

STATE OF VERMONT

Agency of Commerce and Community Development

SEARCH

COVID-19 RECOVERY
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UPDATE ON NEW WORK SAFE ADDITIONS TO THE BE SMART, STAY SAFE ORDER**MEMO**

FROM: Lindsay Kurrle, Secretary, Agency of Commerce and Community Development
 TO: Vermont Businesses and Employers
 DATE: July 10, 2020 || Modifications and new sections are in red.
 RE: Update 18 – New Work Safe Additions to the Be Smart, Stay Safe Order

In the days and weeks to come we will work to restart Vermont's economy in the wake of COVID-19. Understanding the need to restart the economy as soon as possible and improve our overall social wellbeing, we cannot allow for a resurgence of COVID-19 that would undermine or lose the important public health outcomes achieved to date. Our work to transition Vermont out from under the Stay Home order swiftly and responsibly will take just as much effort and goodwill as we have all expended in recent weeks. Working closely with the Health Department, the State Emergency Operations Center, and dedicated professionals across State government, we have developed, and will continue to refine, critical steps to ensure the health and safety of Vermonters and the continuity of our healthcare system.

As we move forward, businesses and employees must understand that how they work is essential to resuming and maintaining business operations. Preventing outbreaks and limiting the spread of COVID-19 is the only way to avoid future business and social disruption. The success of this phased restart will depend in large part on the ability of employers and employees to adhere to the public health, safety, and social distancing measures essential to limiting the spread of illness.

To that end, the following is required of all businesses currently operating and those re-started:

MANDATORY HEALTH & SAFETY REQUIREMENTS FOR ALL BUSINESS, NON-PROFIT & GOVERNMENT OPERATIONS**All businesses must follow Vermont Department of Health and CDC guidelines:**

- Employees shall not report to, or be allowed to remain at, work or job site if sick or symptomatic (fever, cough, shortness of breath or difficulty breathing, chills, repeated shaking with chills, muscle pain, sore throat, new loss of taste or smell).
- Employees must observe strict social distancing of 6 feet while on the job. Businesses and non-profit or government entities shall ensure customers observe strict social distancing of 6 feet while on location, to the extent possible.
- Limit the occupancy of designated common areas, such as break rooms and cafeterias, so that occupants maintain strict social distancing of no less than 6 feet per individual. The employer shall enforce the occupancy limit and require employees to wipe down their area after use or shall ensure cleaning of the common areas at regular intervals throughout the day.
- Employees must wear face coverings over their nose and mouth when in the presence of others. In the case of retail cashiers, a translucent shield or "sneeze guard" is acceptable in lieu of a mask. Businesses and non-profit and government entities may require customers or clients to wear masks.
- Employees must have easy and frequent access to soap and water or hand sanitizer during duration of work, and handwashing or hand sanitization is required frequently including before entering, and leaving, job sites.
- All common spaces (when open) and equipment, including bathrooms, frequently touched surfaces and doors, tools and equipment, and vehicles must be cleaned regularly and, when possible, prior to transfer from one person to another, in accordance with [CDC guidance](https://www.cdc.gov/coronavirus/2019-ncov/community/reopen-guidance.html) (<https://web.archive.org/web/20200714133500/https://www.cdc.gov/coronavirus/2019-ncov/community/reopen-guidance.html>)

MENU

or smell, nausea or vomiting, diarrhea) before they enter the workplace. It is strongly recommended that a temperature check be conducted by the employee at home or a non-contact temperature check be conducted by the employer or the employee at the worksite. Employers may create systems that work best for their unique operations – but must be able to demonstrate, if asked by employees or state health officials, how the system ensures employees have been pre-screened for symptoms before they enter the workplace.

