends face coverings in public settings where other social distancing measures are difficult to maintain. For employers, engineering and administrative controls that prevent or reduce exposures should be used with any policy that considers use of face coverings by employees.

[Show Me Strong Recovery Plan Guidance](#): Information on Show Me Strong Recovery Phase 1, guidelines for individuals and businesses, and FAQs

- Past order: [MO COVID-19 Health Order April 3, 2020](#): Stay at Home: April 6 through May 3 (extended from April 24 by [MO H.O. 04/16/20](#))

[MO DED: Stay at Home: Business Guidance](#): Information on essential business and social distancing criteria and waiver requests (as of 05/04, page had not been updated for recovery plan).

[MO DHSS: Guidance for Businesses](#): Links to CDC and OSHA guidance and other resources.

[MO Dept Mental Health: COVID-19](#): FAQs and guides on preparedness and managing stress in the community, in the workplace, and for families and individuals.

Montana: Phase 1 reopening with H&S requirements; expanded reopening May 15

Last updated: 05/11/20

	F E	Signage	Social Distancing	Cleaning	Screening
All businesses	Guidance		Required	Guidance	Required

[MT Governor's Coronavirus Task Force](#): notification sign up, status updates and links to resources, including information on Stay at Home directive.

[MT Directive for Phased Reopening](#): Issued April 22: Extends Stay at Home Directive until Sunday, April 26 for individuals and Monday, April 27 for most non-essential businesses (bars and restaurants to May 4). Following the expiration, businesses are no longer designated essential or non-essential.

- [MT Directive for Phase 1 Expansion](#): Issued May 8, Effective May 15: Allows limited reopening of gyms, theaters, and museums subject to Phase 1 Directive and additional guidance.
- Effective Monday, April 27, employers should:
 - Continue to encourage telework whenever possible and feasible with business operations, and accommodate alternative work schedules when telework is not feasible;
 - Close common areas or enforce strict social distancing protocols;
 - Minimize non-essential business travel;
 - Make special accommodations for members of a vulnerable population or for those with vulnerable household members.
 - Allows main street and retail businesses to become operational with reduced capacity and where strict physical distancing protocols can be maintained.
- Includes Guidance for Employers to:
 - Develop and implement appropriate policies, in accordance with federal, state, and local regulations and guidance, and informed by industry best practices, regarding: Social distancing and protective equipment; Temperature checks and/or symptom screening; Testing, isolating, and contact tracing, in collaboration with public health authorities; Sanitation; Use and disinfection of common and high-traffic areas.
 - Monitor workforce for indicative symptoms. Do not allow people with symptoms of COVID-19 to work.
 - Collaborate with public health officials when implementing policies and procedures for workforce contact tracing following an employee's COVID-19 positive test result.
- Appendix also includes general business reopening guidelines for phases of reopening
 - Phase 1: All settings must:
 - Conduct health assessments for all employees at the beginning of each shift;
 - Require physical distancing for non-household customers waiting in line;
 - Close waiting areas where adequate physical distancing cannot be maintained;
 - Maintain physical distancing of 6 feet between non-congregate customers (10 or fewer).
 - Phase 2: Non-congregate group size increased from 10 to 50 people.
 - Phase 3: Return to normal operations.

[MT DPHHS: COVID-19](#): Testing information, status updates, and information on prevention.

Nebraska: No general closure; H&S guidance for general public

Last updated 04/29/20

	PPE	Signage	Social Distancing	Cleaning	Screening
General Public	Guidance		Guidance	Guidance	

[Get Nebraska Growing](#): Task force working to come up with guidelines that prioritize safety.

[NE DHHS COVID-19 Guidance Documents](#): Guidance on executive orders, reopening guidelines for restaurants, and general public guidance. No general guidance for businesses.

- **General Information**: Includes public guidance on social distancing, wearing cloth face coverings when social distancing is impractical, hygiene, and cleaning.
- [General Guidance and Testing Information](#): Information on symptoms and transmission. Recommends that sick individuals stay home, wear a facemask, and follow hygiene and cleaning suggestions.

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Nevada: Stay at Home through May 15 with H&S requirements; limited reopening

Last updated 05/01/20

	P E	Signage	Social Distancing	Cleaning	Screening
Essential Businesses	Guidance		Required	Required	Required

[Nevada United Roadmap to Recovery](#): Outline of actions to date and information on recovery phases.

[NV COVID-19 Declaration of Emergency Directive 016](#): Effective May 1 through May 15: Non-essential retail businesses may resume retail sales on a curbside or home delivery basis only. Reopening businesses must adopt NV OSHA measures on social distancing and sanitation and abide by all other guidance. To the extent practicable, businesses must provide services in a manner that prevents queues that violate social distancing. All businesses are encouraged to permit employees to work from home. Otherwise extends Directive 003 through May 15.

- [NV COVID-19 Declaration of Emergency Directive 003](#): Non-essential businesses close effective March 20 to April 30 (extended from April 16 by [NV E.D. 010](#)). Essential businesses must adopt COVID-19 risk mitigation measures that reduce the risk of community disease spread. Manufacturing and Infrastructure must maintain strict social distancing practices and comply with any precautionary measures and guidance promulgated by the NV Dept Business & Industry.
- [NV COVID-19 Declaration of Emergency Directive 013](#): Includes requirement that essential businesses providing services or selling goods to the public implement measures to control in-store traffic to ensure social distancing standards are maintained, including queue line spacing.

[Nevada Health Response: COVID-19](#): Updates on executive actions, status updates, information on prevention and preparation.

- [Guidance on Essential Businesses](#): "Essential Licensed Business" includes recycling services and manufacturing as essential infrastructure operations.
- [Guidance on Curbside Commerce](#): Requirements for all retailers; includes requirements on payment, delivery of products, wearing of face coverings and disposal gloves when providing curbside service, establishing a designated curbside area, and other issues.
- [Nevada Health Response COVID-19 Risk Mitigation Initiative](#): Guidance on social distancing and prevention; includes statement that "all employees and patrons employ strict social distancing practices" and recommends reminding employees of best hygiene practices and increasing the frequency of cleaning and sanitizing per CDC guidance of all hard surfaces.

[NV OSHA](#): Provides memorandums and guidance for businesses.

- [NV OSHA Memorandum for Essential Businesses](#): Recommendations and guidance for essential businesses. Requires social distancing protocols, prohibiting gatherings of 10 or more, promoting frequent handwashing and providing a place to wash hands or hand rubs. Recommends providing face masks for service runners, drive through attendants, and other immediately exposing tasks. Requires routine cleaning and providing sanitation and cleaning supplies. Requires daily screening of staff, and that any identified first responders in the labor force are provided and use

the needed PPE. Requires access to potable water.

- [NV OSHA Memorandum for Manufacturers](#): Additionally requires social distancing be maintained during operation of mobile equipment designed for 2 or more passengers.

[NV Guidance on Improvised Facial Coverings](#): Encouraged whenever Nevadans leave their residence.

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New Hampshire: Stay at Home 2.0 through May 31 with H&S requirements, limited reopening

Last updated 05/04/20

	PPE	Signage	Social Distancing	Cleaning	Screening
All Businesses	Guidance	Required	Required	Required	Required
Manufacturing	Additional		Additional	Additional	Additional
Retail (May 11)	Required	Additional	Additional	Additional	Additional

Economic Re-Opening Task Force: Information on Task Force and Stay at Home Order 2.0. Order 2.0 allows a limited reopening of certain recreational / close contact businesses; it also allows the reopening of retail businesses on May 11. The order allows essential businesses to continue to operate according to new health and safety requirements, with other non-essential to remain closed through May 31.

NH Emergency Order # 40 Pursuant to Executive Order 2020-04: May 4 through May 31: Designates Essential Services and allows certain businesses to resume operations; other non-essential to continue to cease in-person operations. Requires individuals to stay at home except for listed activities.

