

State Reopening Orders & Application to Retail and Non-Retail Operations

State	Retail Operations	Non-Retail Operations	Both
<p>Alabama</p> <p>Amended Statewide Public Health Order Fact Sheet</p> <p>Apr. 28, 2020</p>	<p>Requires <u>all retail stores</u> to:</p> <ul style="list-style-type: none"> • Limit occupancy to no more than 50% of normal occupancy. • Try to prevent customers or patrons from congregating within 6 feet of one another. • Take reasonable steps to comply with CDC and DPH sanitation guidelines. 	<p><i>See Both Column</i></p>	<p>Requires employers to take reasonable steps, “where practicable as work duties permit,” to:</p> <ul style="list-style-type: none"> • Avoid gatherings of 10+ employees; • Maintain 6 feet of separation between employees; • Regularly disinfect frequently used items and surfaces; • Encourage handwashing; • Prevent employees who are sick from coming into contact with others; • Facilitate remote working arrangements; and • Minimize employee travel.
<p>Alaska</p> <p>Health Mandate 016 Press Release Attachment E (Retail Businesses) Press Release Attachment H (Non-Public-Facing Businesses)</p> <p>Apr. 22, 2020</p>	<p>Beginning <u>May 8, 2020</u>, provides that <u>non-essential</u> retail businesses must meet all of the following requirements:</p> <ul style="list-style-type: none"> • Restrict occupancy to no more than 50% maximum business occupancy at one time. • Maintain social distance of at least 6 feet between non-household individuals. • Limit household party size per visit. • Provide entryway signage notifying the public of the business’ COVID-19 Mitigation Plan. 	<p>Beginning <u>May 8, 2020</u>, requires <u>non-essential</u> non-public-facing businesses to meet the following requirements:</p> <ul style="list-style-type: none"> • All occupied desks, cubicles, or open work spaces must be at least 6 feet apart. • Any high-risk employee must be provided an alternative workspace and/or special accommodations to mitigate the risk of the employee’s exposure to colleagues and others at the business. • Employers should make efforts to maximize remote work 	<p><i>Note that workers that provide insurance services are deemed “essential.”</i></p> <p>Provides that <u>both non-essential</u> retail businesses and <u>non-essential</u> non-public facing businesses must meet the following requirements:</p> <ul style="list-style-type: none"> • Encourage that cloth face coverings be worn by all employees (both) and customers (retail). • Establish a COVID-19 Mitigation Plan addressing the practices and protocols to protect staff. • Provide hand washing capability or sanitizer. • Enforce frequent handwashing. • Make available an adequate supply of soap, disinfectant, hand sanitizer, and paper towels. • Provide for hourly (retail)/daily (non-public-facing) touchpoint sanitization throughout the worksite. • Provide training for employees regarding the COVID-19 Mitigation Plan. • Conduct pre-shift screening and maintain a staff screening log. • No employee displaying symptoms of COVID-19 will provide services to customers. • No person may work within 72 hours of exhibiting a fever. • Conduct cleaning and disinfecting in compliance with CDC

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		<p>opportunities.</p> <ul style="list-style-type: none"> • Employer must establish a plan for employees getting ill and a return-to-work plan following CDC guidance. 	<p>protocols, etc.</p> <ul style="list-style-type: none"> • Perform CDC cleaning and disinfecting as soon as possible when an active employee is identified as being COVID-19 positive.
<p>Arizona</p> <p>Executive Order 2020-33</p> <p>May 12, 2020</p>	<p><i>See Both Column</i></p>	<p><i>See Both Column</i></p>	<p><i>Note that insurance services are “essential functions.”</i></p> <p>Requires businesses and entities classified as “essential functions” to remain open and maintain operations, provided they establish and implement social distancing and sanitation measures established by the Department of Labor and ADHS.</p> <p>Requires any businesses that physically operates in the state and serves the public/is an employer to “develop, establish, and implement policies based on guidance from the CDC, Department of Labor, Occupational Safety and Health Administration, and ADHS to limit and mitigate the spread of COVID-19,” including:</p> <ul style="list-style-type: none"> • Promoting healthy hygiene practices. • Intensifying cleaning, disinfection, and ventilation practices. • Monitoring for sickness. • Ensuring physical distancing. • Providing necessary protective equipment. • Allowing for and encouraging teleworking where feasible. • Providing plans, where possible, to return to work in phases. • Limiting the congregation of groups to no more than 10 people when feasible and in relation to the size of the location.
<p>Arkansas</p>	<p><i>No Shelter in Place/Stay at Home Order was issued statewide.</i></p> <p>Reopening guidance has been issued for barbershops, cosmetology salons, massage therapists, etc. (May 6, 2020); gyms/fitness centers (May 4, 2020); limited dine-in restaurant service (May 11, 2020); and theaters, lecture halls, other large venues (May 18, 2020).</p>		

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<p>California</p> <p>Resilience Roadmap Press Release Guidance for Office Workspaces Guidance for Retailers</p> <p>May 7, 2020</p>	<ul style="list-style-type: none"> • Take measures at checkout stations to minimize exposure between cashiers and customers (e.g., Plexiglas barriers). • Dedicate shopping hours for vulnerable populations. • Increase pickup and delivery service options for customers. • Provide a single, clearly designated entrance and separate exit to help maintain physical distancing where possible. • Adjust maximum occupancy rules based on the size of the facility to limit the number of people in a store, using no more than 50% maximum occupancy. • Be prepared to cue customers outside. • Encourage employees to practice physical distancing during pickup and delivery. • Make some locations pickup- or delivery-only. • Adjust in-person meetings to ensure physical distance and use smaller individual meetings. • Clean and sanitize shared equipment. • Clean touchable surfaces between shifts or between users, whichever is more frequent, including but not 	<ul style="list-style-type: none"> • Use telework options and modified work schedules. • Redesign office spaces, cubicles, etc. and decrease the capacity for conference and meeting to ensure workspaces allow for 6 feet between employees. • Establish directional hallways and passageways for foot traffic, if possible. • Designate separate routes for entry and exit into office spaces to help maintain social distancing. • Limit the number of individuals riding in an elevator and ensure the use of face coverings. • Utilize work practices to limit the number of employees at the office at one time. • Discontinue nonessential travel and encourage distance meetings. • Require employees to avoid handshakes and similar greetings that break physical distance. • Dedicate staff to direct 	<p>Before reopening, all facilities must:</p> <ul style="list-style-type: none"> • Establish a written COVID-19 prevention plan at every office location, perform a comprehensive risk assessment of all work areas, and designate a person at each office workspace/retail facility to implement the plan. • Identify contact information for the local health department where the facility is located for communicating information about COVID-19 outbreaks among employees. • Train and communicate with employees on the plan. • Regularly evaluate the facility for compliance with the plan. • Investigate any COVID-19 illness and determine if any work-related factors could have contributed to risk of infection. • Identify close contacts of an infected employee and take steps to isolate COVID-19-positive employee(s) and close contacts. • Train employees on how to limit the spread of COVID-19, including how to screen themselves for symptoms and stay home if they have them. • Provide temperature and/or symptom screenings for all workers at the beginning of their shift and any personnel entering the facility. • Encourage workers who are sick or exhibiting symptoms of COVID-19 to stay home. • Provide and ensure workers use all required protective equipment. • Recommend that employees wear face coverings when in the vicinity of others. • Take reasonable measures to remind workers that they should use face coverings. • Perform thorough cleaning in high traffic areas. • When choosing cleaning chemicals, use products approved for use against COVID-19. • Consider installing portable high-efficiency air cleaners, upgrading the building’s air filters to the highest efficiency possible, and making other modifications to increase the quantity of outside air and ventilation in offices and other spaces. • Implement measures to ensure physical distancing of at least 6 feet between workers and customers (e.g., use of physical partitions or visual cues).