- Signs must be posted at all entrances clearly indicating that no one may enter if they have symptoms of respiratory illness.
- When working inside, open doors and windows to promote air flow to the greatest extent possible and limit the number of people occupying a single indoor space.
- No more than 3 people shall occupy one vehicle when conducting work. Mass transit, taxis, ridesharing, and public safety are exempt from this rule.
- No symptomatic or COVID-19 positive workers are allowed on site and any worker(s) who have close contact for more than 15 minutes with a worker or any other person who is diagnosed with COVID-19 are required to quarantine for 14 days. See the [Department of Health's guidance](https://web.archive.org/web/20200714133500/https://www.healthvermont.gov/sites/default/files/documents/pdf/COVID-19-What-employers-should-do-if-their-employee-tests-positive.pdf) (<https://web.archive.org/web/20200714133500/https://www.healthvermont.gov/sites/default/files/documents/pdf/COVID-19-What-employers-should-do-if-their-employee-tests-positive.pdf>) on work place exposures.
- All operations shall designate a health officer on-site at every shift responsible for ensuring compliance with the Executive Order and the Addenda thereto and applicable ACCD Guidance. This person shall have the authority to stop or modify activities to ensure work conforms with the mandatory health and safety requirements.
- All businesses and non-profit and government entities shall encourage and facilitate telework among those employees with the capacity to work remotely when practical without impeding productivity. Employers shall accommodate the needs of high risk individuals, those workers who may have child care needs which cannot be met due to the closure of schools or child care facilities for reasons relating to COVID-19 and those individuals with concerns about personal health circumstances.
- All employees, including those already working (except healthcare workers, first responders, and others already trained in infection control, personal protection/universal precautions), must complete, and employers must document, a training on mandatory health and safety requirements as provided by VOSHA, or another training program that meets or exceeds the VOSHA-provided standard. Employers who need translations of the training have one week from the release of the translated training to complete this requirement.
- All businesses that have been closed for 7 or more days during the state of emergency must complete and keep on file a reopening and training plan (businesses with fewer than 10 employees at any physical location are not required to create such a plan, however, they must follow all other guidelines and employees must take the VOSHA training). VOSHA and the Agency of Commerce have provided a template at <https://accd.vermont.gov/covid-19/business/restart> (<https://web.archive.org/web/20200714133500/https://accd.vermont.gov/covid-19/business/restart>). The plan must, at a minimum:
 - Adopt a phased approach to reopening which provides sufficient opportunity to operate first in a low density and low contact environment before making the incremental changes needed to accommodate more moderate density activity while continuing to maintain health and safety.
 - Update physical and administrative safety systems to accommodate COVID-19 VDH/CDC/VOSHA guidelines, health monitoring, including temperature checks, cleaning and sanitizing methods and physical distancing measures.
 - Take appropriate measures to protect employees at greater risk of contact by virtue of their occupational role or setting.
 - Businesses with fewer than 10 employees at any physical location are not required to create such a plan, however, they must follow all other health and safety guidelines above including taking [VOSHA training](https://web.archive.org/web/20200714133500/https://labor.vermont.gov/document/protecting-safety-and-health-workers-vosha) (<https://web.archive.org/web/20200714133500/https://labor.vermont.gov/document/protecting-safety-and-health-workers-vosha>).
- For all mass transit CUSTOMERS/ RIDERS (in addition to the mandatory requirement for operators and staff) face coverings are mandatory on public transit conveyances and in stations and terminals.

ADDITIONAL HEALTH AND SAFETY CONSIDERATIONS FOR ALL BUSINESS, NON-PROFIT AND GOVERNMENT OPERATIONS

- Use of shared workspaces, desks, offices, etc. is discouraged to the maximum extent practicable.
- Face-to-face staff meetings should be limited, and physical distancing must be observed.
- Consider staggered work shifts, break times, etc. and expanding hours to reduce number of individuals working together and reduce contact with members of the public.
- To the extent possible, provide access to hand washing and/or hand sanitizer for vendors, and customers.

that minimize public interaction.

BUSINESS CUSTOMER & GENERAL PUBLIC MASK USE

Customers, and the public in general, are encouraged to wear face coverings any time they are interacting with others from outside their household. Businesses may require customers to wear facial coverings over nose and mouth.

CROSS STATE TRAVEL

Vermonters may travel outside of Vermont to counties across the Northeast including New England, New York, Pennsylvania, Ohio, New Jersey, Delaware, Maryland, Washington, D.C., Virginia, and West Virginia that have a similar active COVID-19 caseload to Vermont (less than 400 cases per million) and return without quarantining if they do so in a personal vehicle (including private air travel). Similarly, residents of other states who live in counties across the Northeast including New England, New York, Pennsylvania, Ohio, New Jersey, Delaware, Maryland, Washington, D.C., Virginia, and West Virginia that have a similar active COVID-19 caseload to Vermont (less than 400 cases per million) may enter the state for leisure travel without quarantining under specific conditions laid out below.

The State of Vermont has determined that any county with less than 400 active cases of COVID-19 per one million residents meets this criteria. The Agency will publish an [updated map](https://web.archive.org/web/20200714133500/https://accd.vermont.gov/covid-19/restart/cross-state-travel) (<https://web.archive.org/web/20200714133500/https://accd.vermont.gov/covid-19/restart/cross-state-travel>) and list each Friday by 5 p.m. at accd.vermont.gov identifying quarantine and non-quarantine counties throughout the Northeastern United States. Vermonters must remember to follow any travel restrictions and quarantine requirements for the states they plan to visit.

Residents from a non-quarantine county may travel to Vermont without quarantine restrictions if they travel directly to Vermont in their personal vehicle. This includes overnight travel, commuting for work, leisure visits and recreation. Travelers are encouraged to register with [Sara Alert](https://web.archive.org/web/20200714133500/https://apps.health.vermont.gov/EpiInfoWebSurvey/Home/9c2e5941-1ba7-4ab4-84be-558ba7684f5d) (<https://web.archive.org/web/20200714133500/https://apps.health.vermont.gov/EpiInfoWebSurvey/Home/9c2e5941-1ba7-4ab4-84be-558ba7684f5d>) upon arrival to Vermont to get two weeks of daily reminders to check for common symptoms of COVID-19. Travelers must remember to follow any travel restrictions and quarantine requirements in their home upon return.

Travelers, including Vermonters, that visit or are from a quarantine county must still quarantine for 14-days upon entrance into Vermont or quarantine for at least seven days upon entrance into Vermont and receive a negative COVID-19 test.

