

COVID-19 State Closure and Reopening Orders

Last Updated: 10/30/2020 11:00 a.m. EDT

Updates 10/30: Connecticut, Hawaii, Maine, Michigan, Texas (Local Order)

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

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State (alpha by state)	Links to relevant orders/updates	State COVID website	Planned End Date of Current Order (if any)	Gathering Size Limitation	Closed Industries	Requirements for all Businesses	Any Work from Home Requirements/ Recommendations	Industry Specific Guidance/ Requirements	Protections for Vulnerable Populations	State Mandated County/Region Variances	Known Local Opening/Closing Orders
Alabama	Amended Safer at Home Order (updated September 30, 2020, includes face covering order) Safer at Home Order (June 30, 2020 version)	https://www.alabamapublichealth.gov/covid19/	November 8, 2020	All non-work related gatherings of any size that cannot maintain a consistent six foot distance between persons from different	None	Any individual who tests positive for COVID-19 must be quarantined for 14 days Employers shall take reasonable steps to protect employees by: <ul style="list-style-type: none"> Encouraging use of facial coverings Maintaining six feet of separation between employees Regularly disinfecting frequently used items and surfaces; Encouraging handwashing; 	Employers should, where practicable, facilitate remote work arrangements.	The following, as outlined in the order: <ul style="list-style-type: none"> Entertainment venues at 50% occupancy Retail at 50% occupancy Close contact service providers Athletic facilities and activities Schools 	Vulnerable populations in particular are encouraged to minimize travel outside the home	No	No

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	Guidelines for Safeguarding All Businesses			households are prohibited.		<ul style="list-style-type: none"> Preventing employees who are sick from coming into contact with other persons; Minimizing employee travel; <p>Employers are strongly encouraged to follow the Guidelines for Safeguarding All Businesses.</p>		<ul style="list-style-type: none"> Hospitals Medical procedures Restaurants Child care Camps 			
Alaska	Phase Three of the Reopen Alaska Responsibly Plan	https://covid19.alaska.gov/	Until rescinded	None	None	All businesses may open at 100% capacity.	None	<p>Guidance is available here for:</p> <ul style="list-style-type: none"> Restaurants Retail Personal Services Non-Public Facing Businesses Public Facing Businesses Gyms Bars Elective healthcare Organized sports and activities Theatres 	Reduce potential exposure opportunities, take everyday precautions, and have sufficient supplies to be able to stay home for a prolonged period of time.	No	None
Arizona	Executive Order 2020-43 Executive Order 2020-40	https://www.azdhs.gov/preparedness/epidemiology/disease-control/infectious-disease-epidemiology/index.php#novel-coronavirus-home		<p>Organized public events of 50+ are prohibited unless approved by the city, town, or county, and safety precautions are implemented. There is an exception for constitutionally protected activity.</p> <p>Otherwise, all individuals should maximize physical distance from</p>	<p>Bars, gyms, movie theaters, water parks and tubing operators (extended and will be reviewed every two weeks)</p> <p>To receive authorization to reopen, entities shall complete and submit a form to the AZ DHS that attests the entity is in compliance with guidance from ADHS. That form must be posted in a visible public</p>	<p>All businesses must establish policies to limit and mitigate the spread of COVID-19, including the following:</p> <ul style="list-style-type: none"> Promoting healthy hygiene practices; Intensifying cleaning, disinfection and ventilation practices; Monitoring for sickness; Ensuring physical distancing; Requiring face coverings when physical distancing is not feasible; Providing necessary protective equipment; Allowing for and encouraging teleworking where feasible; Providing plans, where possible, to return to work in phases; and Limiting the congregation of groups of no more than 10 persons when feasible and in relation to the size of the location. <p>All businesses must take the following precautions:</p> <ul style="list-style-type: none"> Post physical and/or electronic signage at building entrances of public health advisories prohibiting individuals who are symptomatic from entering the premises. 	Implement policies and encourage teleworking where feasible.	<p>A July 9, 2020 executive order limiting indoor dining contains additional restrictions.</p> <p>Guidance is available here for:</p> <ul style="list-style-type: none"> Restaurants Retail Barbers and Cosmetologists Spas/Massage Shopping Malls Casinos Gyms Organized sports and activities Theatres 	All vulnerable individuals, including the elderly and individuals with underlying health conditions, are advised to take reasonable steps to continue limiting their time away from their place of residence or property.	No	None