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	<p>limited to working surfaces, tools, and stationary and mobile equipment controls.</p> <ul style="list-style-type: none"> • Equip customer entrances and exits, checkout stations, etc. with proper sanitation products and provide personal and sanitizers to all frontline staff. • Ensure that sanitary facilities stay operational and stocked at all times. • Provide resources to promote employees’ personal hygiene. • Adjust or modify store hours to provide adequate time for regular, thorough cleaning and product stocking. • Provide time for workers to implement cleaning practices before and after shifts. • Install hands-free devices. • Encourage the use of debit or credit cards by customers. 	<p>guests to meeting rooms upon entry to office space rather than congregating in lobbies or common areas.</p> <ul style="list-style-type: none"> • Require employees to clean and disinfect personal work areas often and supply the necessary cleaning products. • Adjust or modify hours to provide adequate time for regular thorough cleaning and disinfection of office spaces. • Avoid sharing phones, other work supplies, or office equipment wherever possible. • Where such items must be shared, disinfect between shifts or uses, whichever is more frequent. • Ensure that sanitary facilities stay operational and stocked at all times and provide additional soap, paper towels, and hand sanitizer when needed. 	<ul style="list-style-type: none"> • Stagger employee breaks. • Close or restrict common areas, using barriers, or increasing physical distancing between tables/chairs. • Install production transfer-aiding materials to reduce person-to-person production hand-offs.
<p>Colorado Public Health</p>	<p>Beginning on <u>May 1, 2020</u>, permits retail businesses to phase-in a public opening, if they are</p>	<p>Permits critical businesses to continue operating, provided they:</p>	<p><i>Note that insurance services are deemed “critical.”</i> Requires employers to take the following measures within the</p>

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<p>Order 20-28 FAQs Guidance Executive Order 2020-044 Press Release</p> <p>Apr. 28, 2020</p>	<p>implementing best practices.</p> <p>Requires critical retail to comply with social distancing requirements at all times, including when any customers are standing in line.</p>	<ul style="list-style-type: none"> • Comply with social distancing requirements at all times; • Adopt work from home or telework policies for any operations that can be done remotely; and • Implement other strategies (e.g., staggered schedules/redesigning workplaces) to create more distance between workers, unless doing so would make it impossible to carry out critical functions. <p>Provides that critical businesses that were open under the Stay-at-Home order may remain open with the same strict precautions (e.g., physical distancing, masks for all employees, more frequent cleanings, etc.).</p> <p>Permits non-critical office-based businesses operating in an office and not a production environment to allow up to 50% of their employees to conduct in-person work that takes place outside a private residence.</p>	<p>workplace to minimize disease transmission:</p> <ul style="list-style-type: none"> • Deputize a workplace coordinator(s) charged with addressing COVID-19 issues; • Maintain 6-foot separation between employees and discourage shared spaces; • Clean and disinfect all high touch areas; • Post signage for employees and customers on good hygiene; • Ensure proper ventilation; • Avoid gatherings (meetings, waiting rooms, etc.) of more than 10 people; • Implement symptom monitoring protocols, conduct daily temperature checks, and monitor symptoms in employees; • Eliminate or regularly clean and disinfect any items in common spaces that are shared between individuals; • Require employees to stay home when showing symptoms or signs of sickness; • Provide work accommodations for vulnerable individuals; • Provide flexible or remote scheduling for employees who have child/elder care obligations, to the extent possible; • Encourage or enable remote work when possible; • Encourage breaks to wash hands; • Phase shifts and breaks to reduce density; • Provide appropriate gear like gloves, masks, and face coverings; • Create special hours for vulnerable individuals; • Encourage 6-foot distancing inside of the business for all patrons; • Encourage customer use of protection like gloves and face coverings; • Provide hand sanitizer at the entrances to the greatest extent possible; and • Use contactless payment solutions, when possible. <p>Requires employers with over 50 employees in any one location to—in addition to the above requirements—implement the following:</p> <ul style="list-style-type: none"> • Implement stations for symptom screening and temperature checks; • Close common areas to disallow gatherings of employees; • Implement mandatory cleaning and disinfection protocols; and

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			<ul style="list-style-type: none"> Require mandatory adherence to social distancing requirements.
Connecticut	<i>Stay at Home Order in effect until May 20, 2020.</i>		
Delaware	<i>The Stay at Home Order has been extended until May 31, 2020.</i>		
D.C.	<i>Stay at Home Order in effect until June 8, 2020.</i>		
Florida Executive Order 2020-112 Apr. 29, 2020	Permits in-store retail sales establishments that were previously affected by prior executive orders (i.e., non-essential retail) to open storefronts if they operate at no more than 25% of their building occupancy and abide by the safety guidelines issued by the CDC and OSHA.	<i>See Both Column</i>	<i>Note that workers who are needed to provide, process, and maintain systems for processing, verification, and recording of financial transactions and services, including insurance services, are “essential.”</i>
Georgia Executive Order Executive Order Press Release Guidance Executive Order Executive Order May 11, 2020	Requires all retail businesses to implement additional measures to prevent the spread of COVID-19, including: <ul style="list-style-type: none"> Limiting the number of patrons inside the store to 50% of fire capacity or 8 patrons per 1,000 square feet. Encouraging patrons to use hand sanitizer upon entering. Encouraging non-cash payments when possible. Sanitizing entrance and exit doors at least three times per day. Encouraging workers to report any safety and health concerns to the employer. Installing protective screens or other mitigation measures where worker-patron 	<i>See Both Column</i>	<i>Note that workers that provide insurance services are deemed “critical infrastructure.”</i> Requires critical businesses that continue in-person operation to implement measures that mitigate the exposure and spread of COVID-19, which may include: <ul style="list-style-type: none"> Screening and evaluating workers who exhibit signs of illness (e.g., fever, cough, or shortness of breath). Requiring workers who exhibit signs of illness to not report to work or to seek medical attention. Enhancing sanitation of the workplace, as appropriate. Disinfecting common surfaces regularly. Requiring handwashing or sanitation by workers at appropriate places within business locations. Prohibiting gatherings of 10+ workers during work hours. Permitting workers to take breaks and lunch outside, in their office/personal workspace, or in such other areas where proper social distancing is attainable. Implementing teleworking for all possible workers. Implementing staggered shifts for all possible workers. Holding all meetings and conferences virtually, whenever possible.

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	<p>interactions are likely.</p> <p>Requires non-critical retail businesses to implement the following measures to mitigate the exposure of COVID-19 (some of these are also applicable to critical businesses):</p> <ul style="list-style-type: none"> • Posting a sign on the storefront stating that individuals who have a fever or other symptoms of COVID-19 must not enter the store. • Enforcing social distancing of non-cohabitating persons while present on the retailer’s property. • For retailers, providing for alternative points of sale outside of buildings, including curbside pick-up or delivery of products and/or services if an alternative point of sale is permitted under state law. • Requiring open sales registers to be at least 6 feet apart. • Requiring point of sale equipment to be frequently cleaned and sanitized. • Increasing physical space between workers and patrons. • Suspending the use of PIN pads, PIN entry devices, electronic signature capture, etc. to the extent permissible. 		<ul style="list-style-type: none"> • Delivering intangible services remotely, whenever possible. • Discouraging workers from using other workers’ phones, desks, offices, or other work tools/equipment. • Prohibiting handshaking and other unnecessary person-to-person contact in the workplace. • Placing notices that encourage hand hygiene at the entrance to the workplace and in other workplace areas. <p>Advises that critical businesses to implement the following measures, if practicable:</p> <ul style="list-style-type: none"> • Providing PPE as available and appropriate to the function and location of the worker within the business location. • Providing disinfectant and sanitation products for workers to clean their workspace, equipment, and tools. • Increasing physical space between worksites to at least 6 feet.

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<p>Hawaii</p> <p>Seventh Supplementary Proclamation Press Release</p> <p>May 5, 2020</p>	<p><i>See Both Column</i></p>	<p><i>See Both Column</i></p>	<p><i>Note, workers identified in the federal guidance qualify as “essential.”</i></p> <p>Requires all essential businesses and operations to exercise the following social distancing requirements to the fullest extent possible:</p> <ul style="list-style-type: none"> • Monitor and enforce the 6-foot distancing requirement, whether outside waiting lines or as customers move about inside a facility. • Modify checkout operations, to the extent reasonably feasible, to provide a 6-foot separation or provide a transparent shield or barrier between customers and checkout clerks. • Determine the maximum number of customers that may be accommodated while maintaining the 6-foot distance and limiting the number of customers in the facility or at the operation to that maximum number at any time. • Require all employees who have any contact with customers or goods to be purchased to wear the cloth face covering recommended by the CDC while at their place of employment. • Make hand sanitizer and sanitizing products readily available for employees and customers. • Regularly disinfect all high-touch surfaces. • Implement processes to safeguard elderly and high-risk customers. • Post online whether a facility is open and how best to reach the facility and continue services by phone or remotely. • Encourage their customers to do their business remotely by phone or online to the extent possible. • Provide for, if feasible, online ordering and purchase of goods and customer pickup of orders at a location outside the facility or provide for delivery to customer locations. • Post a sign at the entrance of the facility informing all employees and customers that they should: <ul style="list-style-type: none"> – Wear CDC recommended face coverings while in the business. – Avoid entering the business if they have a cough or fever or otherwise do not feel well. – Maintain a 6-foot distance from one another. – Not shake hands or engage in unnecessary physical contact.