- Essential Services listed under Exhibit A and on <https://www.nheconomy.com/covid> are encouraged to continue operations through remote means.
- Exhibit B lists universal guidelines for businesses and employees.
- Exhibit C lists industry-specific guidelines, including manufacturing and retail. Allows retail establishments that were previously closed to reopen on May 11.
- Exhibit D lists guidelines for specific recreational / close contact businesses resuming operations.

Stay at Home Order 2.0 Information: Includes links to guidance that "will serve as the bare minimum standards which businesses must meet to maintain or begin operations".

- **Universal Guidelines:** Requires compliance with guidelines on employee screening and symptomatic employees staying home, including questions to ask and documenting temperatures before shifts; strongly promoting hygiene; implementing workplace cleaning and disinfecting practices following CDC guidelines; supporting the use of cloth face coverings where social distancing is difficult to maintain; implementing social distancing; allowing employees to work from home as much as practical; updating employee illness policies; and communicating with employees and customers, including by posting extensive signage on health policies.
- **Manufacturing Guidance:** Recommends following CDC and OSHA guidance for manufacturers; assessing PPE appropriateness for workplace risks; employee use of cloth face coverings; hygiene and providing access to hand washing stations and sanitizer; adjusting manufacturing processes and shifts for social distancing; requiring all employees report any illness; preventing congregating in break rooms and limiting capacity of such; restricting interaction with outside visitors and delivery drivers; erecting impermeable barriers; and requiring sanitization of equipment and areas.
- **May 11: Retail Store Guidance:** Requires employees wear cloth face coverings at all times when in the retail facility and in public locations or shared areas, even if other individuals are not immediately present, and training on cloth face coverings based on CDC guidance. Hand

sanitizer must be made available at entrances and exits, checkout locations, and breakrooms and common areas. Stagger shifts, breaks, and meals for social distancing. Requires screening and symptom reporting, social distancing, and restricting interactions with outside visitors. Limit occupancy to 50% capacity, demark 6 ft. spacing, require customer use of cloth face coverings, and other customer requirements on signage, social distancing, hygiene and cleaning. Prohibits use of reusable bags.

Former Order: [NH Emergency Order #17 Pursuant to Executive Order 2020-04](#): March 28 through May 4: Non-essential businesses must close physical workplaces and cease all in-person operations. Essential Businesses must develop social distancing protocols consistent with CDC and NH DHHS guidance.

[NH Economy - COVID-19 NH Business Resources](#): Business information clearinghouse. Business Help contact form, links to Executive Orders, information on essential businesses and reopening, other state and federal resources, unemployment information, loans and grants, and public health information.

[NH DHHS: Guidance for Businesses and Employers](#): Links to information and guidance for businesses, including CDC and OSHA guidance

- [NH DHHS: Using Cloth Face Coverings](#): Public guidance recommending all persons wear cloth face coverings when outside of the home; examples of when to wear include essential workers where they cannot maintain at least 6 ft. distance between themselves and others.
- [Mask Order Form for Businesses](#): Request form for businesses in need of disposable masks.
- [Stay Home if You're Sick poster](#): includes recommendation that employers consider offering flexible leave and telework policies.

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New Jersey: Non-Essential Retail Closures and H&S Requirements until Revoked

Last updated 05/11/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Manufacturers	Required		Required	Required	Required
Essential Retail	Required	Required	Required	Required	Required

[Restart and Recovery Advisory Council](#): Information on the Advisory Council members and subcommittees.

[Stay at Home & Business Closures](#): Information on Executive Orders.

- [NJ Executive Orders](#) list
- [NJ E.O. 140](#): Authorizes creation of the Governor's Restart and Recovery Advisory Council.
- [NJ E.O. 131](#): Authorizes creation of the Governor's Restart and Recovery Commission
- [NJ E.O. 122](#): Business prevention requirements: Issued April 8, effective April 10 at 8 PM until revoked. New requirements for businesses, particularly manufacturing and essential retail, that remain open according to previous orders.
 - All businesses remaining open must adopt cleaning protocols. Manufacturer minimum requirements on limiting workgroups to fewer than 10, social distancing, staggered operations and breaks, disinfection and hygiene, and requiring cloth or more protective face coverings and gloves provided by the business.
 - Manufacturer and essential retail minimum screening and prevention requirements for COVID-19, including disinfecting site and notifying workers of confirmed cases.
 - Essential retailer requirements include limiting to 50% maximum capacity, social distancing requirements for customers and workers, breaks for hand washing and sanitation, contactless pay and sanitation, and requiring cloth or more protective face coverings for customers and workers and gloves for workers.
 - Also closes non-essential construction and places additional restrictions on essential construction.
- [NJ E.O. 107](#): March 21: Essential retail restrictions and non-essential retail closure; all businesses must accommodate work from home whenever practicable and make best efforts to reduce on-site staff to minimal number necessary.
- [NJ E.O. 108](#): March 21: Preempts conflicting local orders.

[Protocols for Essential Retail, Essential Construction, and Businesses](#): Business operations-focused list of requirements from executive orders.

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New Mexico: Stay at Home through May 15; social distancing and cleaning requirements

Last updated 05/01/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Essential Businesses			Required	Required	

[NM Dept Health: Stay at Home FAQs](#): Includes information on closure of non-essential businesses

- [NM Public Health Order April 30](#): May 1 through May 15: Extends all current guidance documents and advisories. Amends the closure of Non-Essential Businesses. Prohibits mass gatherings of 5 or more. Non-essential businesses to reduce in-person workforce by 100%, except that non-essential retail may operate curbside pickup and delivery. Essential Businesses may remain open provided they minimize their operations and staff to the greatest extent possible, adhere to social distancing protocol, maintain 6 ft. distancing, avoid person-to-person contact, direct employees to wash their hands frequently, and ensure all surfaces are cleaned routinely. Essential Businesses includes "trash and recycling collection, processing and disposal". For Essential Retail; limits occupancy to 20% and requires social distancing in queues.
 - [NM Public Health Order Closing Non-Essential Businesses](#): Effective 8 AM Tuesday, March 24 through April 30.

[NM Dept Health: Public Information](#): Guidance for public and individual sectors. Includes links to CDC and OSHA Guidance for essential businesses and employers.

- [Guidance on Cloth Face Covering](#): Public guidance: recommends wearing cloth face coverings in public settings where social distancing measures are difficult to maintain.

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New York: PAUSE through May 15 with H&S Requirements; phased plan in development

Last updated 05/12/20

	P E	Signage	Social Distancing	Cleaning	Screening
Essential Businesses	Required		Guidance	Required	Guidance
Reopening May 15	Guidance		Guidance	Guidance	Guidance

New York Forward: Information on Phase 1 Regional Reopening, including breakdown of industries that can start preparing for reopening and a regional map of reopening status. Finger Lakes, Southern Tier, and Mohawk Valley Regions were announced as ready to begin Phase 1 on May 15.

- [Regional Monitoring Dashboard](#): Shows progress towards Phase 1 goals by region.
- [Industries Reopening by Phase](#): Phase 1 includes manufacturing and retail (curbside). Phase 2 includes general retail reopening. Each business and industry must develop plans that consider 3 factors: Protections for Employees and Customers, including shift adjustments, social distancing, and restricting non-essential travel; Changes to physical workspace, including requiring masks for employees and customers in close contact with others and cleaning and sanitation standards; and Implementing Processes such as employee screening and reporting confirmed positives to customers.
- [FAQs on New York Forward and Business Reopening](#): As of May 12, redirects to regional offices for questions.

NY Dept Health: COVID-19: Information on PAUSE, status updates, testing and prevention, and for employees and employers, as well as other groups.