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				others when in public areas, and should avoid social settings where appropriate physical distancing is not practical, unless the individuals observe precautionary measures outlined in CDC guidelines.	place on the premises. ADHS will provide information to the public on those forms.	<ul style="list-style-type: none">• Offer delivery and pick-up options where applicable• Require sick employees to stay home• Have employees wear a cloth face covering when possible• Increase the frequency of employee hygiene, cleaning, and disinfection• Avoid using or sharing items• Unless the service provided does not allow for physical distancing, businesses shall implement and enforce physical distancing requirements of at least 6 feet between employees and/or customers:• Maintain physical distancing of at least 6 feet in between tables, chairs, or desks if in an open space.• Maintain clearly marked 6-foot spacing marks and/or signage along entrances, waiting areas, hallways, patios, and restrooms and any other location within a business where queues may form or patrons may congregate.• If physical barriers are not possible, consider the use of visual cues, such as tape marks or decals, placed 6 feet apart to indicate where to stand.• Operate with reduced occupancy and capacity based on the size of the business location to accommodate 6 feet physical distancing, with special attention to limiting areas where customers and employees can congregate.• Install barriers, rearrange or remove furniture, use signage to promote physical distancing, or provide remote opportunities such as delivery or pick-up for consumers.• Close or limit access to congregate settings such as lunch rooms, employee lounges or break rooms, and other communal gathering spaces as feasible.• Ensure proper use of personal protective equipment (PPE), such as gloves, face coverings or respirators, as required.• Implement policies and encourage teleworking where feasible.• In businesses where services cannot be provided without physical distancing, all possible efforts shall be made to physically distance to the greatest extent possible and the business shall implement and enforce a policy for the use of					

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						face coverings by employees and customers when feasible: <ul style="list-style-type: none"> • Maintain physical distancing, to the extent possible. • Provide and require employees to wear masks when possible. • Operate with reduced occupancy and capacity based on the size of the business location with special attention to limiting areas where customers and employees can congregate. • Implement comprehensive sanitation protocols. • Consider operating by appointment-only to manage occupancy levels. • . 					
Arkansas	Executive Order 20-48 (extending Executive Order 20-43) Face Covering Order (July 16, 2020) On July 1, 2020, Governor Hutchinson affirmed the state will stay in Phase Two. On June 25, 2020, Governor Hutchinson said there will be no further easing of business restrictions given the surge in cases. On June 18, 2020, Governor Hutchinson issued Executive Order 20-37 declaring gatherings and businesses shall be governed by any directive from the Secretary of Health.	https://www.health.arkansas.gov/programs-services/topics/novel-coronavirus	December 12, 2020	Venue dependent	None	Businesses, manufacturers, construction companies, and places of worship must implement the following social distancing protocols: <ul style="list-style-type: none"> • Limit the number of people who enter the facility to ensure that those inside can easily maintain a six-foot distance from one another. • If lines form at a facility (inside or out), facilities must mark off six foot increments at a minimum adequate social distancing. • Provide hand sanitizer, soap and water, or disinfectant at or near the entrance and in other appropriate areas. • Retail should provide contactless payment systems or disinfect portals and pens after each use. • Regularly disinfect high-touch surfaces • Post a sign at the entrance informing all employees, customers, and congregants that they should not enter if they have a cough or fever, maintain a six-foot distance from others, sneeze/cough into their elbows, and not engage in any unnecessary physical contact. 	No	A listing of all directives is available here. <ul style="list-style-type: none"> • Resuming Restaurant Dine-in Operations Phase II • Resuming Elective Dental Services - Phase II • Resuming Elective Procedures, Phase III • Resuming Bar or Club Operations Phase II • Regarding Large Outdoor Venues - Phase II • Directive Regarding Large Indoor Venues Phase II • Business Limitations Phase II • Directive for Barber Shops, Body Art Establishments, Cosmetology Establishments, Massage Therapy Clinics/Spas, and Medical Spas Phase II • Directive on Resuming Elective Dental Services Phase II 	All vulnerable individuals, including the elderly and individuals with underlying health conditions, are advised to take reasonable steps to continue limiting their time away from their place of residence or property.	None	None