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<p>Idaho</p> <p>Stay Healthy Order FAQs Idaho Rebounds Plan</p> <p>May 1, 2020</p>	<p><i>See Both Column</i></p>	<p><i>See Both Column</i></p>	<p>Requires all businesses to adhere to social distancing and sanitation requirements, including:</p> <ul style="list-style-type: none"> • Identify how personal use items such as masks, face coverings, and gloves may be required by employees, vendors, and/or patrons. • Provide services while limiting close interactions with patrons. • Identify strategies for addressing ill employees, which should include requiring COVID-19-positive employees to stay at home while infectious and may include (1) keeping employees who were directly exposed away from the workplace and (2) the closure of the business until the location can be properly disinfected. • On a case-by-case basis, include other practices appropriate for specific types of businesses (e.g., screening of employees for illness and exposures upon work entry, requiring non-cash transactions, etc.). • Maintain the 6-foot physical distancing requirements for employees and patrons. • Provide adequate sanitation and personal hygiene for employees, vendors, and patrons. • Ensure frequent disinfection of the business as well as regular cleaning, especially of high-touch surfaces. • Continue to encourage telework, whenever possible and feasible.
<p>Illinois</p>	<p><i>Stay at Home Order in effect until May 30, 2020.</i></p>		
<p>Indiana</p> <p>Executive Order 20-26 Press Release Guidance FAQs</p> <p>May 1, 2020</p>	<p>Requires all retail businesses that are reopening or continuing to operate to:</p> <ul style="list-style-type: none"> • Limit the number of customers in their facility at any given time to no more than 50% of occupational capacity and assign staff to monitor capacity. • Ensure 6 feet between employees (if impossible, install barriers). 	<p>Advises that professional services—including insurance services—be conducted virtually or by telephone whenever reasonably possible.</p> <p>Suggests that owners and managers of professional services and other office-based businesses needing on-site work should:</p>	<p>Requires all businesses continuing operations or being allowed to reopen to adhere to the following:</p> <ul style="list-style-type: none"> • Develop a plan to implement measures and safeguards to ensure a safe environment for their employees, customers, clients, and members, including—at a minimum: <ul style="list-style-type: none"> – Instituting an employee health screening process. – Employing enhanced cleaning and disinfecting protocols for the workplace, including regularly cleaning high-touch surfaces. – Enhancing the ability of employees, customers, and clients to wash hands or take other personal hygiene measures such as use of hand sanitizer.

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	<ul style="list-style-type: none"> • Require symptomatic employees to stay home and recommend they be tested. • Train employees on the importance of hygiene and sanitation. • Limit their hours of operation and consider implementing separate hours for vulnerable populations. • Require employees to wear face coverings and consider requiring customers to wear face coverings. • Comply with social distancing and other separation measures, sanitation of all applicable areas, and other mitigation measures. • Clean high-touch items after each use. <p>Encourages retail businesses to promote and continue online or call-in ordering with delivery or curbside pickup.</p> <p>Strongly encourages retail businesses to consult and implement industry best practices.</p>	<ul style="list-style-type: none"> • Return staff in phases. • Train all employees on the importance of hygiene, sanitation, and the need to stay home when sick. • Allow as many people as practical to work from home. • Limit the number of in-person meeting participants. • Ensure 6 feet of distance between work stations (if impossible, create barriers). • Require regular handwashing and face coverings for employees. • Limit travel. • Maximize spacing at front desks that have high amounts of traffic. • Close cafeterias and gathering spaces, if feasible. • Ensure social distancing and other mitigation measures are employed. • Open or reopen and operate subject to the guidance for all businesses/employers (see Both Column). 	<ul style="list-style-type: none"> – Complying with social distancing requirements established by the CDC. • Comply with safety and health standards established and enforced by IOSHA. • Take proactive measures to ensure compliance with the social distancing and sanitation requirements, including—where possible, the following: <ul style="list-style-type: none"> – Designate 6-foot distances. – Have hand sanitizer and sanitizing products readily available. – Implement separate operating hours for vulnerable populations. – Post online whether a facility is open and how best to reach the facility/continue services by phone or remotely. <p>Encourages all businesses and employers to adopt and/or take the following actions:</p> <ul style="list-style-type: none"> • Allow as many employees as possible to work from home by implementing policies regarding teleworking and video conferencing. • Ensure sick leave policies are up to date, flexible, and non-punitive. • Actively encourage sick employees to stay home until they are free of fever for at least 72 hours and symptoms have improved. • Promptly separate employees who appear to have acute respiratory illness symptoms from other employees and send them home immediately. • Reinforce key messages to all employees regularly and place posters in areas where they are most likely to be seen. • Provide protection supplies (e.g., soap and water, hand sanitizer, tissues, and no-touch disposal receptacles for use by employees. • Frequently perform enhanced environmental cleaning of commonly touched surfaces (e.g., workstations, countertops, railings, door handles, etc.). • Be prepared to change business practices, if needed, to maintain critical operations.

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<p>Iowa</p> <p>Proclamation Part 1 Part 2 Part 3 Press Release</p> <p>Apr. 27, 2020</p>	<p><i>No Shelter in Place/Stay at Home Order was issued statewide, but other restrictions were in place.</i></p> <p>Permits retail establishments that were previously closed to reopen, but only to the extent that they:</p> <ul style="list-style-type: none"> • Limit the number of customers present to 50% of its maximum occupancy; and • Implements reasonable measures to ensure social distancing of employees and customers, increased hygiene practices, and other public health measures to reduce the risk of transmission. 		
<p>Kansas</p> <p>Executive Order 20-29 Reopening Plan Guidance</p> <p>Apr. 30, 2020</p>	<p><i>See Both Column</i></p>	<p><i>See Both Column</i></p>	<p>Strongly encourages businesses and employers to comply with the following:</p> <ul style="list-style-type: none"> • Encourage telework when possible. • Require employees who are exhibiting symptoms to stay home. • Maintain at least 6 feet of distance between customers or groups of customers. • Follow fundamental cleaning and public health practices. • Minimize or eliminate nonessential travel. • Avoid any instances in which groups of more than 10 people are in one location and unable to maintain a 6-foot distance with only infrequent or incidental moments of closer proximity (i.e., does not limit the total occupancy of a business, but requires that businesses limit mass gatherings in areas in which physical distancing cannot be maintained).
<p>Kentucky</p>	<p>Provides that retail businesses may reopen on <u>May 20, 2020</u>.</p>	<p>Provides that on <u>May 11, 2020</u>, office-based</p>	<p><i>Note that businesses identified in the federal guidance and insurance services qualify as life-sustaining businesses.</i></p>

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<p>Press Release Guidance Healthy At Work Plan</p> <p>Apr. 29, 2020</p>		<p>businesses may reopen at 50% capacity.</p>	<p>Requires all businesses (including life-sustaining businesses) to comply with the “10 rules for reopening” by May 11, 2020, including:</p> <ul style="list-style-type: none"> • Continue to telework where possible. • Phased return to work. • Onsite temperature/health checks. • Universal masks and any other necessary PPE. • Close common areas (e.g., waiting rooms, cafeterias, breakrooms, etc.). • Enforce social distancing. • Limit face-to-face meetings. • Sanitizer/hand wash stations. • Special accommodations. • Testing plan. <p>Encourages industry groups, trade associations, and individual businesses that are currently closed to submit reopen proposals to the Governor and DPH.</p>
<p><i>Louisiana</i></p> <p>Returning to Work Guidance Press Release</p> <p>May 11, 2020</p>	<p><i>See Both Column</i></p>	<p><i>See Both Column</i></p>	<p><i>Note, new guidance has not been published regarding the lifting of the state’s stay-at-home order. The below is based on guidance issued to essential critical workers.</i></p> <p><i>Advises that employers should measure employees’ temperature and assess symptoms prior to them starting work.</i></p> <p><i>Notes that employers can issue face masks or can approve employees’ supplied cloth face coverings in the event of shortages.</i></p> <p><i>Advises that employers should increase the frequency of cleaning commonly touched surfaces.</i></p>
<p>Maine</p> <p>Press Release</p>	<p><i>Note, the Plan to Restart Maine’s Economy offers a phased-in approach to reopening businesses. Insurance retailers or back-end/corporate offices are not among the limited reopenings listed because they are qualified to continue operating as</i></p>		<p>Calls for all people who are able to work from home to continue to do so.</p> <p>Requires all people in the state to wear cloth face coverings in public</p>