- [NY Executive Order 202.8](#): PAUSE: Non-essential businesses reduce in-person workforce by 100% from March 22 to May 15 (extended from April 19 by [NY E.O. 202.14](#); extended from April 29 by [NY E.O. 202.18](#); supersedes [NY E.O. 202.6](#)).
- [PAUSE Guidance on Essential Businesses](#): Essential services includes trash and recycling collection, processing and disposal. Essential Businesses must continue to comply with the guidance and directives for maintaining a clean and safe work environment issued by the DOH, and every business, even if essential, is strongly urged to maintain social distancing measures to the extent possible.
- [NY Executive Order 202.16](#): Essential Businesses must provide employees in the workplace with face coverings that must be worn when in direct contact with public.
- [Information for Employees and Employers](#): DOH Guidance for employees and employers
 - [DOH Guidance on Requiring Face Coverings](#): Additional information on face covering requirements, including application to independent contractors, the use of an employee's own face covering, reasonable accommodations for employees who are unable to wear face coverings, requests for assistance with face coverings, and other issues.
 - [Guidance for Cleaning and Disinfection of Public and Private Facilities for COVID-19](#): Compliance required by executive order. Hygiene, cleaning, and disinfecting instructions, including for a confirmed case of COVID-19 in a facility.
 - [Protocols for Essential Personnel to Return to Work](#): Conditions for suspected or confirmed exposure as well as returning to work after confirmed or suspected infection.

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North Carolina: Stay at Home through May 8, reopening plan includes enhanced H&S

Last updated 04/24/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Essential Businesses		Guidance	Extent Practicable	Extent Practicable	
Retail		Required	Required	Required	

[April 23: Stay Home Extended, 3 Phase Reopening](#): Information on current progress towards reopening metrics and plans for 3 Phases. Phase 1 will require open stores implement social distancing, enhanced hygiene and cleaning, screening, and employee accommodations and training.

[NC Executive Order No. 121](#): March 30 through May 8 (extended from April 30 by [NC E.O. 135](#)): Non-essential businesses and operations must cease activities except Minimum Basic Operations or working from home. Essential Businesses to direct employees to telework to the maximum extent possible and maintain social distancing requirements on 6 ft. distancing, hygiene, and cleaning to the extent practicable. Essential Businesses specifically references recycling.

[NC Executive Order No. 131](#): April 13 to May 8 at 5 PM (amended by [NC E.O. 135](#)): Additional restrictions on retail establishments. Limits occupancy, requires social distance markings, and frequent and routine environmental cleaning and disinfection.

[NC DHHS: Guidance for Essential Businesses](#): Guidance includes:

- Plan ahead by reviewing, updating, and/or creating emergency plans, accommodating high-risk employees, considering alternatives to large gatherings, and staying informed.
- Establishing open and clear communication, including signage and flexible sick leave policies. States that employers should not ask for a negative COVID-19 test or note from a medical provider for employees to return to work.
- Take commonsense prevention measures, including hygiene and cleaning.
- Practice social distancing according to guidelines.

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North Dakota: No closure impacting recyclers; guidance on H&S measures

Last updated 04/24/20

	P E	Signage	Social Distancing	Cleaning	Screening
Essential Businesses	Guidance		Guidance	Guidance	Guidance

North Dakota closures do not impact recyclers, but the North Dakota Department of Health has provided guidance for businesses, including businesses designated as essential by U.S. DHS Guidance.

[NDDoH: Protect Yourself and Others](#): Guidance for individuals, businesses, and communities.

- [NDDoH: Essential Workplace Recommendations for COVID-19](#): Recommends following CDC guidance on social distancing, environmental cleaning, communicating with customers, etc. Provides guidance on cleaning recommendations after a confirmed test of an employee. Close contacts of infected persons should stay home for 14 days past the last contact. Critical workers with potential exposure should be pre-screened, monitored, and should wear a mask and practice social distancing. If an employee tests positive they should be excluded until tested negative, differently diagnosed, or at least 7 days have passed since onset and 72 hours since fever.
- [Critical Infrastructure Workers and Exposure](#): Recommends notifying employers, pre-screening, regular monitoring, wearing a mask, social distancing, and cleaning workspaces.
- [NDDoH: Workplace Assessment for COVID-19](#): Workplace assessment and planning tool.

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Ohio: Stay Safe Order through May 29; reopening with H&S requirements

Last updated 05/04/20

	PPE	Signage	Social Distancing	Cleaning	Screening
All Businesses	Required	Required	Required	Required	Required
Manufacturing	Required	Required	Required	Required	Required
Retail	Required	Additional	Required	Required	Required

Responsible Restart Ohio: Information on business operating requirements during restart phases. Healthcare will reopen beginning May 1; Manufacturing, distribution, and construction beginning May 4; Retail and services beginning May 12. Stay at Home order remains in effect.

- **Responsible Protocols:** Health and safety requirements for all businesses. Requires face coverings for employees and recommends them for clients / customers at all times, daily health assessments, social distancing, hygiene and cleaning, and 50% limited capacity, as well as actions to take when a COVID-19 infection is identified.
- **Sector Specific Operating Requirements:** Requirements and best practices for specific sectors.
 - Manufacturing: Requirements include 6 ft. distancing or barriers, screening, face coverings for employees and distributors unless set conditions apply, hygiene and cleaning, and work from home if possible.
 - Retail: additional requirements including social distance signage.
- **Continued Business Closures:** Lists businesses and services that remain closed.

OH Dept Health Stay Safe Order: May 1 through May 29: Allows all businesses and operations except as restricted to reopen as long as all workplace safety standards are met. Individuals are ordered to stay at home except as allowed and maintain social distancing in public as much as reasonably possible. Prohibits gatherings of more than 10 people unless exempt. Requires out-of-state travelers self-quarantine for 14 days unless doing so for critical infrastructure. Urges high risk individuals to take additional precautions.

- Businesses must allow all customers and other visitors to use face coverings, and require employees to wear face coverings except for certain exemptions. Businesses must provide written justification upon request explaining why an employee is not required to wear a face covering in the workplace.
- Manufacturing and general office environments ordered to cease operations to resume on May 4 subject to requirements.
- Retail ordered to cease operations to resume on May 12 subject to requirements.
- Social Distancing Requirements: All businesses must take proactive measures to ensure compliance, including designating 6 ft. distances, having hand sanitizer and sanitizing products readily available, separate hours for vulnerable populations, and online and remote access to open hours and services.

Guidance on Dispute Resolutions for Essential and Non-Essential Businesses: Information on enforcement by state and local law enforcement and officials. Local health departments have authority to answer questions on essential business status. A Dispute Resolution Commission will render guidance

when local health depts come to different conclusions for similar businesses. Includes link to dispute resolution form.

OH Governor: [New Releases](#) and [Executive Orders](#)

- Former order: [OH Dept Health Amended Stay at Home Order](#): March 24 through May 1 (extended by April 2 amendment): Non Essential businesses must cease activities.
- [04/16 Update: Regional Coalition](#): Announces coordination with IL, MI, WI, MN, IN, & KY to reopen economies, with focus on number of cases and hospital admissions, amount of hospital capacity, ability to test and trace, and best practices for social distancing in businesses.

[OH Dept Health: Employers and Employee Guidance](#): Includes a Business/Employer COVID-19 Checklist and [Potentially Exposed Essential Workers Checklist](#).

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Oklahoma: Open up & Recover Phase 1 starting April 24; H&S guidance

Last updated 04/29/20

	P E	Signage	Social Distancing	Cleaning	Screening
All Businesses	Guidance		Guidance	Guidance	Guidance

[Reopening Oklahoma: Open Up & Recover Safely Plan](#): 3 Phase approach starting April 24. Allows phased reopening of closed personal care and entertainment venues. All employers should consider:

- [Developing policies](#) for temperature checks, sanitation, use and disinfection of common areas, and business travel;
- Monitoring workforce for indicative symptoms, not allowing symptomatic people to physically return to work, and consider implementing flexible sick leave and supportive policies and practices;
- Developing and implementing policies and procedures for workforce contact tracing following employee COVID-19 testing; and
- [Implementing appropriate policies](#) regarding social distancing and PPE.
- Guidance for Phase 1: create plans to allow employees to return to work in phases, close common areas or enforce social distancing protocols, minimize non-essential travel and adhere to CDC guidelines and executive orders regarding isolation following travel, and honor requests of vulnerable personnel for special accommodations.
- Guidance for Phase 2 (goal of May 15): close common areas or enforce social distancing protocols, honor vulnerable personnel requests, and implement social distancing protocols including proper sanitation and use of PPE when interacting with the public.
- Guidance for Phase 3 (Goal of June 1): resume unrestricted staffing of worksites.