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								<ul style="list-style-type: none"> • Directive for Large Indoor Venues • Directive for Gym, Fitness Center, Athletic Club and Weight Room Reopening 			
California	<p>Blueprint for a Safe Economy Health Equity Matrix (effective October 6, 2020)</p> <p>AB 685 (effective January 1, 2021) (obligating employers to notify employees, the employees' exclusive representative (such as a union), and subcontractors, within one business day of an employer's receiving notice of a potential COVID-19 workplace exposure from a "qualifying individual").</p> <p>August 28, 2020 Statewide Public Health Officer Order regarding the opening and closing of specified sectors according to their respective county's Tier (superseding July 13, 2020 Order)</p> <p>Blueprint for Safer Economy Announcing County-by-County Colored Tier System</p>	https://covid19.ca.gov/	Until rescinded	County-dependent	<p>On July 13, 2020, Governor Newsom announced statewide closures. Bars must close completely, and the following industries must close unless they operate only outdoors or for pick-up:</p> <ul style="list-style-type: none"> • Dine in restaurants • Wineries • Movie Theatres • Family entertainment centers (bowling alleys, mini golf, arcades) • Zoos and museums • Cardrooms <p>In addition, the following must close for indoor operations in counties on the County Monitoring list for three consecutive days</p>	<p><i>*Note many California counties have very specific requirements.</i></p> <p>In the new tier system, businesses must follow restrictions for the tier of the county of operation.</p> <p>The Playbook outlines guidance for all employers, including reporting positives to the local health department and the local health department in the employee's county of residence.</p> <p>Before reopening, all facilities must:</p> <ul style="list-style-type: none"> • Perform a detailed risk assessment and implement a site-specific protection plan • Train employees on how to limit the spread of COVID-19, including how to screen themselves for symptoms and stay home if they have them • Implement individual control measures and screenings • Implement disinfecting protocols • Implement physical distancing guidelines • Use face coverings in high risk situations (if visited by the public, interacting with public, in common areas, etc. <p>The state has also issued Workplace Outbreak Guidance for Employers.</p>	Telework is strongly encouraged.	<p>Sector specific guidance is here.</p> <ul style="list-style-type: none"> • Guidance related to cohorts for children (8/25) • Guidance for higher education (updated 8/25) • Guidance for Childcare (updated 8/25) • Guidance for day camps • Guidance for restaurants providing outdoor dining, take-out, drive-through, and delivery • Guidance for hair salons and barbershops providing outdoor services • Guidance for outdoor personal care services • Guidance for restaurants providing outdoor dining, take-out, drive-through and delivery • Guidance for businesses operating in the logistics/warehousing industry and checklists for the Logistics and Warehouse Industry 	High-Risk Guidance here	<p>Beginning August 31, 2020, Counties will be assigned "Risk Tiers" to allow for reopening. The Tiers are Purple (highest or "widespread"); Red ("substantial"); Orange ("moderate") and Yellow ("minimal") and based on new cases and testing over a seven day average. Counties must remain in any given tier for a minimum of three weeks. The business sectors which will be impacted by tier can be found here.</p>	<p>A link to the County Color Levels can be found here and should be referred to regarding current reopening of business.</p> <p>Alameda County</p> <p>Amador County</p> <p>City of Berkeley</p> <p>Butte County</p> <p>Calaveras County</p> <p>Contra Costa County</p> <p>Del Norte County</p> <p>Humboldt County</p> <p>City of Irvine</p> <p>County of Imperial</p> <p>City of Long Beach</p> <p>Los Angeles County</p> <p>City of Los Angeles</p> <p>Marin County</p>

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	for Reopening California (August 28) California Employer Playbook for Reopening FAQs on Employer Playbook for Reopening California Department of Public Health’s Guidance on Closure of Sectors in Response to COVID-19 Attestation List Resilience Roadmap May 7, 2020 Order of the State Public Health Officer Face Covering Guidance				<ul style="list-style-type: none">• Offices for non-essential sectors• Fitness centers•Worship services•Protests•Personal care services, like nail salons, body waxing and tattoo parlors•Hair salons and barbershops•Malls <p>In Stage 2, the following remain closed statewide:</p> <ul style="list-style-type: none">• Higher education• Live sports and other public events• Recreational team sports• Indoor playgrounds• Theme Parks• Indoor playgrounds• Convention centers• Festivals			<ul style="list-style-type: none">• Guidance for the construction industry and a checklist for the construction industry• Guidance for the agriculture and livestock industry and a checklist for the agriculture and livestock industry• Guidance for the automobile dealerships and rental operators industry and a checklist for the automobile dealerships and rental operators• Guidance for the communications infrastructure industry and a checklist for the communications infrastructure industry• Guidance for the delivery services industry and a checklist for the delivery services industry• Guidance for the energy and utilities industry and a checklist for the energy and utilities industry• Guidance for facilities that process or pack meat, dairy, or produce and a checklist for facilities that process or pack meat, dairy or produce			Mendocino County Napa County Orange County City of Pasadena Sacramento County Santa Barbara County San Bernardino County Santa Clara County San Diego County San Francisco County San Francisco Face Covering Order San Luis Obispo San Joaquin County San Mateo County Santa Barbara County Solano County Sonoma County Sutter/Yuba