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Apr. 28, 2020	<i>“essential business operations.”</i>		settings where physical distancing measures are difficult to maintain.
<p><i>Maryland</i></p> <p>Executive Order 20-05-13-01 Press Release</p> <p>May 13, 2020</p>	<p><i>Provides that non-essential retail businesses that principally sell goods may open to the general public, provided that the total number of persons permitted in a retail establishment at any one time may not exceed 50% of that retail establishment’s maximum occupancy.</i></p>		
<p>Massachusetts</p> <p>Reopening Presentation Press Release Mandatory Safety Standards for Workplaces</p> <p>May 11, 2020</p>	<i>See Both Column</i>	<i>See Both Column</i>	<p>Requires all workplaces that are open to implement safety standards to reduce the risk of COVID-19 transmission to employees and customers, including:</p> <ul style="list-style-type: none"> • Maintain 6 feet of distance between all persons, including employees, customers, and vendors, both inside and outside workplaces. • Establish protocols to ensure that employees can practice adequate social distancing. • Provide signage for safe social distancing. • Require face coverings or masks for all employees. • Provide hand washing capabilities throughout the workplace. • Ensure frequent hand washing by employees and adequate supplies to do so. • Provide regular sanitization of high touch areas. • Provide training for employees regarding the social distancing and hygiene protocols. • Establish a plan for employees getting ill from COVID-19 at work, and a return-to-work plan. • Establish and maintain cleaning protocols specific to the business, • When an active employee is diagnosed with COVID19, require cleaning and disinfecting to be performed. • Require disinfection of all common surfaces to take place at intervals appropriate to said workplace.

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<p>Michigan</p> <p>MI Safe Start Plan Press Release</p> <p>May 7, 2020</p>	<p><i>See Both Column</i></p>	<p><i>See Both Column</i></p>	<p><i>Note, the Stay at Home Order remains in effect until May 15, 2020.</i></p> <p>When permitted to reopen, advises that workplaces undertake the following best practices:</p> <ul style="list-style-type: none"> • Implement best practices to quickly identify and catalogue potential introductions of COVID-19 into the workplace (e.g., daily symptom diaries, on-site temperature checks, rapid diagnostic testing protocols, intake procedures for visitors, and guidelines for delivery areas). • Minimize levels of close contact within the workplace to limit the spread of COVID-19 among workers (e.g., remote work, restrictions on common instances of non-essential close contact, restriction on in-person meeting size, and physical barriers between workspaces). • Increase both the frequency and vigor of common cleaning practices as well as implementing new ones to reduce the amount of time COVID-19 can live on a surface (e.g., frequent disinfection/cleaning, local exhaust ventilation, HEPA filters on HVAC units, availability of hand-washing facilities, restrictions on shared tooling/machinery). • Ensure all employees have access to personal protective equipment to keep them from contracting and transmitting COVID-19 (e.g., wearing masks, gloves, face shields, etc.). • Design and impart to employees important procedures and protocols on what occurs if an employee is suspected to have and/or is diagnosed with COVID-19 (e.g., isolation protocols, notification protocols, investigation standards, facility cleaning/shutdown procedure, quarantine and return-to-work guidelines).
<p>Minnesota</p> <p>Executive Order 20-48 Executive Order 20-40 Guidance Press</p>	<p>Provides that, unless they qualify as a critical sector, businesses that sell goods and services directly to customers remain closed for the time being.</p>	<p>Provides that office-based businesses (to the extent that their employees are not exempt critical sector workers) must establish and implement a COVID-19</p>	<p><i>The state’s Stay at Home Order remains in effect until May 18, 2020.</i></p> <p><i>Note that workers identified in the federal guidance and those working at insurance companies and insurance agencies qualify as “critical sector workers.”</i></p>

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<p>Release Guidance for Businesses</p> <p>Apr. 30, 2020</p>		<p>Preparedness Plan that:</p> <ul style="list-style-type: none"> • Requires that employees work from home whenever possible; • Ensures that sick workers stay at home; • Establishes social distancing policies; • Establishes hygiene and source control policies; and • Establishes cleaning and disinfection protocols. <p>Requires such businesses to have their senior management sign/certify the Plan, disseminate the plan to employees, and train workers on the contents of the plan.</p>	<p>Requires all workers who can work from home to continue to do so.</p> <p>Requires all critical sector businesses to comply with all CDC and OSHA guidance to ensure the health and safety of their workers, but are not required to create a COVID-19 Preparedness Plan.</p>
<p>Mississippi</p> <p>Executive Order 1477 FAQs</p> <p>Apr. 24, 2020</p>	<p>Requires retail businesses to adopt reasonable measures to prevent the spread of COVID-19, including but not limited to:</p> <ul style="list-style-type: none"> • Limiting the number of customers in their stores at one time to no greater than 50% store capacity in order to ensure compliance with social distancing protocols; and • Frequent cleaning of high-contact surfaces. 	<p><i>See Both Column</i></p>	<p>Permits all businesses operating in the state to remain open/reopen subject to the following limitations to minimize person-to-person interactions and the associated risk of transmission of COVID-19:</p> <ul style="list-style-type: none"> • Encourage businesses to utilize, to the maximum extent possible, work from home or other telework procedures; • Take all reasonable measures to ensure compliance with DOH and CDC regulations, orders, and guidelines to prevent the spread of COVID-19 (e.g., social distancing, encouraging sick employees to stay home, etc.); • To the extent possible, close all common areas where employees or customers are likely to congregate and interact (or enforce strict social distancing protocols); • Minimize non-essential business travel;

State	Retail Operations	Non-Retail Operations	Both
	Encourages retail businesses to make hand sanitizer available to their customers upon entry to their stores.		<ul style="list-style-type: none"> To the extent possible, make special accommodations for employees that are members of a vulnerable population.
<p>Missouri</p> <p>DOH Order Press Release Show Me Strong Plan</p> <p>Apr. 27, 2020</p>	<p>Provides that entities that employ individuals that are engaged in retail sales to the public must limit the number of individuals in a given location to:</p> <ul style="list-style-type: none"> 25% or less of their occupancy (for locations smaller than 10,000 square feet); or 10% or less of their occupancy (for locations larger than 10,000 square feet). 	<p><i>See Both Column</i></p>	<p>Requires every business to comply with CDC social distancing guidelines (i.e., maintaining six feet of space between individuals, taking additional precautionary measures if job duties require closer contact, etc.).</p> <p>Encourages businesses to:</p> <ul style="list-style-type: none"> Implement basic infection prevention measures informed by industry best practices (e.g., protective equipment; temperature checks; testing, isolating, and contact tracing; and sanitation). Modify physical workspaces to maximize social distancing. Minimize business travel. Develop an infectious disease preparedness and response plan. Develop, implement, and communicate about workplace flexibilities and protections (e.g., encouraging telework, returning to work in phases and/or split shifts, limiting access to common areas where personnel are likely to congregate and interact, and ensuring that sick leave policies are flexible and consistent with public health guidance). Do not allow symptomatic people to physically return to work until cleared by a medical provider.
<p>Montana</p> <p>Directive Press Release Reopening the Big Sky</p> <p>Apr. 22, 2020</p>	<p>Permits Main Street and retail businesses to operate with reduced capacity and where strict physical distancing protocols can be maintained.</p> <p>Requires businesses to:</p> <ul style="list-style-type: none"> Conduct health assessments for all employees at the beginning of each shift. 	<p><i>See Both Column</i></p>	<p><i>Note, once the Stay at Home Order expired (Apr. 27, 2020), businesses are no longer designated as essential or non-essential.</i></p> <p>Requires general businesses to:</p> <ul style="list-style-type: none"> Conduct health assessments for all employees at the beginning of each shift. Close waiting areas where adequate physical distancing cannot be maintained. Maintain physical distancing of 6 feet between non-congregate customers (i.e., potentially requiring a reduction in capacity,

State	Retail Operations	Non-Retail Operations	Both
	<ul style="list-style-type: none"> In establishments where customers wait in line, ensure that customers remain physically distanced. Close waiting areas where adequate physical distancing cannot be maintained. Require physical distancing of 6 feet to be maintained between non-congregate customers (e.g., requiring a reduction in capacity, a reduction of seating in service and waiting areas, management of waiting areas and waiting lines, systems that reduce the amount of contact time between customers and staff). 		<p>reduction of seating in service and waiting areas, management of waiting areas and waiting lines, or systems that reduce the amount of contact time between customers and staff.</p> <p>Suggests that employers:</p> <ul style="list-style-type: none"> Develop and implement appropriate policies regarding social distancing and protective equipment; temperature checks and/or symptom screening; testing, isolating, and contact tracing; sanitation; and use and disinfection of common and high-traffic areas. Collaborate with public health officials when implementing policies and procedures for workforce contact tracing following an employee’s COVID-19 positive test result. Continue to encourage telework whenever possible and feasible with business operations. Minimize non-essential business travel. Make special accommodations for members of a vulnerable population or those with vulnerable household members.
<p>Nebraska</p>	<p><i>No Shelter in Place/Stay at Home Order was issued statewide.</i></p> <p>Provides for the reopening of salons, restaurants, childcare facilities, and other establishments in certain counties and subject to social distancing requirements.</p>		
<p>Nevada</p> <p>Directive 018 Press Release Guidance</p> <p>May 8, 2020</p>	<p>Requires all essential and non-essential retail businesses to abide by the same standards.</p> <p>Provides that businesses must require employees who interact with the public to wear face coverings and encourage customers to wear face coverings to the extent practicable.</p>	<p>Advises that professional services should be conducted virtually or by telephone whenever possible.</p> <p>Suggests that staff should be encouraged to continue to work from home as much as possible, or return to work in phases.</p>	<p>Requires all essential and non-essential businesses opening or continuing operations to adopt measures promulgated by NV OSHA to minimize the risk of spread of COVID-19, including social distancing and sanitation measures.</p> <p>Requires all employers to require employees who interact with the public to wear face coverings, to the maximum extent practicable.</p> <p>Encourages all businesses and employers to adopt and/or take the following actions:</p> <ul style="list-style-type: none"> Encourage customers to wear face coverings.