[OURS Plan Questions Form](#): FAQs and help for businesses for reopening plan.

[OK 4th Amended Executive Order 20-13](#): Effective April 24, Section 25 directs that all businesses should, unless the local municipality has more stringent guidelines, adhere to the Statewide Open Up and Recover (OURS) Plan as provided on the Oklahoma Department of Commerce website.

- [OK 7th Amended Executive Order 2020-07](#): Issued April 1, Effective March 26 until April 30: Statewide closure of non-critical infrastructure; superseded.
- [OK 4th Amended Executive Order 2020-07](#): Page 5: March 25 to April 16: Closed non-critical businesses located in a county experiencing community spread of COVID-19 as identified by the [OSDH](#) on its website.

[OK Dept Health: Screening Employees for COVID-19 Symptoms Guidance](#): Specific guidance on precautions and procedures for screening employees.

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Oregon: Retail closures with H&S for all businesses; phased reopening by county May 15

Last updated 05/11/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Public	Guidance		Guidance	Guidance	
Businesses (May 15)	Guidance		Required	Required	Guidance
Retail (May 15)	Required	Required	Additional	Additional	

[OR Governor: Coronavirus Information and Resources](#): Information on reopening plan, health and safety requirements and guidance for public and businesses, what reopening phase counties are currently in, health information, closings and recommendations, and resources for employees and employers. OR E.O. 20-12 Stay at Home w/ retail closures in effect until counties move to Phase 1.

- [Reopening Oregon Plan](#): Allows some counties to enter Phase 1 reopening on May 15 with requirements for businesses and reopening retail. Tentative provision for local gatherings up to 25 people by county in Phase 1. Counties will remain in Phase 1 for at least 21 days before potentially moving to Phase 2.
- [Prerequisites for Phased Reopening of Oregon](#): Minimum requirements for a county or region to enter Phase 1 of Reopening Oregon. Includes requirement that each industry sector follow OHA statewide guidelines to protect employees and customers.
- [OR Executive Order 20-12](#): March 23 until terminated: Closes specified entertainment, retail, and close service businesses for which close personal contact is difficult to avoid. Requires all businesses where telework is not available designate an employee to establish, implement, and enforce OHA guidance on social distancing for employees and business-critical visitors.

[Oregon Health Authority: COVID-19](#): status, prevention, and testing information, as well as OHA statewide guidance **required** for Reopening Phase 1.

[OHA Statewide Guidance](#): Includes public guidance effective immediately, guidance for employers and retailers effective May 15, and guidance on reopening certain industry sectors that applies to counties entering phase 1, as well as links to signage (required for retail)

- [Reopening Guidance for the Public](#): Stay home if sick or at risk, self-isolate if symptomatic, social distancing, hygiene and cleaning, use of face coverings in public, and staying close to home except for essential travel.
- [Guidance on Face Coverings](#): Recommends that the public use face coverings in businesses and public settings, but stresses the need to follow social proper distancing, hygiene, cleaning, and self-isolation if sick.
- [Guidance for Employers](#): Guidance (compliance required by May 15) on sick leave and flexible leave policies; encouraging employees to stay home when sick; hygiene and cleaning; telework when feasible; social distancing and measures to increase physical space, including markings and barriers; encouraging or requiring employees use face coverings according to sector-specific guidance and provide for employees if required; staggered schedules; considering regular screening for staff and visitors if feasible; and guidance on leave, health insurance, downsizing

and layoffs, and unionized workforce bargaining.

- [Reopening Guidance for Retail](#): Requires limiting max occupancy to allow for 6 ft. social distancing; posting clear signs on symptoms and social distancing; frequent cleaning and sanitizing, requiring employees to wear face coverings and providing such; strongly encouraging customers to wear face coverings; considering physical barriers; using signs to direct one-way flow of traffic and physical distancing, requiring hand washing or sanitizer use for employees, and considerations regarding trying on goods and alternative order and pick up options.
- [OHA Guidance on Physical Distancing](#): Guidance for individuals. Recommends 6 ft distancing, hygiene and cleaning, cloth coverings if can't maintain 6 ft. distancing, and staying home if sick.

[SAIE](#): Oregon's non-profit workers compensation insurance company; homepage includes links to their Coronavirus Worker Safety Fund, FAQs on workers compensation, and other resources.

- [Coronavirus Worker Safety Fund](#): To help pay for expenses tied to preventing the spread of coronavirus at businesses or mitigating other coronavirus-related costs.
- [Coronavirus and workers' compensation](#): FAQs for employers on safety, compensation, policies, and payroll.

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Pennsylvania: Phase 2 Reopening levels by county with H&S requirements

Last updated 05/11/20

	I E	Signage	Social Distancing	Cleaning	Screening
In Person Operations	Required		Required	Required	Required
Retail	Additional		Additional	Additional	Required

[Guidance for businesses conducting in-person operations](#): Requirements and guidance for all businesses conducting in-person operations during Red and Yellow phases.

- Requirements include cleaning and hygiene, including special requirements for probable or confirmed exposure; daily employee screening; staggered schedules; limiting access to common areas; limiting gatherings to 10; maintaining social distancing; providing and requiring employees wear non-medical face masks while on the worksite; ensuring access to hygiene and cleaning supplies; and discouraging non-essential visitors.
- Businesses serving the public must follow additional precautions, including 50% occupancy; installing shields and other checkout barriers; designating times for high-risk customers; requiring customers wear masks; limiting check-out lines; scheduling handwashing breaks; and assigning an employee to wipe down carts and handbaskets. Businesses unable or unwilling to comply may engage in curbside delivery according to strict social distancing.
- Businesses that inherently involve close contact are not permitted until the Green Phase.

[Plan for Pennsylvania](#): Information on 3 Phase Reopening Plan and links to other state resources.

- [Phase 2: Reopening](#): Outlines a 3 color reopening plan.
 - Red Phase to allow life sustaining businesses only; stay at home order in place; large gatherings prohibited; restrictions on restaurants; encourages limiting travel.
 - Yellow Phase: Telework must continue where feasible; in-person operations must follow business and building safety orders; limited reopenings including in-person retail; stay at home lifted; gatherings limit increased to 25 persons.
 - Green Phase: General reopening; businesses and individuals must follow CDC and PA Dept Health Guidelines.

[PA Dept of Health: COVID-19](#): Information on cases, prevention, and current color phases of reopening. Counties in the Red Phase are subject to continued requirements of the [Stay at Home Order](#) until June 4, requiring closure of non-life sustaining businesses.

[Guidance for Businesses](#) provides requirements and links to current versions of stay at home orders and public health orders (amended frequently), as well as additional guidance on red and yellow phases and safety flyers for businesses.

[PA Dept Health Worker Safety Order](#): Effective April 19: **Requires all businesses maintaining in- person operations follow listed requirements** for COVID-19 prevention, including cleaning, disinfecting, protocols for potential or confirmed COVID-19 workplace exposure, staggered schedules, limited group meetings, and **providing and requiring the use of masks while on the work site.**

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Rhode Island: Non-critical retail closure through May 8; H&S requirements for all businesses

Last updated 04/27/20

	PPE	Signage	Social Distancing	Cleaning	Screening
All Businesses	Required	Required	Required	Required	Guidance

[Reopening RI](#): Information on phased reopening plan, to include health and safety requirements.

[RI Executive Order 20-14](#): Effective March 30 through May 8 (extended from April 13 by [RI E.O. 20-23](#)): All non-critical retail businesses to cease in-person operations. [Critical Retail Businesses](#) (as of 03/28/19) includes industrial, construction, and agricultural/seafood equipment and supply stores, and auto repair and supply. Any employer with employees living in other states must use all means available to enable telework. Any person living in RI who works in another state and can work from home must do so, or self-quarantine when not at work.