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								<ul style="list-style-type: none">• Guidance for the hotels and lodging industry and a checklist for the hotels and lodging industry• Guidance for the life sciences industry and a checklist for the life sciences industry• Guidance for the manufacturing industry and a checklist for the manufacturing industry• Guidance for the mining and logging industries and a checklist for the mining and logging industries in• Guidance for businesses operating in office workspaces and a checklist for office workspaces• Guidance for businesses operating in the real estate industry and a checklist for the real estate industry• Guidance for retailers and a checklist for retailers• Campgrounds, RV Parks, and Outdoor Recreation• Cardrooms, Satellite Wagering Facilities and Racetracks• Family Entertainment Centers• Fitness Facilities• Hotels			Tuolumne County Ventura County Yolo

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								<ul style="list-style-type: none"> • Museums, Galleries, Zoos, and Aquariums • Restaurants, Bars, and Wineries • Hair salons and barbershops. • Childcare (updated) • Day camps • Family friendly practices for employers • Guidance for schools and school-based programs • Destination retail, including shopping malls and swap meets • Dine-in restaurants <p>Music, TV and film production may resume in California, recommended no sooner than June 12, 2020 and subject to approval by county public health officers within the jurisdictions of operations following their review of local epidemiological data including cases per 100,000 population, rate of test positivity, and local preparedness to support a health care surge, vulnerable populations, contact tracing and testing. To reduce the risk of COVID-19 transmission, productions, cast, crew and other industry workers should abide by safety protocols agreed by labor and management, which may be further enhanced by county public health officers. Back office staff and management should adhere to Office Workspace guidelines published by the California</p>			

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								<p>Department of Public Health and the California Department of Industrial Relations, to reduce the risk of COVID-19 transmission.</p> <p>Professional sports in California may resume training and competition without live audiences, recommended no sooner than June 12, 2020 and subject to approval by county public health officers within the jurisdiction of operations following their review of local epidemiological data including cases per 100,000 population, rate of test positivity, and local preparedness to support a health care surge, vulnerable populations, contact tracing and testing. To reduce the risk of COVID-19 transmission, athletes, coaching staff, medical staff, broadcasting staff and others at sporting facilities or events should abide by COVID-19 protocols agreed by labor and management, which may be further enhanced by county public health officers. Back office staff and management should adhere to Office Workspace guidelines published by the California Department of Public Health and the California Department of Industrial Relations, to reduce the risk of COVID-19 transmission. Retail staff should adhere to Retail guidelines published by the California Department of Public Health and the California Department of Industrial Relations, to reduce</p>			

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								the risk of COVID-19 transmission. Under California's new Blueprint for a Safer Economy, all business sectors will be allowed to open based on the risk factor assigned to the county where the business resides. The Risk Factors and Business Tiers can be found here .			
Colorado	Executive Order 2020 213 Amending Safer at Home and in the Vast Great Outdoors (clarifying the last call for takeout alcohol with the last call for in person service time as established by each county by the Safer at Home dial) Executive Order 2020 199 Amending and Extending Safer at Home and in the Vast, Great Outdoors Executive Order 2020 178 Extending Protect Our Neighbors Order until October 4, 2020 August 21, 2020 Order Amending and Extending Safer at Home and in the Vast, Great Outdoors August 7, 2020 Order Amending Protect Our Neighbors Order (definition of high risk)	https://covid19.colorado.gov/covid-19-data Face Covering Order	November 5, 2020 (Safer at Home and in the Vast, Great Outdoors)	Groups of ten persons are allowed (unless there is a county variance); for funerals, weddings, graduations, and religious rites, a higher limit applies as outlined in the order		<p>In the Protect Our Neighbors phase, businesses:</p> <ul style="list-style-type: none"> • Are encouraged to allow telecommuting • Must accommodate vulnerable/high risks population and are encouraged to accommodate household members • All non-critical office businesses to operate at 50% pre-pandemic capacity • All other businesses and activities to operate at fifty percent (50%) capacity, which can be increased over time through subsequent public health orders, with at least six feet between non-household members and have no more than five hundred (500) people in one setting at a time <p>In the Safer at Home phase, businesses must:</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 at the worksite to the greatest extent possible, or if not practicable, through employee self-assessment at home prior to coming to the worksite. 	Businesses should employ telecommuting whenever possible	September 8, 2020 Spectator Variance for Denver Broncos (allowing 7.5% capacity) Outlined in the Safer at Home and in the Vast, Great Outdoors Public Health Order . Guidelines are available here .	Vulnerable populations are directed to remain at home and businesses must accommodate (and are encouraged to accommodate household members).	Certain counties can apply for a variance . Some counties may be allowed to move to the Protect our Neighbors Phase	City and County of Denver