State	Retail Operations	Non-Retail Operations	Both
	<p>Strongly encourages retail businesses to promote and continue online or call-in ordering/pickup operations.</p> <p>Strongly encourages retail businesses to conduct and implement industry best practices.</p> <p>Requires retail businesses to limit the number of customers in their facility at any given time to no more than 50% of the the allowed occupancy.</p>		<ul style="list-style-type: none"> • Have employees return to work in phases, if possible. • Continue to encourage telework whenever possible and feasible. • Close common areas where personnel are likely to congregate and interact (or otherwise enforce social distancing protocols). • Follow guidance from the Nevada Labor Commission regarding sick leave policies. • Strongly consider special accommodations for employees who are members of a vulnerable population. • Consider encouraging employees to do a self-assessment each day in order to check any COVID-19 type symptoms. • Remind employees to stay home when sick, use cough and sneeze etiquette, and practice hand hygiene. • Frequently perform enhanced environmental cleaning of commonly touched surfaces. • Consider measures to protect staff and customers (e.g., implementing separate operating hours for vulnerable customers, designating with signage 6 feet of spacing for employees to maintain the appropriate distance, have hand sanitizer and other sanitizing products readily available, etc.).
<p>New Hampshire</p> <p>Emergency Order 40 Press Release Universal Guidance </p> <p>May 1, 2020</p>	<p>Requires essential and non-essential retail facilities to:</p> <ul style="list-style-type: none"> • Make readily available hand sanitizer for both staff and customers at entrances and exits to the retail facility, at checkout locations, and in staff breakrooms and other common spaces. • Stagger shifts, breaks, and meals. • Provide regular updates and training for employees about personal COVID-19 mitigation and store safeguards based on CDC guidelines. 	<p><i>See Both Column</i></p>	<p><i>Note that workers identified in the federal guidance qualify as “essential.”</i></p> <p>Requires both essential and non-essential employers to comply with the following guidelines:</p> <ul style="list-style-type: none"> • Require all employees who are sick or not feeling well to stay home and employees to notify their supervisor by phone. • Develop a process for screening all employees reporting for work for COVID-19-related symptoms, including: <ul style="list-style-type: none"> – Identify a location and assign a person who will screen each employee every day before they enter the workplace. – Require the screener to ask a series of preset questions. – Document the temperature of all employees daily before their shift. • Handle employee(s) who exhibit COVID-19 symptoms by instructing them to leave the premises and prevent stigma/discrimination.

State	Retail Operations	Non-Retail Operations	Both
	<ul style="list-style-type: none"> • Require employees to report any symptoms of COVID-19/close contact to a person with COVID-19 to a supervisor. • Screen staff for symptoms before each shift. • Instruct staff to maintain a distance of at least 6 feet from others at all times. • Restrict interaction between employees and outside visitors or delivery drivers. • Require employees to wear cloth face coverings at all times when in the retail facility and in public locations or shared staff areas. <p>Requires retailers to implement consumer protection mechanisms:</p> <ul style="list-style-type: none"> • Develop a process for limiting the number of customers to 50% or less of store occupancy. • Ensure any waiting line outside the store has demarcations spacing customers at least 6 feet apart. • Consider dedicated shopping hours for vulnerable populations. • Assign dedicated staff to monitor social distancing and compliance with protective actions. 		<ul style="list-style-type: none"> • Strongly promote frequent hand hygiene and make alcohol-based hand sanitizer readily available. • Implement workplace cleaning and disinfection practices. • Mitigate exposure (e.g., support the use of cloth face coverings in areas where social distancing is difficult, etc.). • Allow employees to work from home as much as practical. • Plan for potential COVID-19 cases. • Update their Employee Illness Policy. • Communicate frequently with employees and customers about steps being taken to prevent spread of COVID-19 in the workplace. <p>Requires employees to comply with the following guidelines:</p> <ul style="list-style-type: none"> • Stay home when feeling ill. • Increase hygiene practices. • Wear a cloth face covering. • Practice social distancing. • Apply by employer, state, and local guidelines.
New Jersey	<i>Stay at Home Order in effect.</i>		

State	Retail Operations	Non-Retail Operations	Both
<p>New Mexico</p> <p>Reopen Plan Preview</p> <p>April 30, 2020</p>	<p>Requires retailers to:</p> <ul style="list-style-type: none"> • Adhere to maximum occupancy limits (i.e., for the first phase, this is 20% of fire code occupancy; for non-essential businesses this includes operation at up to 50% of pre-crisis staffing levels). • Utilize signs, stanchions, and/or floor decals to support 6-foot social distancing. • Utilize signage to communicate occupancy limits and encourage customers to wear face coverings. • Maintain a schedule of stringent daily cleaning and sanitizing. • Once every two hours, clean and disinfect high-touch items. • Establish safety protocols to allow for contactless curbside pickup. <p>Establishes best practices for retailers, including:</p> <ul style="list-style-type: none"> • Install large plexiglass guards at cash registers, where possible. • Arrange for contactless payment and receipt options. • Screen employees and customers with a no-contact thermometer. 	<p><i>See Both Column</i></p>	<p>Establishes COVID-safe practices for all employers, including:</p> <ul style="list-style-type: none"> • Limit operations to remote work to the greatest extent possible. • Arrange workplace to provide for 6 feet of distance between individuals wherever possible. • Close common areas where personnel are likely to congregate wherever possible, or modify them to minimize contact. • Provide for all meetings to take place remotely whenever possible. • Provide all employees with appropriate face coverings to be worn in the workplace. • Train all employees on daily cleaning and disinfecting protocols, hygiene, and respiratory etiquette. • Make handwashing, sanitizer, and other hygiene support available to employees. • Screen employees before they enter the workplace each day. • Prohibit employees with known close contact to a person who is lab-confirmed to have COVID-19 to return to work until the end of the 14-day self-isolation period. • Minimize non-essential travel. • Adhere to all CDC and OSHA guidelines.

State	Retail Operations	Non-Retail Operations	Both
	<ul style="list-style-type: none"> Offer face coverings and gloves to customers. 		
New York	<i>Stay at Home Order in effect until May 15, 2020.</i>		
<p>North Carolina</p> <p>Press Release Executive Order 138 FAQs</p> <p>May 5, 2020</p>	<p>Permits retail businesses to:</p> <ul style="list-style-type: none"> Open at 50% of stated fire capacity (if a business does not have a stated fire capacity, limit customer occupancy to 12 customers for every 1,000 square feet of the location’s total square footage). Limit customer occupancy so that customers can stay 6 feet apart, even if this requires reducing occupancy beneath the 50% limit. Direct customers to stand 6 feet apart. Mark 6 feet of spacing in lines at point of sale and other high-traffic areas for customers. Perform frequent cleanings. Provide hand sanitizer when available. Screen workers for symptoms, using a standard interview questionnaire of symptoms before workers enter the workplace. Immediately send symptomatic workers home. Have a plan in place for immediately isolating workers from the workplace if symptoms develop. 	<p><i>See Both Column</i></p>	<p><i>Note, the distinction between essential and non-essential businesses is removed.</i></p> <p>Strongly encourages all businesses to:</p> <ul style="list-style-type: none"> Continue to promote telework and limit non-essential travel whenever possible. Promote social distancing by reducing the number of people coming to the office, by providing 6 feet of distance between desks, and/or by staggering shifts. Limit face-to-face meetings to no more than 10 workers. Promote hygiene, including frequent hand-washing and use of hand sanitizer. Recommend workers wear cloth face coverings; provide workers with face coverings; and provide information on proper use, removal, and washing of cloth face coverings. Make accommodations for workers who are at high risk of severe illness from COVID-19, for example, by having high-risk workers work in positions that are not public-facing or by allowing teleworking where possible. Encourage sick workers to stay home and provide support to do so with a sick leave policy. Follow the CDC guidance if a worker has been diagnosed with COVID-19. Provide workers with education about COVID-19 prevention strategies, using methods like videos, webinars, or FAQs. Promote information on helplines for workers such as 211 and the Hope4NC Helpline.