Authorized Work Exemption: The State of Vermont currently allows those traveling to or from Vermont for authorized work, whether they are a Vermonter or a non-resident traveler, to enter Vermont without quarantining when:

- Traveling to conduct authorized work; and
- If the individual has not been in contact with someone with COVID-19 in the past 24 hours, has not experienced COVID-19-like symptoms in the past 24 hours including a fever above 100.4 F, chills, muscle pain, sore throat, headache or new loss of taste or smell

Travelers may complete either: (i) a 14-day quarantine; or (ii) a 7-day quarantine followed by a negative test - in their home state and enter Vermont without further quarantine restrictions **if they drive directly from their home via their personal vehicle.**

Travelers may complete either: (i) a 14-day quarantine; or (ii) a 7-day quarantine followed by a negative test - in a Vermont lodging establishment **regardless of destination origin or manner of travel** (travelers must stay in their quarantine location for the duration of quarantine other than to travel to and from a test site).

For more information about how to quarantine, visit the Vermont Department of Health's [quarantine chart](https://web.archive.org/web/20200714133500/https://www.healthvermont.gov/sites/default/files/documents/pdf/COVID-19-chart-observation-isolation-quarantine_final.pdf) (https://web.archive.org/web/20200714133500/https://www.healthvermont.gov/sites/default/files/documents/pdf/COVID-19-chart-observation-isolation-quarantine_final.pdf).

PHASED RESTART

Operations deemed "essential" may continue to operate under pre-existing guidance with the addition of the mandatory health and safety requirements above.

To safely reopen certain operations impacted by the COVID-19 outbreak and not defined as essential, Governor Scott has directed the Agency of Commerce - in consultation with the Department of Health and the Department of Public Safety - to authorize, **subject to mandatory health and safety requirements listed above and additional sector specific guidance below**, the following:

- [1.1 Outdoor Businesses](#)
- [1.2 Low or No Contact Professional Services](#)
- [2.2 Farmers Markets](#)
- [3.1 Manufacturing, Construction, and Distribution Operations](#)

5.2 Drive-In Operations

6.1 Lodging, Campgrounds and Other Accommodations

7.1 Restaurants, Catering, Food Service, and Bars

7.2 Close Contact Business Stage 1 (Only Hair Salons and Barber Shops)

7.4 Religious facilities and Places of Worship

8.1 Close Contact Business Stage 2

8.2 Overnight Summer Camps and Limited Residential Summer College Programming

8.3 Indoor Arts, Culture and Entertainment

9.1 Sports/Organized Sports Including Youth Leagues, Adult Leagues, Practices, Games, and Tournaments

10.1 Occupancy Limits for Event Venues (Weddings, Funerals, Parties, Concerts, Large Sporting Events)

11.1 College and University Campus Learning

1.1 Outdoor Businesses

- Those who exclusively or largely work outdoors (such as landscaping, painting, parks maintenance, recreation maintenance, delivery work, etc.) may resume operations.

[Phased Restart: Full list of sectors](#)

1.2 Low or No Contact Professional Services

- Services operating with a single worker or small office environments (such as appraisers, realtors, municipal clerks, attorneys, property managers, pet care operators, and others) may operate if they can comply with the mandatory health and safety requirements listed above, and the mandatory maximum occupancy limits (currently 50 percent fire safety capacity, 1 person per 100 square feet, and a maximum of 75 people indoors and 150 people outdoors).
- Remote work is required whenever possible.
- Operators must maintain a log of customers and their contact information for 30 days in the event contact tracing is required by the Health Department.

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2.2 Farmers Markets

- Farmers markets may open using limited in-person operations to ensure consumer access to quality, healthy food if:
 - They adhere to all municipal ordinances and rules and their local municipality agrees to allow opening.
 - Markets must significantly alter their business practices to eliminate crowds and reduce contact between vendors and customers including a temporary transition away from shopping and social events to primarily a food distribution system.
 - Markets are directed to follow any [additional guidance issued by the Agency of Agriculture, Food and Markets](https://web.archive.org/web/20200714133500/https://agriculture.vermont.gov/sites/agriculture/files/Farmers%20Market%20June%2019%20Phase) (<https://web.archive.org/web/20200714133500/https://agriculture.vermont.gov/sites/agriculture/files/Farmers%20Market%20June%2019%20Phase>)

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3.1 Manufacturing, Construction, and Distribution Operations

- Manufacturing, construction, and distribution operations that ceased operations for more than seven days during the state of emergency may restart with as few employees as necessary to permit full operations while maintaining compliance with the **mandatory health and safety requirements** above, and:

4.1 Outdoor Recreation and Fitness

Vermonters are encouraged to participate in outdoor recreation and fitness activities, while limiting themselves to those activities that can be enjoyed while adhering to social distancing and hygiene requirements, and which require low or no physical contact with anyone outside their immediate household. This includes, but is not limited to biking, hiking, walking, running and other outdoor fitness activities; golf, tennis, skate parks and other outdoor no-contact sports; horseback riding, boating and paddle sports, fishing, hunting, photography and nature walks.

- These opportunities are for Vermont residents, those from non-quarantine counties in New England and New York, and those who have met the quarantine requirements. Visitors from other states, and countries, must follow the state's quarantine requirements before engaging in these activities in Vermont.
- Vermonters participating in outdoor recreation activities that are not physically strenuous are encouraged to wear face coverings over their nose and mouth when in the presence of others. Masks may be removed for strenuous activities and exercise.