- [RI Executive Order 20-09](#): Effective March 23, closes certain recreation and entertainment establishments and close-contact businesses. All public and private enterprises remaining open shall post appropriate notices requiring compliance with recommendations by the US Centers for Disease Control and the Director of Rhode Island Department of Health, and implement CDC guidance on social distancing.

[RI Executive Order 20-24](#) issued April 14 requires face masks for customer-facing businesses and office based businesses, as well as any other business category designated by the Dept. of Business Regulation. [RI DBR Face Covering Guidance](#) includes manufacturing in the list of businesses included, as well as "all other businesses continuing in-person operations where DBR has not granted an exemption". Businesses must, at their expense, provide employees with a cloth face covering that covers the nose and mouth, or the materials to create a face covering. Manufacturing workers may be exempted when wearing a face covering would negatively impact the safety of the worker or lead to an increased risk of harm to them or others. Customers should be reminded to wear face coverings but not prohibited entry solely for lacking a face covering.

[RI Commerce: Business Guidelines During Crisis](#): Information on critical and non-critical retail businesses, guidelines for retail and grocers, requirements for all other businesses continuing operations, steps to protect workers, and CDC Social Distancing Guidelines.

[RI DOH: Coronavirus Disease](#): status updates, information on quarantines, health insurance, school and child care, medical donations, and links to other state resources.

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South Carolina: Reopening retail stores, H&S requirements continue

Last updated 04/28/20

	PPE	Signage	Social Distancing	Cleaning	Screening
All Businesses	Guidance	Guidance	Guidance	Guidance	Guidance
Retail	Guidance	Guidance	Required	Required	Guidance

[SC Governor's Office: Recent News](#): Press releases on executive actions and [Executive Orders](#).

- [SC E.O. 2020-28](#): April 20: Authorizes reopening of retail stores previously ordered to close; retail businesses must continue to follow restrictions on occupancy, social distancing, and sanitation. Retail stores must limit customers to 5 customers per 1,000 square feet, or 20% of the fire marshal occupancy limit, whichever is less, and follow social distancing and CDC and other state and federal sanitation guidelines. All businesses are urged to facilitate effective social distancing practices and work from home practices.
 - [SC E.O. 2020-21](#): Home or Work: Effective April 7 at 5 PM: Residents and visitor to limit movements outside of their residence to engaging in Essential Businesses, Essential Activities, or Critical Infrastructure Operations. Critical Infrastructure Operations references U.S. DHS Guidance. Lists "non-essential" businesses that must close access to the public. Includes requirements for other retail stores and recommendations for all businesses. Supersedes [Executive Order 2020-18](#).

[SC DHEC Guidance for Businesses and Employers](#): State and CDC guidance for businesses.

- [COVID-19 Re-Opening Guidance for Businesses](#): Recommends avoiding sharing indoor space or encouraging face coverings if such is essential; asking symptomatic employees to stay home, not requiring negative testing to return to work, social distancing, hygiene and cleaning, and following CDC Guidance.
- [Interim Guidance for Businesses and Employers](#): Recommendations on screening, leave policies, flexible policies for high risk employees, posters at entrances and workplace areas, hygiene and cleaning, and steps to take before traveling.
- [Guidance on Face Coverings](#): Public guidance; stresses that face coverings do not replace social distancing and hand washing.

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South Dakota: No closures impacting recyclers; H&S guidance

Last updated 04/28/20

	P E	Signage	Social Distancing	Cleaning	Screening
Businesses	Guidance		Guidance	Guidance	Guidance

[SD Dept Health: COVID-19 Updates](#): status update and impact map, prevention recommendations, testing information, and community guidance and resources. Workplace Guidance resources include:

- [Workplace Prevention Q&A](#): Advises use of screening and provides links to screening questions and a screening log. Recommends hygiene and cleaning practices and flexible sick leave policies.
- Critical Infrastructure Workers Guidance: Recommends pre-screening, social distancing, hygiene and cleaning, wearing masks, and other prevention methods.

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Tennessee: Return to Work through May 29 with H&S guidance

Last updated 04/29/20

	PPE	Signage	Social Distancing	Cleaning	Screening
All Businesses	Guidance	Guidance	Guidance	Guidance	Guidance
Retail	Additional	Additional	Additional	Additional	Guidance

[TN Executive Order No. 30](#): Return to Work: Effective April 29 through May 29: Encourages persons to return to work consistent with Order provisions and health guidelines. Supersedes past orders.

- All businesses are strongly urged to allow remote work to the greatest extent practicable.
- Individuals, including employees or customers of businesses, are strongly urged to wear cloth face coverings in public settings where being in close proximity to others is anticipated.
- All employees and businesses are expected to operate in accordance with, and to fulfill the spirit of, operational guidance issued by the Governor's Economic Recovery Group at [Reopening TN Responsibly](#). If an employer, business, or industry does not operate in a safe manner, or if health outcomes demonstrate a business or sector is unable to be operated in a sufficiently safe manner, the Governor and/or other applicable state officials may issue additional health and safety orders as appropriate.
- Employers shall not require or allow employees with COVID-19 to work until they have satisfied CDC conditions for discontinuing home isolation.
- Continues closure of certain close contact, entertainment, and similar businesses.
- Allows Davidson, Hamilton, Knox, Madison, Shelby, and Sullivan counties to issue additional restrictions or permissions for businesses.
 - [TN Executive Order No. 22](#): Stay Home: April 1 through April 30 (extended from April 14 by [TN E.O. No. 27](#)): Non-essential businesses shall not be open for access or use by the public or its members. Superseded by E.O. 30.

[Reopening TN Responsibly](#): Information on reopening process and guidelines for businesses, retail, and other sectors.

- [General Guidelines for Businesses](#): Recommended protocols for all businesses. Include allowing employees to work from home as much as possible, screening questions, cleaning and disinfection practices, social distancing and modified scheduling, signage on health policies, and guidelines for employees, including cloth face coverings.
- [Retail Guidelines](#): In addition to general guidelines, recommends face coverings for employees and customers, training on PPE, sanitizing stations, increased social distancing and hygiene, dedicated hours for vulnerable populations, customer traffic patterns, dedicated staff to prompt customers on social distancing, barriers between customers and clerks, and prohibiting the use of reusable bags.

[TN Governor's Office: Coronavirus Information and Resources](#)

[TN Dept. of Health: Coronavirus Disease](#) - Health information and links to state and federal guidance.

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Texas: Phased reopening through May 15; enhanced H&S requirements

Last updated 05/07/20

	PPE	Signage	Social Distancing	Cleaning	Screening
All Employers	Guidance	Required	Required	Required	Required
Reopened Retail	Guidance	Required	Additional	Additional	Required

[TX Executive Order GA-18](#): Phase 1 to Open Texas: Issued April 27, Effective through May 15:

Requires public minimize social gatherings and in-person contact except to provide or obtain essential services or reopened services. Essential Services includes U.S. DHS Guidance and essential services added with the approval of the TX Div. of Emergency Management.

- Beginning May 1, Reopened Services include in store retail services (with 25% capacity limit) and various recreational / entertainment businesses, as well as future designated services. Limitations on Reopened Services shall not apply to essential services.
- Essential and Reopened Services should follow minimum standard health protocols recommended by TX DSHS and implement social distancing, work from home if possible, and practice good hygiene, environmental cleanliness, and sanitation.
- Individuals are encouraged to wear appropriate face coverings, but no jurisdiction can impose penalties for failure to wear such.
- May 18: Targeted reopening for all manufacturers and office-based businesses.

[Open Texas](#): Information on reopening process with links to Minimum Recommended Health Protocols.