State	Retail Operations	Non-Retail Operations	Both
	<ul style="list-style-type: none"> Post signage at the main entrances that reminds people to stay 6 feet apart for social distancing, requests people who have recently been symptomatic not to enter, and notifies customers of the retail business' reduced capacity. <p>Strongly encourages retail businesses to:</p> <ul style="list-style-type: none"> Direct workers to stay 6 feet apart from one another and from customers. Provide designated times for high-risk populations to access services. Develop and use symptoms to allow for online, email, or telephone ordering, etc. 		
<p>North Dakota</p> <p>Press Release Guidance Standards for All Industries Executive Order 2020-06.4</p> <p>Apr. 28, 2020</p>	<p><i>See Both Column</i></p>	<p><i>See Both Column</i></p>	<p>Advises that all industries:</p> <ul style="list-style-type: none"> Adhere to CDC guidelines for businesses and employers. Adhere to ND DOH recommendations and resources. Complete the workplace assessment tool for COVID-19. Limit the number of people occupying the facility to ensure all maintain a minimum 6-foot distance from one another. Mark 6-foot increments where lines form. Post state-provided signage at all entrances of the facility. Encourage use of cloth face coverings to employees and contracted workers whose duties require close contact. Provide contactless payment systems, to the extent feasible. Provide hand sanitizer, soap and water, or effective disinfectant at/near the entrance of the facility. Regularly disinfect high-touch surfaces according to industry standard operating procedures.

State	Retail Operations	Non-Retail Operations	Both
<p>Ohio</p> <p>Press Release Guidance Guidance Director’s Order</p> <p>Apr. 27, 2020</p>	<p>Provides that, beginning on May 12, 2020, consumer, retail, and services may reopen if the businesses can meet mandatory safety requirements for customers and employees, including:</p> <ul style="list-style-type: none"> Place hand sanitizers in high-contact locations. Specify hours for at-risk populations. Ask customers and guests not to enter if symptomatic. Stagger entry of customers and guests. Post social distancing signage and disinfect high-contact surfaces hourly. Clean merchandise before stocking, if possible. 	<p>Provides that, beginning May 4, 2020, general office environments may reopen if businesses can meet mandatory safety requirements for customers and employees, including:</p> <ul style="list-style-type: none"> Encourage personnel to work from home whenever possible. Limit travel. Stagger entry of employees and guests. Post signage on health safety guidelines in common areas. Daily disinfection of common areas. 	<ul style="list-style-type: none"> Develop policies and procedures for prompt identification and isolation of sick staff and customers. <p>Requires both retail and non-retail businesses to:</p> <ul style="list-style-type: none"> Ensure a minimum of 6-feet between people, if not possible, install barriers. Require face coverings for all employees and recommend them for clients and customers at all times. Conduct daily health assessments or self-evaluations of employees to determine if they should work. Maintain good hygiene at all times such as hand washing and social distancing (e.g., designate 6-foot distances, hand sanitizer and sanitizing products, separate operating hours for vulnerable populations, online and remote access). Clean and sanitize workplaces throughout the day and at the close of business or between shifts. Limit capacity to meet social distancing guidelines/establish maximum capacity.
<p>Oklahoma</p> <p>Forth Amended Executive Order 2020-13 OURS Plan Administrative Offices Guidance</p> <p>Apr. 24, 2020</p>	<p><i>See Both Column</i></p>	<p>Permits administrative offices to reopen beginning May 1, 2020 and advises that administrative offices should:</p> <ul style="list-style-type: none"> Adhere to sanitation and disinfecting protocols and social distancing guidelines from the CDC. Consider use of a touchless infrared thermometer to check 	<p><i>Note, insurance is deemed an “essential industry.”</i></p> <p>Advises employers to consider:</p> <ul style="list-style-type: none"> 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 considering implementing flexible sick leave and supportive policies. Developing and implementing policies and procedures for workforce contact tracing following employee COVID-19 testing. Implementing appropriate policies regarding social distancing and PPE.

State	Retail Operations	Non-Retail Operations	Both
		<p>the temperature of employees each day.</p> <ul style="list-style-type: none"> • Develop, implement, and maintain a cleaning and disinfecting plan. • Follow social distancing guidelines, including maintaining a physical distance of at least 6 feet between individuals. 	
<p>Oregon</p> <p>Reopening Oregon General Guidance for Employers Guidance for Retailers</p> <p>May 7, 2020</p>	<p>Beginning on <u>May 15, 2020</u>, stand-alone retail that was previously closed may reopen if they can follow OSHA guidelines.</p> <p>Requires retail stores to:</p> <ul style="list-style-type: none"> • Limit the number of customers in the store and focus on maintaining at least 6 feet of distance between people and employees in the store. • Post clear signs listing COVID-19 symptoms, etc. • Use signs to encourage physical distancing. • Frequently clean and disinfect work areas, high-traffic areas, and commonly touched surfaces in both customer/public and employee areas of the store. • Require all employees to wear cloth or disposable face coverings and provide the 	<p>Provides that reopening office work will occur in the second phase (i.e., 21 days after counties continue to meet the necessary requirements).</p>	<p>Requires all employers to:</p> <ul style="list-style-type: none"> • Comply with any executive orders that are in effect. • Know the signs and symptoms of COVID-19 and what to do if employees develop symptoms in the workplace. • Understand how COVID-19 is transmitted between people. • Make health and safety a priority by implementing safeguards to protect employees and the public (e.g., follow federal and state guidelines). • Implement physical distancing measures. • Increase physical space between workers. • Restrict use of shared items or equipment and require disinfection of equipment between uses. • Reinforce that meticulous hand hygiene is of utmost importance for all employees. • Regularly disinfect commonly touched surfaces and high-traffic areas. • Encourage or require employee use of cloth or disposable face coverings. • Consider upgrades to facilities that may reduce exposure to COVID-19. • Limit the number of employees gathering in shared spaces. • Restrict non-essential meetings and conduct meetings virtually. • Consider regular health checks. • Train all employees in safety requirements and expectations at

State	Retail Operations	Non-Retail Operations	Both
	<p>coverings.</p> <p>Encourages retail stores to:</p> <ul style="list-style-type: none"> • Advise customers to wear face coverings. • Consider placing clear plastic or glass barriers in front of cashiers or customer service customers (or in places where maintaining 6 feet of physical distance would be difficult). • Encourage one-way flow with marked entrances and exits. • Use signs and tape on the floor to maintain physical distancing while waiting for cashiers. • Prohibit customers from trying on times that are worn on the face. • Decide whether to reopen fitting rooms. • When processing returns, advise employees to wash hands to use hand sanitizer before and after handling items. • Consider offering alternative order ahead and pickup options. 		<p>physical worksites.</p> <ul style="list-style-type: none"> • Consider modifying employee schedules and travel to reduce unnecessary physical contact (e.g., identify positions appropriate for telework or partial telework, stagger or rotate schedules or shifts at worksites to ensure employees can maintain physical distancing, limit non-essential work travel). • Be aware of protected leave requirements and plan ahead for any anticipated work adjustments. • If downsizing or other workforce adjustments are necessary, adhere to applicable state and federal requirements regarding notice of layoffs and recalls for affected workers.
<p>Pennsylvania</p> <p>Press Release Guidance</p> <p>May 4, 2020</p>	<p><i>See Both Column</i></p>	<p>Requires businesses that serve the public inside a building to follow this additional guidance:</p> <ul style="list-style-type: none"> • Conduct business with the public by 	<p>Note, the guidance applies to all businesses in all industries and sectors of the economy that are permitted to conduct in-person operations.</p> <p>Requires all business that have been conducting their operations remotely through teleworking to continue telework operations.</p>