Nothing in these guidelines should be interpreted to override the need to continue to observe requirements for use of trails or property. For instance: mud season limitations on the use of trail networks; that users obtain appropriate permission from private landowners where required; and the expectation that, where needed, users will check with state or local land managers regarding conditions that remain in effect. Additional information on good etiquette and safe practices for outdoor recreation is available at: <https://fpr.vermont.gov/recreation/outdoor-recreation-and-covid-19>

(<https://web.archive.org/web/20200714133500/https://fpr.vermont.gov/recreation/outdoor-recreation-and-covid-19>) and <https://vtfishandwildlife.com/outdoor-recreation-and-covid-19>

(<https://web.archive.org/web/20200714133500/https://vtfishandwildlife.com/outdoor-recreation-and-covid-19>).

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4.2 Outdoor Recreation Businesses, Facilities and Organizations

Businesses, facilities and organizations which support or offer outdoor recreation and fitness activities that require low or no direct physical contact may return to operation under all applicable health and safety requirements established in Governor's Emergency Order. These include, but are not limited to state and municipal parks, recreation associations, trail networks, golf courses, big game check stations, and guided expeditions. In addition, organizations, businesses and facilities catering to outdoor activity must adhere to the conditions set forth below:

- Require an "arrive, play and leave" mentality. Groups may not gather before or after activities (no tailgating, etc.).
- These opportunities are for Vermont residents, and those who meet the [cross state travel guidance](https://web.archive.org/web/20200714133500/https://accd.vermont.gov/covid-19/business/stay-home-stay-safe-business-faqs#can-i-travel-to-and-from-vermont) (<https://web.archive.org/web/20200714133500/https://accd.vermont.gov/covid-19/business/stay-home-stay-safe-business-faqs#can-i-travel-to-and-from-vermont>) about traveling to and from Vermont.
- Implement measures, including signage and registration processes, that reinforce parks, facilities, trails, etc. are only open to Vermonters and those who have met the [cross state travel guidance](https://web.archive.org/web/20200714133500/https://accd.vermont.gov/covid-19/business/stay-home-stay-safe-business-faqs#can-i-travel-to-and-from-vermont) (<https://web.archive.org/web/20200714133500/https://accd.vermont.gov/covid-19/business/stay-home-stay-safe-business-faqs#can-i-travel-to-and-from-vermont>).
- Implement measures, including signage, discouraging contact sports and games. For example, outdoor basketball courts may be open to "shoot hoops," but full contact games should be discouraged.
- Eliminate services or transactions that result in touch points and/or staff-customer interactions that are not absolutely necessary. This includes prioritizing credit card, telephone and electronic payment; cash transactions may only be accepted as a last resort.
- Reduce high contact surfaces and common areas, and disinfect rental equipment between users.
- Play structures may be open to the public if they are properly signed reminding users not to use them if they or anyone in their household has been ill and to wash hands before and after use. Organizations responsible for the play structure are encouraged to provide hand sanitizer for users.
- Limit gatherings of people to as few as possible to ensure physical distancing of six feet or more can occur. At no time may an outdoor gathering have more than 150 people. Large outdoor facilities such as trail networks, beaches, and municipal parks may have more than 150 people in them as long as there is no single gathering or event exceeding 150 people and all guests can maintain six feet of physical distancing between households.
- Restroom facilities may only be opened if they can be regularly cleaned and disinfected per CDC guidelines.
- Organized sports must comply with the Work Safe Guidance included in the Work Safe Guidance Memo: "[9.1 Sports/Organized Sports Including Youth](#)

[Phased Restart: Full list of sectors](#)

5.1 Retail Operations

- Non-essential retail operations are limited to 25% (twenty-five percent) of approved fire safety occupancy; or 1 customer per 200 square feet; or 10 total customers and staff combined, whichever is greater. Operators must POST their temporary occupancy limit, and which method was used to determine it, prominently on all entrances. Posting templates are available at accd.vermont.gov.
- Cashless/touch-less transactions are strongly preferred.
- Curbside pickup remains the preferred method of operation. When possible, retailers should take steps to schedule or stage customer visits, such as waiting in cars or outside, to ensure lower contact operations.
- Yard sales and garage sales may occur at private residences.
- Organized outdoor markets, such as flea markets, shall adhere to the [farmers market guidance issued by the Agency of Agriculture, Food and Markets](https://web.archive.org/web/20200714133500/https://agriculture.vermont.gov/sites/agriculture/files/Farmers%20Market%20June%2019%20Phase%2) (<https://web.archive.org/web/20200714133500/https://agriculture.vermont.gov/sites/agriculture/files/Farmers%20Market%20June%2019%20Phase%2>
- Pick-your-own agricultural producers, including berry farms and orchards, shall adhere to retail guidance, and follow the best practices identified in the Agency of Agriculture's [Pick-Your-Own Restart Plan](https://web.archive.org/web/20200714133500/https://agriculture.vermont.gov/sites/agriculture/files/PYO%20Guidance%20-%20June%2019%20C%202020.pdf) (<https://web.archive.org/web/20200714133500/https://agriculture.vermont.gov/sites/agriculture/files/PYO%20Guidance%20-%20June%2019%20C%202020.pdf>).