- [Checklist for All Individuals](#): Requires 6 ft. distancing, or using face coverings, hygiene, and cleaning if such is not feasible. Provides self-screening checklist before going into a business. Recommends cloth face coverings and hand washing when entering a business.
- [Checklist for All Employers](#): Requires training all employees on hygiene and cleaning, screening employees before coming into the business, return to work requirements, social distancing, hygiene, cleaning, and signage requirements, and considering having all employees wear face coverings.
- [Checklist for Retailers](#): Encourages dedicated hours for at-risk customers, monitoring customers to clean surfaces when they leave, and contactless payment / contact minimization. Includes training, screening, social distancing, cleaning, and signage requirements, and face covering recommendations, similar to Checklist for All Employers.
- [Checklist for Retail Customers](#): Self-screening, social distancing, hygiene, and face covering recommendations.
- [Checklist for Manufacturers](#): Effective May 18, non-essential manufacturing facilities may operate up to 25% of total occupancy. Establishes minimum recommended health protocols for all manufacturers similar to Checklist for All Employers.
- [Checklist for Office-Based Employers](#) and for [Office Based Employees](#): Effective May 18, allows reopening up to 25% of total office workforce. Establishes minimum recommended health protocols for all offices similar to Checklist for All Employers; includes limits on use of elevators.

[TX Executive Order GA-14](#): April 2 through April 30: Except when necessary to provide or obtain essential services, every person must minimize social gatherings and in-person contact with people who are not in the same household. Essential Services includes U.S. DHS Guidance and essential services added with the approval of the TX Div. of Emergency Management. Essential Services should follow Guidelines from the President and the CDC on hygiene, environmental cleanliness, sanitation, social distancing, and working from home if possible. Preempts local orders on essential services and gatherings.

- [TDEM Essential Services](#) page includes a request for determination if you have determined your business **is not covered** by the U.S. DHS Guidance and is not a church/congregation/house of worship.
- [TX E.O. GA-17](#): Strike Force to Open Texas: Strike Force will make recommendations on safely reopening businesses across a variety of sectors in a strategic, healthy, and productive manner.
- [TX E.O. GA-16](#): 1st Step to Open Texas: nonessential retail; superseded by E.O. GA-18.

[TX DSHS: Open Texas Minimum Recommended Health Protocols](#): DSHS page providing health protocols.

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Utah: Reopening Phased Guidelines v 4.1 with tiered H&S guidance through May 15

Last updated 05/06/20

	PPE	Signage	Social Distancing	Cleaning	Screening
General Public	Guidance		Guidance	Guidance	
All Businesses	Required	Guidance	Guidance	Guidance	Guidance
Retail	Additional	Guidance	Additional	Additional	Additional
Manufacturer	Additional		Guidance	Additional	Additional

[Utah Leads Together](#): Information on state reopening phases and health and safety tiers.

- [UT Special Orders](#): Links to all state and local COVID-19 related orders.
- [UT Executive Order on Phased Guidelines v 4.1](#): May 6 through May 15: Sets risk level at Orange (Moderate Risk) requires individuals and businesses comply with Orange provisions of the Phased Guidelines v 4.1. Requires use of masks or face coverings by employees of businesses and individuals in health care settings, and strongly recommends for all others.
- [UT Phased Health Guidelines v4.1](#): Phased guidelines based on color-coded risk levels.
 - Tiered Guidelines for the General Public (page 5) include social distancing, hygiene and cleaning, limiting private, social gatherings to 20 or fewer, and wearing face coverings.
 - Tiered Recommendations for Businesses (page 8) include screening for on-site workers; accommodations to high-risk employees; face coverings in settings where other social distancing measures are difficult to maintain and ensuring that face coverings are available (required by E.O.); prioritizing work from home; and guidance on social distancing, hygiene, and requiring workers to self-quarantine when returning from high-risk areas.
 - Retail (pages 9-10): Requires face coverings for employees and customers; guidance includes signage and enhanced social distancing, occupational limits, hygiene and cleaning, delivering products through curbside pick-up or delivery, and considering plastic partitions.
 - Manufacturing (page 13) include enhanced guidance on screening, hygiene and cleaning, and on face coverings and gloves.

[UT Resources for Business](#): Economic Rapid Response Team contact form and information on federal, state, and local assistance resources, best practices for prevention, remote work plans, and other state resources.

- [Utah Economic Resource Finder](#): Tool to determine the best federal, state, and local resources for your business
- [Utah PPE Resources](#): Information on Utah vendors for PPE, including masks, sanitizer and disinfectant. Utah small businesses with fewer than 50 employees may be eligible for a "PPE Push Pack" to help small businesses get back to work.
 - [PPE Push Pack Request Form](#): Online form to register for a push pack; instructions will be provided when the request is processed (approx. 48 hours).
 - [UT Vendors for PPE](#): Google Docs spreadsheet on PPE providers with contact info.



- [Best Practices](#): Information on state, OSHA, and CDC Guidelines.
- [Utah Labor Commission: Protecting High-Risk Individuals](#): States that excluding high-risk individuals from the workforce would be the best protection, but recommends implementing protective measures based off NIOSH Hierarchy of Controls for all employees to protect high-risk individuals, including face masks or cloth coverings for all individuals, maintaining physical distancing, wearing disposable gloves, screening employees, using floor markings or physical barriers, air filtration, accommodations for high-risk employees, regular cleaning of common areas, and training for employees.
- [COVID-19 Prevention in the Workplace](#): provides recommendations for potentially exposed workers, including wearing facemasks, social distancing, cleaning, and screening, as well as additional guidance for businesses on signage, hygiene and cleaning, preparing an outbreak response plan, flexible sick leave policies, remote work, and risk assessments for employees with affected family members.

[Utah Stay Safe, Stay Home Directive](#): Effective through May 1: “Minimum standards” for which localities may go beyond. Did not require businesses to cease operations, but included directives for individuals and businesses

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Vermont: Phase 5 reopening through May 15 with mandatory H&S requirements

Last updated 05/06/20

	PPE	Signage	Social Distancing	Cleaning	Screening
All businesses	Required	Required	Required	Required	Required

[Update on New Work Safe Additions to the Stay Home, Stay Safe Order](#): Information on mandatory Health and Safety requirements for all businesses as well as information on what businesses are allowed open. As of March 6, Phase V reopenings and business requirements are in effect; modifications and new sections are marked in red.

- Health and Safety Requirements include strict social distancing; face coverings when in the presence of others; hygiene and cleaning; no more than 2 people in one vehicle when conducting work; pre-screening; signage, requirements for symptomatic workers; requirement for a designated health and safety officer; requirement for completion and documentation of [mandatory training on health and safety requirements](#) as provided by VOSHA or another program that meets or exceeds VOSHA standards; for businesses that suspended operations for 7 or more days, adopting a training program prior to reopening according to VT ACCD guidance;
- [Sector Specific Guidance](#): additional details for specific business sectors.
- Executive Orders:
 - [VT Executive Order 01-20 Addendum 6](#): Stay Home / Stay Safe: March 25 at 5 PM through May 15 (extended from April 15 by [VT E.O. 01-20 ADD 9](#)): All businesses not providing "services or functions deemed critical to public health and safety, as well as economic and national security" to suspend in person operations. Critical businesses include recycling (subsection 6.j).
 - [VT E.O. 01-20 Addendum 10](#): Work Smart & Stay Safe: Effective April 17 through May 15: Initial Health and Safety Requirements for all businesses.
 - [VT E.O. 01-20 Addendum 11](#): Work Smart & Stay Safe - Phase II. Effective April 24 through May 15: Expands upon health and safety requirements.
 - [VT E.O. 01-20 Addendum 12](#): Phase III: Requires VOSHA training on health and safety requirements; allows manufacturing, construction, and distribution operations to restart effective May 11 according to ACCD guidance.
 - [VT E.O. 01-20 Addendum 13](#): Phase V: Outdoor recreation clarifications and reopenings.

[VOSHA COVID-19 Training](#): Links to mandatory employee training presentation and employee training certificate of completion.

[VT ACCD: Restart Vermont Resources](#): Provides links to other restart business resources, provides information on sector specific reopening and training plans required of businesses that closed for 7 or more days, and provides links to required signage for employees and visitors. As of March 7, also states that a model health screening tool will be coming soon.