State	Retail Operations	Non-Retail Operations	Both
		<p>appointment only, whenever possible.</p> <ul style="list-style-type: none"> • If appointment-only service is not feasible, limit the number of people inside the building to no more than 50% of the total maximum occupancy. • Modify the hours of the business so there is enough time to clean and restock. • Install shields or other barriers at registers and check-out areas to physically separate cashiers and customers. • Designate a specific time for high-risk people to use the business at least once a week. • Require all customers to wear masks while on the premises. • Schedule handwashing breaks for employees at least every hour. 	<p>Requires all businesses conducting in-person operations to:</p> <ul style="list-style-type: none"> • Clean and disinfect high-touch areas frequently and continue to regularly clean all other areas of the building(s). • Establish and implement a plan in case the business is exposure to a probable or confirmed COVID-19 case. • Prevent large groups from entering or leaving the building by staggering work start and stop times. • Limit the number of people in the employee common areas and ensure these areas are cleaned frequently. • Conduct meetings and trainings virtually (i.e., if a meeting needs to be held in person, limit the number of employees to 10 and maintain a social distance of 6 feet). • Make sure employees have access to soap and water to wash their hands, hand sanitizer, and disinfectant wipes. • Provide non-medical masks for employees to wear at all times and make it mandatory to wear masks while on the work site. • Make sure the facility has enough employees as applicable to follow these protocols and conduct business effectively and safely. • Discourage non-essential visitors from entering the business premises. • Communicate the procedures to all employees to ensure that everyone knows how to be safe. <p>Requires no business to conduct in-person operations.</p>
<p>Rhode Island</p> <p>Reopening RI Executive Order 20-31 Draft Regulations Press Release</p>	<p>Permits retailers to reopen for in-store pickup and limited browsing, provided that no more than one customer per 300 square feet is allowed in the store at a time.</p> <p>Requires retailers to have 6-foot</p>	<p>Notes that, in the office setting, working from home is still preferred and encouraged for those who can do business remotely.</p> <p>Permits employees to pick</p>	<p><i>Note, the draft regulations appear to apply to entities that are choosing to open and/or remaining open.</i></p> <p>Requires entities/employers to:</p> <ul style="list-style-type: none"> • Arrange for cloth face coverings or materials in the making of such face coverings for each employee at no expense to the employee. • Develop and maintain a written plan for the safe operation of its

State	Retail Operations	Non-Retail Operations	Both
May 7, 2020	<p>markings guiding the customers to maintain a safe distance while in line.</p> <p>Encourages contactless payment and that checkout areas have see-through barriers between employees and customers.</p>	<p>up a file or print a document at the office, if needed.</p> <p>Permits employees to visit the office on a very limited basis for reasons such as critical meetings, provided other rules are carefully followed.</p>	<p>establishment(s) with regard to COVID-19 during the state of emergency and make the plan available to the Department of Health upon request.</p> <ul style="list-style-type: none"> • Implement and ensure compliance with screening of all individuals entering its establishments at any time for any reason. • Instruct any person entering an establishment to wear a cloth face covering, except when social distancing from others in the establishment is easily, continuously, and measurably maintained. • Ensure the placement of posters or signs at entry to its establishment educating any individual at the establishment concerning entry screening, required social distancing, use of cloth coverings, etc. • Ensure that their establishments have their restrooms open and that they have running water/are stocked with hand soap. • Ensure the performance of environmental cleaning of their establishments once per day. • Maintain records documenting the date, time, location, and procedures for the required cleaning activities. • In the event the Department identifies a hot spot, requires the affected covered entity to restrict the further spread of COVID-19 within an affected establishment and/or the community at large. • Cooperate with the Department on testing, contact tracing, case investigation, isolation, and quarantine follow-up matters relating to the establishment.
<p>South Carolina</p> <p>Executive Order 2020-28 Press Release</p> <p>Apr. 20, 2020</p>	<p>Permits specific, non-essential retail businesses (e.g., furniture stores, clothing stores, department stores, etc.) to reopen, provided they:</p> <ul style="list-style-type: none"> • Limit the number of customers to enter and simultaneously occupy the premises so as not to exceed 5 customers per 1,000 square feet of retail space or 20% of the occupancy limit, 	<p><i>See Both Column</i></p>	<p><i>Note, specific businesses, venues, and facilities were deemed “non-essential” by the Department of Commerce. Insurance services were not included on the list.</i></p> <p>Urges all businesses to facilitate effective social distancing practices.</p> <p>Encourages businesses to utilize telecommuting or work-from-home options for employees and provide alternate means of purchasing and delivering products and services.</p>

State	Retail Operations	Non-Retail Operations	Both
	<p><i>whichever is less.</i></p> <ul style="list-style-type: none"> Do not knowingly allow customers, patrons, or other guests to congregate within 6 feet of one another. Implement all reasonable steps to comply with CDC, DHEC, or other public health guidance. 		
<p>South Dakota</p> <p>Back to Normal Plan Employee Screening Questions Apr. 28, 2020</p>	<p>Advises that enclosed retail businesses (e.g., restaurants, bars, cafes, casinos, recreational athletic facilities, health clubs, entertainment venues, etc.) that promote public gatherings to:</p> <ul style="list-style-type: none"> Resume operations in a manner that allows for reasonable physical distancing, good hygiene, and appropriate sanitation. Consider restricting occupancy and continue innovating in this uncertain environment. 	<p><i>See Both Column</i></p>	<p>Requires employers to:</p> <ul style="list-style-type: none"> Encourage good hygiene and sanitation practices, especially in high-traffic areas. Encourage employees to stay home when sick. If previously operating via telework, begin transitioning employees back to the workplace. Where appropriate, screen employees for symptoms prior to entering the workplace.
<p>Tennessee</p> <p>Executive Order 30 Executive Order 29 Press Release Retail Guidelines Restaurant Guidelines General</p>	<p><i>See Both Column</i></p>	<p><i>See Both Column</i></p>	<p>Recommends that employers:</p> <ul style="list-style-type: none"> Implement appropriate policies and practices in accordance with state and federal guidance to facilitate social distancing, temperature checks, sanitation, use, and disinfection of common areas and reduced business travel. Monitor employees for symptoms and prohibit employees with symptoms from returning to work until cleared by a medical provider. Cooperate with governmental contact tracing procedures for employees or customers who test positive for COVID-19.

State	Retail Operations	Non-Retail Operations	Both
<p>Guidelines for Businesses</p> <p>Apr. 24, 2020</p>			<p>Encourages businesses to take steps to equip, encourage, allow, or require employees to work remotely or via telework from home.</p> <p>Advises that retail businesses:</p> <ul style="list-style-type: none"> • Screen all employees reporting to work for COVID-19 symptoms via a series of questions. • Temperature screen employees. • Direct any employee who exhibits COVID-19 symptoms to leave the premises immediately. • Implement workplace cleaning and disinfection practices, according to CDC guidelines, with regular sanitization of high-touch surfaces every 2 hours. • Implement social distancing guidelines and modify scheduling. • Plan for potential COVID-19 cases.
<p>Texas</p> <p>Executive Order GA-18 Press Release Report Recommended Health Protocols Press Release Checklist for Office-Based Employers</p> <p>May 5, 2020</p>	<p>Beginning on <u>May 1, 2020</u>, permits non-essential retail services to operate at up to 25% of the total listed occupancy.</p>	<p>Provides that, beginning <u>May 18, 2020</u>, office buildings may open with the <u>greater of five or less individuals or 25% of the total office workforce.</u></p> <p>Requires these individuals to:</p> <ul style="list-style-type: none"> • Train all employees and contractors on appropriate cleaning and disinfection, hand hygiene, and respiratory etiquette. • Screen employees and contractors before coming into the office. • Have employees and contractors wash or sanitize their hands 	<p><i>Note, workers that provide insurance services are deemed “essential.”</i></p> <p>Advises that, in obtaining essential services or reopened services, people and businesses should:</p> <ul style="list-style-type: none"> • Follow the minimum standard health protocols recommended by DSHS and should implement social distancing. • Work from home if possible. • Practice good hygiene, environmental cleanliness, and sanitation. <p>Recommends that all employers:</p> <ul style="list-style-type: none"> • Train all employees on appropriate cleaning and disinfection, hand hygiene, and respiratory etiquette. • Screen employees before coming into the business. • Have employees wash or sanitize their hands upon entering the business. • Have employees maintain at least 6 feet of separation from other individuals, if feasible. • If an employer provides a meal for employees, have the meal individually packed for each employee.