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5.2 Drive-In Operations

Drive-in operations including, but not limited to, movie theaters, fireworks displays, parades, restaurants, religious services, graduation ceremonies, and other gatherings may occur subject to the mandatory health and safety guidance above and:

- Vehicles must be spaced a minimum of 6 (six) feet apart.
- People should stay in or near their vehicles to prevent interaction with other parties at drive-in operations.
- Cashless/touch-less transactions are strongly preferred.
- Restrooms on site must be cleaned and sanitized regularly.
- Any concessions on site must be done via takeout or delivery or pursuant to any future food service guidance.

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6.1 Lodging, Campgrounds and Other Accommodations

- Multi-room lodging operations may book 50 percent of rooms for non-residential lodging or have a total of 25 guests and staff on the property - whichever is greater.
- Residential guests, such as long-term stays for essential workers or AHS guests, may exceed the 50 percent occupancy threshold.
- Standalone cabins, cottages, campgrounds, marinas and short-term rentals are excluded from percentage occupancy limitations. This includes multi-room timeshares, townhomes, and condo units that have private kitchens and bathrooms. These qualifiers help reduce contact between households and encourage physical distancing.
- Lodging operations and short-term rentals, campgrounds and marinas may accept overnight reservations from:
 - Vermont residents.

- Travelers from a high-risk area not identified as having a similar active COVID-19 caseload if they complete a quarantine in Vermont before arriving at a lodging property.
- Travelers may complete either: (i) complete a 14-day quarantine; or (ii) complete a 7-day quarantine followed by a negative test – in their home state and enter Vermont without further quarantine restrictions if they come to Vermont in a private vehicle (including private air travel) directly from their home.
- Travelers may complete either: (i) a 14 day quarantine; or (ii) a 7-day quarantine followed by a negative test – in a Vermont lodging establishment regardless of destination origin or manner of travel (travelers must stay in their quarantine location for the duration of quarantine other than to travel to and from a test site).
- Operators shall require a signed document or digital check box at time of reservation and check-in from the guest(s) attesting they meet the quarantine requirement, have traveled from a county with similar active COVID-19 caseload per the Vermont Agency of Commerce and Community Development (ACCD), are an essential/authorized worker. The Agency of Commerce has provided a [Certificate of Compliance form](https://web.archive.org/web/20200714133500/https://accd.vermont.gov/covid-19/restart/cross-state-travel/guest-compliance-options-for-lodging-establishments) (<https://web.archive.org/web/20200714133500/https://accd.vermont.gov/covid-19/restart/cross-state-travel/guest-compliance-options-for-lodging-establishments>) at accd.vermont.gov that meets this criteria. However, operators may utilize an alternate method including those completed via electronic means such as email, or digital check box using this specific language:
 - ☐ I certify that I have reviewed the [State of Vermont out-of-state traveler guidelines](https://web.archive.org/web/20200714133500/https://accd.vermont.gov/content/stay-home-stay-safe-sector-specific-guidance#lodging-accommodations) (<https://web.archive.org/web/20200714133500/https://accd.vermont.gov/content/stay-home-stay-safe-sector-specific-guidance#lodging-accommodations>) and [travel map](https://web.archive.org/web/20200714133500/https://accd.vermont.gov/covid-19/restart/cross-state-travel) (<https://web.archive.org/web/20200714133500/https://accd.vermont.gov/covid-19/restart/cross-state-travel>), and comply with current health and safety requirements for traveling to, from, and within the State of Vermont. I further certify that I understand all travelers should stay home if ill (with any symptoms); maintain physical distance of at least 6' from anyone outside their household; wear a cloth mask when in public spaces; and wash or sanitize hands often.
- Operators shall recommend that out-of-state guests register with [Sara Alert](https://web.archive.org/web/20200714133500/https://apps.health.vermont.gov/EpiInfoWebSurvey/Home/9c2e5941-1ba7-4ab4-84be-558ba7684f5d) (<https://web.archive.org/web/20200714133500/https://apps.health.vermont.gov/EpiInfoWebSurvey/Home/9c2e5941-1ba7-4ab4-84be-558ba7684f5d>) to get daily reminders via text, email or phone from the Vermont Department of Health
- Any guests that exhibit signs of illness or COVID-19 symptoms upon arrival may not be allowed to check in. If symptoms begin during their stay they must be asked to leave and return home if possible. If departure is not possible, guests must self-isolate for the remainder of their stay and the Vermont Department of Health must be contacted immediately.
- All lodging and camping operations with more than 10 (ten) employees must complete and keep on file a reopening and training plan. VOSHA and the Agency of Commerce have provided a template at: <https://accd.vermont.gov/covid-19/business/restart> (<https://web.archive.org/web/20200714133500/https://accd.vermont.gov/covid-19/business/restart>).
- Lodging operations and campgrounds must alter normal operations to maximize social distancing of guests.
- Check-in/out should be done via phone or electronic means to the greatest extent possible.
- A room or accommodation must be thoroughly cleaned in accordance with CDC guidelines before another guest may use the accommodation.
- Operators may accommodate events with 50 percent of fire safety occupancy or 1 person per 100 square feet, with a maximum of 75 people indoors and 150 people outdoors, not including staff).
- Only one party should use an elevator at any given time.
- Amenities may only be open if they are done so in accordance with the Executive Order and the Phased Restart Work Safe Guidance. Amenities must be cleaned and sanitized between guest usage and be managed to restrict access to 50 percent of fire safety occupancy or one person per 100 square feet, with a maximum of 75 people indoors and 150 people outdoors.
- Food service may only be offered in compliance with current restaurant guidance. Indoor dining is restricted to 50 percent of fire safety occupancy or one person per 100 square feet, with a maximum of 75 people indoors and 150 people outdoors.
- Direct contact services (such as check-in, bell, valet, housekeeping, etc.) must be limited to the greatest extent possible. Cashless / touchless transactions are strongly preferred.
- Operators must maintain an easily accessible log of customers and their contact information for 30 days in the event contact tracing is required by the Health Department.