[VT Public Health Response: COVID-19](#): Hotline, status updates, FAQs on COVID-19 and prevention, and guidance for specific groups.

- [Health & Safety Tips for Essential Businesses](#): General tips on PPE, hygiene, cleaning, and

sanitation, and social distancing.

- [Signs and Symbols](#): Collection of signs and symbols to assist communication.

[VT Governor: COVID-19 Response](#): Information on executive orders and other state actions.

- [Restart Vermont: Phased Reopenings](#): Information on reopening stages while Stay at Home order remains in effect.

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Virginia: Non-essential retail restrictions; H&S guidance for all businesses; Phase 1 target May 15

Last updated 05/12/20

	PPE	Signage	Social Distancing	Cleaning	Screening
All businesses	Guidance	Guidance	Guidance	Guidance	Guidance
Retail (May 15)	Required	Required	Required	Required	Required

[COVID-19 In Virginia](#): Information clearinghouse.

[Forward Virginia Guidelines](#): Requirements and Guidance for Phase 1 Reopening on May 15.

- [Guidelines for All Business Sectors](#): Provides extensive Physical Distancing Best Practices, including establishing protocols for physical distancing, signage, limited occupancy, encouraging telework, staggered shifts, utilizing face coverings for employees and customers where possible and providing face coverings for employees, and limiting in-person gatherings; Cleaning and Disinfection Best Practices; and Enhanced Workplace Safety Best Practices, including daily screening, flexible leave policies, accommodations for vulnerable employees, designating a staff person responsible for COVID-19 concerns, and other guidance.
- [Brick and Mortar Retail](#): Effective May 15: During Phase 1, establishments must implement mandatory requirements or close. Also provides Best Practices that retailers are encourage to utilize and Resources to print and display.
 - **Mandatory Requirements**: Strictly adhere to all Guidelines for All Business Sectors; includes additional requirements on signage; limiting occupancy to 50%; demarking and enforcing 6 ft. distancing; requiring employees in customer-facing areas wear face coverings; and performing thorough cleaning and disinfection.
 - **Best Practices**: Includes providing sanitation stations; considering 1 way aisle controls; encouraging customers wear face coverings; hours for high-risk populations; options for delivery or pickup; cleaning for PPE; separate entrances and exits; reservation systems to schedule customers; prohibiting congregations; and asking customers to bag their own products if reusable shopping bags are permitted.

[VA Executive Order 61 \(2020\)](#): Phase 1 Easing: Effective May 15 through June 10: All businesses should adhere to Guidelines for All Business Sectors. Establishes requirements for reopening most businesses on May 15, including non-essential brick and mortar retail businesses. Authorizes VA Dept of Health to enforce requirements. Maintains closure of recreational and entertainment businesses and prohibition on gatherings of more than 10. Essential Retailers should comply with Guidance for All Sectors as Best Practices and provide face coverings to employees.

- [VA Executive Order 62 \(2020\)](#): Issued May 12: Allows local jurisdictions in Northern Virginia to delay entering Phase 1 and operate under prior restrictions of E.O. 55 and 53 through May 28.
- [VA Executive Order 55 \(2020\)](#): March 30 through June 10: Stay at Home; permissible reasons to leave include traveling to and from work. Prohibits gatherings of more than 10; does not apply to businesses not required to close under VA Executive Order 53.
- [VA Executive Order 53 \(2020\)](#): From March 25 through May 8 ([extended](#) from April 23): closes public access to recreational and entertainment businesses; non-essential RETAIL businesses

must limit all in-person shopping to no more than 10 patrons per establishment. All businesses must, to the extent possible, adhere to social distancing recommendations, enhanced sanitizing practices, and other federal and state workplace guidance.

[VDH: Guidance for Schools, Workplaces, and Communities](#): Collection of guidance resources.

- [Guidance for Critical Infrastructure Workers](#): Recommendations on screening, developing plans, and following CDC guidance in cases of potential exposure.
- [VDH Guidance for Social Distancing and Hygiene Best Practices for Essential Retail Stores](#): Social distancing, hygiene and cleaning, and signage recommendations.
- [VDH Guidance for Daily COVID-19 Screening of Employees](#): Provides sample screening questions and emergency protocol for isolation.

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Washington: Phase 1 limited reopening through May 31 with H&S requirements

Last updated 05/12/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Individuals	Guidance		Guidance	Guidance	
Essential Businesses	Guidance	Guidance	Required	Required	Required
Retail (May 15)	Required	Required	Additional	Additional	Additional

[What's Open and Closed](#): Information on phased re-opening of Washington's economy.

- [Essential Businesses](#): Up to date guidance on classification as an essential business.
- [WA Proclamation 20-25.3](#): Safe Start Phase 1: Issued May 4: Extends Proclamation 20-25 (Stay Home) and related proclamations through May 31 except for specific activities. Establishes [Safe Start Washington](#) phased reopening plan and allows counties to request exemptions from specific aspects. Listed business activities to reopen by May 15 with industry-specific requirements (to be issued) includes retail (curbside pickup orders only).
- [WA Proclamation 20-25](#): Stay Home, Stay Healthy: Non-essential business closures effective March 25. Prohibits leaving place of residence except for essential activities or employment in essential businesses, or minimum basic operations for non-essential businesses. Bans public and private gatherings for social, spiritual, or recreational purposes. Essential businesses must establish and implement social distancing and sanitation measures established by [OSHA](#) and the [WA Dept of Health Workplace Guidelines](#).
 - [WA Proclamation 20-25.1](#): Extended Stay Home order through May 4 and reminds that no business pass or credentialing program or requirement applies to any activities.
 - [WA Proclamation 20-25.2](#): Allows limited reopening of certain public parks and lands on May 5, as well as resumption of listed outdoors recreational activities.
- [WA Proclamation 20-46](#): High Risk Worker's Rights: Effective through June 12: Requires all employers accommodate [high risk workers as defined by the CDC](#), including alternative work arrangements (telework, reassignment, and social distancing measures) and allowing the utilization of all available accrued leave options free from risk of adverse action. If paid time off exhausts, employers must maintain all employer-related health insurance benefits until the employee is deemed eligible to return to work, and may not take adverse employment action.

[Safe Start](#): Information on [state reopening plan](#) and requirements for businesses.

- **Guidance for Individuals**: Includes social distancing, wearing cloth face coverings in public places, stay home if sick, and hygiene and cleaning guidance.
- **Requirements for Businesses**: Includes requirements on physical distancing and barriers, hygiene and cleaning; identifying PPE and cloth face coverings in accordance with WA Dept. Labor & Industry and industry specific COVID-19 standards and providing the necessary PPE to employees; following federal, state, and local directives for specific types of businesses, including screening requirements; complying with [Proclamation 20-46](#): High Risk Workers' Rights; and following state proclamations and Dept. Labor and Industries and Dept of Health guidance and recommendations. Also cites the [BCG Washington State Business Checklist](#) as a

"great starting point".

- **Phased Approach to Reopening:** Phase 1 on May 5; information on moving to later phases and businesses that will be allowed to reopen.
- [COVID-19 Reopening Guidance for Businesses and Workers](#): Information on reopening plan and requirements for different industry sectors.
 - [Phase 1 Curbside Retail Requirements \(May 15\)](#): Requirements include worker training; minimum 6 ft. separation with barriers, staggered shifts, and other prevention measures when physical distancing is not feasible; providing PPE such as gloves, goggles, face shields, and face masks as appropriate or required; requiring cloth face coverings by every employee unless exposure dictates a higher level of protection; hygiene and sanitation, employee screening, site-specific COVID-19 Supervisors; allowing workers to refuse to perform unsafe work; accommodations for workers who choose to remove themselves from a worksite due to safety; limiting operations to employees responsible for curbside delivery; designating pickup areas with colors or markings; and curbside delivery requirements.

[WA Dept of Labor & Industries: COVID-19 Resources](#): Guidance on sick leave, worker's compensation, and workplace safety and health. Includes links to CDC and OSHA Guidance as well as workplace requirements.