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		<p>upon entering the office.</p> <ul style="list-style-type: none"> • Have employees and contractors maintain at least 6 feet of separation from other individuals. • Consider implementing a staggered workforce. • Continue to encourage individuals to work remotely if possible. • Consider having all employees and contractors wear cloth face coverings. • Limit the use of standard-size elevators to four individuals at a time, each located at a different corner of the elevator to avoid close contact. 	<ul style="list-style-type: none"> • Consider having all employees wear cloth face coverings. • Regularly and frequently clean and disinfect any regularly touched areas (e.g., doorknobs, tables, chairs, and restrooms). • Disinfect any items that come into contact with customers. • Make hand sanitizer, disinfecting wipes, soap and water, or similar disinfectant readily available to employees and customers. • Place readily visible signage at the business to remind everyone of best hygiene practices.
<p>Utah</p> <p>Executive Order Press Release Utah Leads Together Plan Phased Guidelines</p> <p>Apr. 30, 2020</p>	<p><i>See Both Column</i></p>	<p><i>See Both Column</i></p>	<p>Provides guidelines for employers, including:</p> <ul style="list-style-type: none"> • Identify a work place coordinator who will be responsible for COVID-19 issues and their impact in the workplace. • Encourage contactless pay options. • Those who are or work with high-risk populations should undergo daily screening/symptom monitoring and weekly testing. • Use online conferencing, email, or the phone instead of in-person meetings. • Avoid group gatherings. • Identify essential employees, business functions, and other critical inputs and determine appropriate new policies. • Establish an emergency communication plan. • Ensure every employee’s contact numbers and emergency contact

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			<p>details are up-to-date.</p> <ul style="list-style-type: none"> • Make regular announcements to remind employees and/or customers to follow social distancing guidelines and use floor markings to mark appropriate distance (6 feet). • Encourage digital files rather than paper formats. • Be informed about government and industry pandemic preparedness. • Educate the workforce about the threat of the pandemic, what the business is doing, etc. • Develop a pandemic planning task force. • Reserve supplies. • Consider the possibility of interruption to water or power that might force closure. • Prepare for absenteeism. • Provide signage for employees and customers about COVID-19, prevention, symptoms, etc. • Promote etiquette for coughing, sneezing, handwashing, etc. • Require face coverings to be worn by employees and patrons in accordance with CDC recommendations. • Ensure adequate air circulation. • Discourage workers from sharing resources or work equipment. • Perform routine environmental cleaning for high-touch areas. • Provide disposable wipes so that commonly used surfaces can be wiped down before each use. • Make hand sanitizer, soap and water, or effective disinfectant readily available. • Monitor symptoms.
<p>Vermont</p> <p>Addendum 11 to Executive Order 01-20 Press Release Addendum 10 to Executive Order</p>	<p><i>See Both Column</i></p>	<p><i>See Both Column</i></p>	<p><i>Note, this applies to businesses that are currently operating or will be operating during the declared state of emergency. The state’s Stay at Home Order remains in effect until May 15, 2020.</i></p> <p>Requires all businesses to implement the following physical distancing, health, and sanitation measures:</p> <ul style="list-style-type: none"> • Prohibit employees from reporting to work if sick or symptomatic. • Require employees to observe strict social distancing of 6 feet

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<p>01-20</p> <p>Apr. 24, 2020</p>			<p>while on the job.</p> <ul style="list-style-type: none"> • Require employees to wear face coverings over their nose and mouth when in the presence of others. • Require employees to have easy and frequent access to soap and water or hand sanitizer during the duration of work, and handwashing or hand sanitization should be required before entering, and leaving, job sites. • Require all common spaces and equipment to be cleaned and disinfected at the beginning, middle, and end of each shift and prior to transfer from one person to another. • Prohibit more than 2 people from occupying one vehicle when conducting work. • To the extent feasible, prior to the commencement of each work shift, require prescreening (e.g., temperature checks and surveys) to verify each employee has no symptoms of respiratory illness. • Require signs to be posted at all entrances clearly indicating that no one may enter if they have symptoms of respiratory illness. • Prohibit congregation of employees on site. • Require indoor workspaces where more than 2 employees are working to have good air circulation. • Require all operations to designate a health officer on-site at every shift responsible for ensuring compliance with reopening guidance. • Provide training and a written copy of standard operating procedures as developed by VOSHA.
<p>Virginia</p> <p>Executive Order 61 Press Release Guidelines</p> <p>May 9, 2020</p>	<p>Provides that banks and other financial institutions with retail functions may remain open during their normal business hours.</p> <p>Requires employers to provide face coverings to employees.</p> <p>Establishes distinct protocols for non-essential brick and mortar retail establishments.</p>	<p><i>See Both Column</i></p>	<p><i>Stay at Home Order in effect until June 10, 2020.</i></p> <p>Requires businesses to:</p> <ul style="list-style-type: none"> • Establish policies and practices for physical distancing between co-workers and between members of the public. • Provide clear communication and signage for physical distancing in areas where individuals may congregate. • Limit the occupancy of physical spaces to ensure that adequate physical distancing may be maintained. • Encourage telework whenever possible.

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			<ul style="list-style-type: none"> • For those businesses where telework is not feasible, temporarily move or stagger workstations to ensure 6 feet of separation between co-workers and between members of the public. • Where possible, advise that employees and customers utilize face coverings. • Where 6 feet of physical distance is not possible in a given business setting, suggest that employers provide face covering to employees. • Limit in-person work-related gatherings. • When in-person meetings need to occur, keep meetings as short as possible, limit the number of employees in attendance, and use physical distancing practices. • Practice routine cleaning and disinfection of high contact areas and hard surfaces. • To the extent tools or equipment must be shared, provide access to and instruct workers to use an EPA-approved disinfectant to clean items before and after use. • Provide a place for employees and customers to wash hands with soap and water, or provide alcohol-based hand sanitizers containing at least 60% alcohol. • When developing staff schedules, implement additional short breaks to increase the frequency with which staff can wash hands with soap and water (alternatively, consider providing alcohol-based hand sanitizers with at least 60% alcohol so that workers can frequently sanitize their hands). • Provide best hygiene practices to employees on a regular basis. • Prior to a shift and on days employees are scheduled to work, screen employees starting to work. • Implement practices described in VDH Interim Guidance for COVID-19 Daily Screening of Employees. • Instruct employees who are sick to stay at home and not report to work. • Develop or adopt flexible sick leave policies to ensure that sick employees do not report to work. • Consider offering accommodations to vulnerable employees. • Designate a staff person to be responsible for responding to COVID-19 concerns.

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			<ul style="list-style-type: none"> • Implement staggered shifts for both work periods and break periods. • Limit the number of employees in break rooms and stagger breaks to discourage gatherings. • Use messaging boards or digital messaging for pre-shift meeting information. • Establish a relationship with the local health department and know who to contact for questions.
Washington <i>Stay at Home Order in effect until May 31, 2020.</i>			
<p>West Virginia</p> <p>Press Release West Virginia Strong – The Comeback</p> <p>Apr. 27, 2020</p>	<p><i>See Both Column</i></p>	<p>Beginning on <u>May 11, 2020</u>, permits office buildings to open.</p>	<p>Requires businesses to operate with physical distancing measures in effect and to implement efforts to increase sanitation and the use of face coverings.</p>
<p>Wisconsin</p> <p>Emergency Order 36 Press Release FAQs</p> <p>May 11, 2020</p>	<p>Requires retail stores that remain open to the public to limit the number of people in the store at one time, provide proper spacing for people waiting to enter, and large stores must offer at least 2 hours per week of dedicated shopping time for vulnerable populations.</p> <p>Requires all essential retail stores that remain open to:</p> <ul style="list-style-type: none"> • Install markings for where customers line up to enable the customers to stay 6 feet apart and use alternatives to 	<p><i>See Both Column</i></p>	<p><i>Note, workers identified in the federal guidance and “financial institutions and services” qualify as “essential.”</i></p> <p>Requires all businesses to:</p> <ul style="list-style-type: none"> • Avoid meeting in person whenever possible, and switch to virtual meetings, teleconference, and remote work. • Comply with all DHS guidelines for businesses. • Follow social distancing requirements between all individuals on the premise to the maximum extent possible. <p>Requires essential businesses and operations to:</p> <ul style="list-style-type: none"> • Restrict the number of workers present on premises to no more than is strictly necessary to perform the essential operation. • Increase standards of facility cleaning and disinfection and adopt protocols to clean and disinfect in the event of a positive COVID-19 case in the workplace.

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	<p>lines.</p> <ul style="list-style-type: none"> • If they have less than 50,000 square feet of customer floor space, limit the number of people in the store—including employees—to 25% of their total occupancy limits. • If they have more than 50,000 square feet of customer floor space, limit the number of customers to 4 people per 1,000 square feet. 		<ul style="list-style-type: none"> • Adopt policies to prevent workers from entering the premises if they display respiratory symptoms or have had contact with a person with a confirmed diagnosis of COVID-19.
<p>Wyoming</p>	<p><i>No Shelter in Place/Stay at Home Order was issued statewide.</i></p> <p>Reopening guidance has been issued for gyms and personal care services.</p>		