 [Phased Restart: Full list of sectors](#)

the current symptom list) is allowed on premise.

- **Occupancy & Seating**
 - Restaurants, catering, food service, and bars may allow 50 percent of fire safety occupancy or 1 person per 100 square feet, with a maximum of 75 people indoors and 150 people outdoors.
 - **Seating** must be available for all patrons and seating must allow for physical distancing of at least 6 feet between seated dining parties. Standing is not allowed at this time. Customers must be seated while consuming food or beverages.
 - **Bar seating and drink or food production areas must remain closed** to patrons to reduce prolonged contact between patrons and bartenders and to prevent close contact between patrons and the food and drink of other customers.
 - A counter area, such as a lunch counter or diner counter, may be open if there is at least six feet between customers and six feet between the customer and any waitstaff and no food or beverage production or storage occurs at the counter.
 - Operators must **limit the total number of customers served/seated in OUTSIDE seating at one time to 150** or their maximum licensed seating capacity, whichever is less.
 - **Reservations or call ahead seating is required.** Reservations should be staggered to prevent congregating in waiting areas. Waiting areas must accommodate physical distancing.
- For **"fast food" takeout or counter service (no wait staff)**, no reservations or logs of customers are required. Please note that an absence of logs may require a public announcement of possible exposure if a case is identified.
- **Disposable or electronic menus are required:**
- Consider using rolled silverware and eliminating table presets. Disposable/single use condiment packets are encouraged. Multi-use condiments and all other items for general use must be cleaned and sanitized between customers.
- Use of **shared food service** (buffet style, **coffee stations, beverage stations**) and self-serve utensils, plates or napkins, are **prohibited**.
- **Customers should be encouraged to wear face coverings when not eating.**
- **Restrooms** should be monitored and routinely cleaned and soap dispensers regularly filled.
- **Disinfect all front-of-house surfaces** including door handles, screens, phones, pens, keyboards; as well as tables, chairs and other areas of high hand contact frequently.
- Licensed caterers and licensed manufacturers may follow this guidance for either outdoor or indoor Catering Event Permits and Special Event Permits in compliance with all Department of Liquor and Lottery permitting and license requirements. These events must adhere to the event venue guidance found in section 10.1 allowing 50 percent of fire safety occupancy or 1 person per 100 square feet, with a maximum of 75 people indoors and 150 people outdoors.
- Bars, breweries, distilleries, wineries, cideries and tasting rooms may offer outdoor beverage service in compliance with this outdoor dining guidance, and the [temporary outdoor consumption notification and permit stipulations established by the Department of Liquor and Lottery](https://web.archive.org/web/20200714133500/https://liquorcontrol.vermont.gov/covid-19-response/provisional-ocp) (<https://web.archive.org/web/20200714133500/https://liquorcontrol.vermont.gov/covid-19-response/provisional-ocp>).
- Operators must maintain an easily accessible log of customers and their contact information for 30 days in the event contact tracing is required by the Health Department. This must include at least the name and phone number of one member of a party making a reservation with the date and time the person visited the establishment.

[Phased Restart: Full list of sectors](#)

7.2 Close Contact Business Stage 1 (Only Hair Salons and Barber Shops)

Hair salons & barber shops may reopen subject to the mandatory health and safety requirements listed above, and:

- Operations are limited to 25% (twenty-five percent) of approved fire safety occupancy; or 1 customer per 200 square feet; or 10 total customers and staff combined, whichever is greater.
- Additionally, operators should separate customers in chairs, to achieve physical distancing of 6 feet for any activity that will occur for more than a few

- Operations may serve only Vermont residents or others who have completed the prescribed quarantine.
- For retail sales, curbside pickup is preferred; no testing / demonstration of products is allowed; and cashless/touch-less transactions are strongly preferred.
- Operators must maintain a log of customers and their contact information for 30 days in the event contact tracing is required by the Health Department.
- Only hair care services shall be offered during the first phase.

[Phased Restart: Full list of sectors](#)

7.4 Religious Facilities and Places of Worship

- Religious facilities and places of worship may resume operations subject to the mandatory health and safety guidance above, and:
 - Outdoor, drive-in, and remote services remain the preferred method of operation.
 - Operations are limited to 50 percent of fire safety occupancy or 1 person per 100 square feet, whichever ensures physical distancing.
 - Physical distancing between household/family units should be observed.
 - Facial coverings are recommended.