- [COVID-19 Prevention: General Requirements and Prevention Ideas for Workplaces](#): Reopening plan requires businesses comply with the requirements.
 - **Mandatory Social Distancing**: includes ideas for compliance with required 6 ft. distancing in indoor work areas, break areas, and mobile or outdoor work areas.
 - **Frequent and Adequate Handwashing is Required**: Requires providing enough hand washing facilities for frequent soap and water washings; adequate supplies; required employee hand washing; supplemental hand sanitizer stations; and frequent washing of gloves if provided.
 - **Routine and Frequent Cleaning is Required**: Numerous cleaning requirements, including use of PPE when mixing, spraying, and wiping with liquid cleaning products.
 - **Procedures to Address Sick Employees**: Requires establishment of screening and cleaning procedures.
 - **Employee Education is Required**: Requires education and suggests use of signage.
 - **Personal Protective Equipment**: Guidance on use of PPE and cloth face covers.
- [COVID-19 Prevention: General Workplace Requirements Summary](#): 1 pager on requirements.

[WA Dept of Health: Workplace and Employer Resources and Recommendations](#): Provides guidance on social distancing, sick leave, signage, and hygiene and cleaning.

[WA Dept of Health: Guidance on Cloth Face Coverings](#): Recommended for people in public settings where they cannot maintain 6 feet of distance from others.

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West Virginia: Safer at Home with H&S requirements until lifted; weekly reopenings

Last updated 05/12/20

	PPE	Signage	Social Distancing	Cleaning	Screening
Essential Businesses	Guidance		Required	Required	Guidance
Small Businesses	Additional	Guidance	Additional	Required	Guidance
Retail (May 21)	Additional	Required	Additional	Additional	Required

[05/11 Press Release: Schedule for Additional Reopenings](#): Targets Week 4 Reopenings beginning on May 21, including large and specialty retail stores, and lifting self-quarantine requirement for out-of-state travelers. Current Week 3 reopenings allow wellness facilities and drive-in movie theaters.

[WV Safer at Home](#): Link to full executive order, FAQs, and an overview of changes.

- [WV Executive Order No. 32-20](#): Effective May 4 until rescinded. Amends the Stay at Home Order requirements ([WV E.O. 9-20](#)) to encourage individuals stay at home, especially high risk and vulnerable individuals, unless performing an essential activity. Continues general closure of non-essential businesses and operations, but allows certain small businesses with 10 or less employees and limited customer interaction and contact to operate with social distancing, hygiene, and occupancy limits; also allows certain other services to resume. Gatherings of more than 25 are prohibited.
 - [WV Executive Order No. 9-20](#): Stay at Home: Effective March 24 until rescinded. Non-essential business closure; Essential infrastructure includes "solid waste and recycling collection and removal" and "manufacturing companies, distributors, and supply chain companies [for]... steel and steel products, aluminum and aluminum products... as well as products used by other essential businesses and operations.

[WV Strong: The Comeback](#): Information on phases and guidance for businesses permitted to reopen during each phase.

- Week 2: all businesses required to operate with physical distancing; businesses are also required to implement efforts to increase sanitation and the use of face coverings. Allows reopening of small businesses and certain other businesses.
 - [Small Businesses with 10 or fewer employees](#): Employers should consider guidelines on screening employees; developing and implementing practices on social distancing, PPE, screening, cleaning, and limiting non-essential travel; training employees; and guidance on cleaning, screening, hygiene, PPE; phased in return to work; telework whenever possible; special accommodations for at-risk employees; signage; and special considerations for businesses that come into contact with the general public.
- Week 3: May 11: Reopening of wellness centers, drive in movie theaters, etc.
- Week 4: May 21 target: Reopening includes large/specialty retail stores.
 - [Large/Specialty Retail Store Guidance](#): Includes developing a reopening plan to prepare employees, control access points, create a social distancing plan, follow occupancy limit of 2 persons per 1,000 sq. ft., increase hygiene and cleaning; screen employees daily and all those who enter the building; implement hygiene points; clean and limit touch points;



require employees to wear PPE when appropriate, including special considerations for employees who will interact with a customer; close common areas; spread shifts; allow telework; accommodate at-risk employees; post signage; implementing internal traffic flow patterns; and instituting limits on customer / employee interactions including the use of plastic shields.

[WV Dept Health: COVID-19](#): Status update, hotline, updates, and health FAQs.

- [Guidance for the Public](#): Guidance for various groups, including businesses.
 - [Guidance on Cloth Face Coverings](#): Recommends following CEC guidance for cloth face coverings in public settings.
 - [Protective Guidance for Non-Healthcare Settings](#): Information on hygiene, cleaning, social distancing, and PPE.
 - [Recommended Daily Health Screening for COVID-19](#): Recommended protocol for all businesses, including questions and actions to take. Also includes guidance for all employees on social distancing, cleaning, and wearing cloth face coverings.
 - [Guidance for Businesses and Employers](#): Includes social distancing, hygiene and cleaning, screening, and potential and confirmed exposure.

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Wisconsin: Safer at Home through May 26 with H&S requirements

	PPE	Signage	Social Distancing	Cleaning	Screening
Essential Businesses		Guidance	Required	Required	Required
Essential Retailers		Guidance	Additional	Required	Required

[Badger Bounce Back](#): Information on emergency orders and recovery efforts.

- [WI Emergency Order #31](#): Badger Bounce Back: Announces 3-Phase Reopening approach and outlines business requirements during each phase.
- [WI Emergency Order #28](#): Effective April 24, extends Safer at Home Order to May 26 or until a superseding order is issued. Recycling is included as Essential Infrastructure. Includes safe business practices for Essential Businesses and for Essential Retailers; requires businesses that are essential because they supply other businesses only continue operations necessary to those businesses they supply.
 - Essential Businesses must comply with social distancing requirements to the extent possible, restrict workers to no more than is strictly necessary to perform the essential operation, increase standards of facility cleaning and disinfection to limit worker and patron exposure to COVID-19, and adopt policies to prevent workers from entering if they display respiratory symptoms or have had contact with a person with a confirmed diagnosis.
 - Essential Retailers must limit establish lines to regulate entry. Retailers with 50,000 sq. ft or less must limit occupancy to 25% of capacity. Retailers with more than 50,000 sq. ft. must limit occupancy to 4 people per 1,000 sq. ft. of customer space and offer at least 2 hrs. per week of dedicated shopping time for vulnerable populations.
 - Businesses considered Essential under Section 13.r. (recycling is covered under Section 10. Essential Infrastructure, and Section 13.a. CISA List) that sell, manufacture, or supply other essential businesses and operations with support or supplies necessary to operate may only perform operations necessary to supply essential goods or services; any non-essential goods or services may only continue as Minimum Basic Operations.
 - [Extension FAQs](#): overview of extension and changes.

[WI DHS: COVID-19: Businesses, Employers, and Workers](#): Information on Safer at Home extension and guidance on signage, hygiene and cleaning, social distancing, and screening.

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Wyoming: H&S guidance for businesses and retail

Last updated 05/11/20

	PPE	Signage	Social Distancing	Cleaning	Screening
All Businesses			CDC	CDC	CDC
Retail	Guidance	Guidance	Guidance	Required	Guidance

Wyoming's [closure orders](#) only apply to specified entertainment, recreational, and close-contact service businesses.

[COVID19.wyo.gov](#): State response page. Information on Executive Orders and Public Health Orders closing personal services and schools, health information, and department resources.

[WY Dept of Workforce Services: COVID-19](#): Includes Steps Employers Should Take. Advises that all employees should be aware of CDC guidelines and that businesses implement CDC guidance and refer to OSHA standards and targeted control and prevention tips.

[WDH: Guidance for Grocery and Retail Stores](#): Includes screening, hygiene and cleaning, social distancing, signage, and following CDC guidance regarding face masks at work.

05/07 Press Release: Special Legislative Session: Special legislative session to be conducted remotely beginning May 15 to help respond to COVID-19. Copies of bills to be considered will be posted at <https://wyoleg.gov/> before the session begins.

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