[Phased Restart: Full list of sectors](#)

8.1 Close Contact Business Stage 2 (Effective 6/1)

Gymnasiums, fitness centers and similar exercise facilities, massage therapists, nail salons, spas, tattoo parlors, indoor recreation facilities (such as skating rinks and field houses), businesses that require home visits, such as cleaning services and similar operations, and businesses that require limited close personal contact may resume in-person operations subject to the mandatory health and safety requirements listed above, and:

- Operations are limited to 25% (twenty-five percent) of approved fire safety occupancy; or 1 customer per 200 square feet and, no classes of more than 25 people shall occur in any single, distinct indoor space.
- Operators should separate customers to maintain physical distancing of 6 feet for any activity that will occur for more than a few moments (e.g. a retail transaction).
- To the greatest extent possible, operations shall be by appointment only with specified time periods for each client. No walk-in appointments are allowed.
- Operations may serve only Vermont residents or others who have completed the prescribed quarantine.
- Lockers rooms, waiting areas, and other common areas shall be restricted to occupancy limits noted above.
- For retail sales, curbside pickup is preferred; no testing / demonstration of products is allowed; and cashless/touch-less transactions are strongly preferred.
- Personal instructional services/lessons (such as art, music, athletic, skills, academic) may occur within the maximum occupancy limits mentioned above at a commercial location or residence. (Masks and physical distancing are encouraged to the extent possible)
- No contact games or contact activity, except for those activities essential to the safety of participants, during practices are currently allowed.
- Operators must maintain a log of customers and their contact information for 30 days in the event contact tracing is required by the Health Department.

[Phased Restart: Full list of sectors](#)

8.2 Overnight Summer Camps and Limited Residential Summer College Programming

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programs to control and monitor the activity of their participants, the following supplemental guidance shall be in effect June 7th:

- Overnight summer camp programs may operate at 75 percent their bed capacity.
- Limited residential college programming refers to college programming where students **are living on a campus** for no more than 8 weeks with no more than 50 participants.
- Overnight summer camps and limited residential summer college programs may operate in groups of greater than 25 as long as physical distancing occurs between individuals.
- Programs are encouraged, but **not** required, to break larger camps into small groups of not more than 25 individuals in a single pod, including staff and counselors, to reduce the risk of camp-wide exposure. Wherever possible, the same staff should remain with the same group each day.
- All out-of-state staff and out-of-state campers must complete one of the following quarantine protocols for overnight summer camps and limited residential college programming (each camp is responsible for ensuring their campers and staff comply):
 - **14 DAYS AT CAMP:** Campers are "quarantined" at camp, with their pod, for 14 days. Campers may not interact with anyone outside of their pod for the 14 days.
 - **14 DAYS AT HOME:** Campers self-quarantine at home for 14 days before travelling to Vermont, provided they come directly to camp without making any stops along the way that could potentially expose them to the virus. (This option is not available to campers who fly to Vermont)
 - **7 DAYS AT CAMP + NEGATIVE TEST RESULT:** Campers are "quarantined" within their pods for 7 days and, if they remain symptom-free, they are then tested for COVID-19 using a PCR test. If test results are negative, campers are subsequently permitted to mix with other campers outside of their pod.
 - **7 DAYS AT HOME + NEGATIVE TEST RESULT:** Campers self-quarantine for 7 days at home. Prior to departing for camp, they take a PCR test for COVID-19 and remain quarantined while they await the result. Timing is arranged so that they depart for camp within 24 hours of receiving a negative test result, and they come directly to camp without making any stops along the way that could potentially expose them to the virus. (This option is not available to campers who fly to Vermont).
- Families must exercise extreme caution when bringing students to camp:
 - No more than one family member may travel with the camper;
 - No overnight accommodations will be available to families dropping campers off;
 - Families should practice curbside drop off without entering the camp facility; and
 - Camp programs should organize carpooling, van service or bus service from other states to reduce unnecessary cross state travel.
- Campers and staff should wear cloth face coverings whenever in the presence of others, except in those exceptions identified in the Governor's Executive Order, and policies must be in place to promote physical distancing.
- Camps shall prohibit non-essential visits from family and friends.
- Staff and other visitors who are not staying at the camp for the duration of the camp shall not have close physical contact with campers or staff.
- Camps must maintain a log of all staff, campers and visitors, including their contact information, in the event contact tracing is required by the Health Department.

🔗 [Phased Restart: Full list of sectors](#)

8.3 Indoor Arts, Culture and Entertainment (Effective 6/1)

- Libraries, galleries, museums, theaters and other indoor arts, culture and entertainment organizations may allow 50 percent of fire occupancy or 1 person per 100 square feet, with a maximum of 75 people indoors and 150 people outdoors. Posting templates are available at accd.vermont.gov.
- Cashless/touch-less transactions are strongly preferred.
- Curbside pickup remains the preferred method of operation. When possible, organizations should take steps to schedule or stage customer visits, such as waiting in cars or outside, to ensure lower contact operations.

9.1 Sports/Organized Sports Including Youth Leagues, Adult Leagues, Practices, Games, and Tournaments (Effective 6/15)

- **Sports involving no or low-contact** (e.g., tennis) or **short-duration, incidental contact** (e.g., soccer, softball, baseball, lacrosse, volleyball, hockey) may initiate expanded team practice sessions that include small-sided, intra-squad scrimmages.
- **High contact sports**, or those which necessitate significant, longer-duration, close contact (e.g., wrestling, basketball, football) are not currently allowed to engage in intra-squad scrimmages or inter-squad games, but may conduct no and low contact physical conditioning and skill building drills.
- Keep participants in small groups. Group numbers, including players, coaches and officials, may not exceed current limits on events – currently 75 indoors and 150 outdoors. Wherever possible, the same coach(es) should remain with the same group each practice.
- The number of spectators should be limited as much as possible and measures should be put in place to ensure social distancing between households. In no case should the number of spectators exceed 50 percent of the fire safety occupancy limit of a venue or 1 person per 100 square feet. At no time shall the total number of spectators exceed 75 people indoors or 150 people outdoors.
- Prioritize outdoor, as opposed to indoor, activity (e.g. training sessions and matches) as much as possible.
- During times when players are not actively participating in practice or competition, attention should be given to maintaining social distancing by increasing space between players on the sidelines, dugouts, or benches.
- During competition, alter spacing of participants, officials, and coaches to achieve physical distancing to the greatest extent possible (e.g., consider moving baseball/softball umpires behind the pitcher and moving the catcher further behind the plate).
- All players, coaches, officials, staff, and spectators must have a cloth facial covering in their possession to be used, as necessary, when physical distancing measures are difficult to maintain. Face coverings should be worn as much as possible.
- Equipment, and other supplies touched by participants, must be thoroughly cleaned and disinfected regularly. Limit sharing equipment as much as possible.
- No spitting on the field or sideline.
- No sharing of water bottles.
- Competition between Vermont clubs (i.e., inter-squad games) may resume July 1 limited to individual matches or sporting events. “Jamboree” or tournament-style play (one team playing multiple games vs multiple opponents in a single day/weekend) is not currently permitted. This will be reevaluated on August 1st.
- Venues with multiple facilities (such as multi-field locations, multi-ice rinks, multi-court gyms) must ensure that the venue does not exceed 50 percent of its fire safety occupancy or 1 person per 100 square feet with a maximum of 75 people indoors per facility (i.e., rink or court) and 150 people outdoors per facility (field). Some large facilities may have more than one unit of the maximum event size as long as those units are in distinct portions of the facility (a different rink, unique and distinct fields) and the distinct gatherings have no interaction with one another.
- Individual players from bordering states who belong to a Vermont-based club, organization or league may participate but must follow Vermont state recreational visitation guidelines.

[Phased Restart: Full list of sectors](#)

10.1 Occupancy Limits for Event Venues (Weddings, Funerals, Parties, Concerts, Large Sporting Events)

Event venues, arts, culture, and entertainment venues, and restaurants serving the public may accommodate:

- **50 percent** of approved fire safety occupancy to the set maximum below; OR
- **One customer/person per 100 square feet of customer facing space** to the set maximum below if no fire safety occupancy is established.
- Operations may not exceed **75 total people for inside operations** or events regardless of their fire safety occupancy or square footage calculation; AND
- Operations may not exceed **150 people for outside operations** or events regardless of their fire safety occupancy or square footage calculation.
- Staff and vendors are not counted in the maximum number.

- Large outdoor event venues that can usually accommodate more than 1,000 people may be able to exceed the 150 maximum limit by creating multiple distinct event locations that meet the event criteria.
- These distinct event locations within the same event must be separated by a physical barrier (fencing, rope, etc.) and at least 25 feet.
- Signage must be prominently posted prohibiting groups interacting with other groups.
- These venues must ensure that the 150 people in each distinct event location do not interact with one-another by providing separate:
 - Parking areas
 - Concessions and vendors
 - Bathrooms
 - Entrances and exits
- All events must be pre-ticketed, no walk-up customers are allowed.
- Event venues must maintain guest lists by grouping and information about what vendors had contact with each grouping for 30 days to assist in contact tracing.
- An event venue (indoors or outdoors) may host multiple maximum groupings through the day if the groups do not interact with one another. For example – a craft fair could schedule multiple different groups of 150 throughout the day to come to a show as long as they staggered the arrivals, ensured all members of a group departed before the second group entered, and followed event guidance. Vendors would not count as part of the group of 150.

[Phased Restart: Full list of sectors](#)

11.1 College and University Campus Learning

Colleges and universities may provide in-person campus learning in accordance with the [Mandatory Guidance for College and University Campus Learning](https://web.archive.org/web/20200714133500/https://accd.vermont.gov/content/restart-plan-college-and-university-campus-learning) (<https://web.archive.org/web/20200714133500/https://accd.vermont.gov/content/restart-plan-college-and-university-campus-learning>), published on the ACCD Restart webpage.

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If your business or circumstance does not meet these criteria, additional guidance will be forthcoming.

For additional information visit <https://accd.vermont.gov/covid-19/business/restart> (<https://web.archive.org/web/20200714133500/https://accd.vermont.gov/covid-19/business/restart>).



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