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	Safer at Home and in the Vast, Great Outdoors Order (August 20 extension and limiting sales of alcohol) Statewide face covering order (includes links to county ordinances) Regulatory Guidance on face covering order Protect Our Neighbors Order (ordering a certification process to allow county or regions to move from Safer at Home to Protect our Neighbors) Safer at Home and in the Vast, Great Outdoors Order (July 30 extension) Public Health Order Safer at Home and in the Vast, Great Outdoors Public Health Order Safer at Home and in the Vast, Great Outdoors order Protect our Neighbors Framework (next stage)					<ul style="list-style-type: none"> ▪ Eliminate or regularly clean and disinfect items in common spaces ▪ Require employees to stay home when showing symptoms ▪ Provide flexible or remote scheduling for employees with children or eldercare obligations. <p>Employers with over fifty (50) employees in any one location shall, in addition to the above requirements, implement the following protocols:</p> <ul style="list-style-type: none"> ▪ implement employee screening systems in one of these ways: Set up stations at the worksite for symptom screening and temperature checks or create a business policy that requires at-home employee self-screening each work day and reporting of the results to the employer prior to entering the worksite; ▪ close common areas to disallow gatherings of employees; ▪ implement mandatory cleaning and disinfection protocols; and ▪ require mandatory adherence to Social Distancing Requirements. <p>Employers must provide reasonable accommodation to, and are prohibited from discriminating against, employees who are showing symptoms of COVID-19 or who have been in contact with a known positive case of COVID-19.</p>					

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Connecticut	<p>Executive Order 9G (authorizing municipalities to return to more restrictive capacity limitations if the municipality has an elevated COVID-19 case average)</p> <p>Phase III Reopen Rules</p> <p>Executive Order 9A (Extending all COVID-19 Orders until November 9, 2020)</p> <p>Face Covering Order</p> <p>July 24, 2020 Order</p> <p>Phase II Order</p> <p>The state frequently updates its FAQs, including questions relevant to businesses.</p> <p>Roadmap for Reopening.</p>	https://portal.ct.gov/coronavirus	November 9 2020	Indoors - 50 people Indoor events: 25 people including staff (but not back of house staff) Outdoors - 250 Outdoor Event Venues - 50% fire capacity and social distancing	Sale of alcohol by certain permittees without the sale of food in effect until November 9, 2020.	Must self-certify strict safety guidelines. Guidelines depend on industry. Employers must require medical documentation from employees who cannot wear face coverings.	Employees should work from home where possible	<p>All sector specific guidance is available here. Many industry-specific guidance were updated 8/14:</p> <ul style="list-style-type: none"> • Indoor Events (e.g. bowling, movie theaters) and Indoor Performing Arts Theaters ((updated 10/18)) • Offices at 50% • Amusement parks • Houses of Worship (updated 10/8) • Hotels • Restaurants - Indoor dining (updated 10/29 75% indoor capacity, 100% outdoor capacity) • Indoor museums, zoos, and aquariums • Indoor recreation (e.g. bowling, movie theaters, etc.) (updated 9/17) • Libraries (updated 10/8) • Outdoor events (updated 10/8) • Personal services (e.g. nail salons, tattoo parlors, etc.) (updated 10/8) • Sports and fitness facilities (e.g. gyms, fitness centers, pools, etc.) (updated 10/8) • Film, Television and Digital Media Production • Selected youth sports • All summer day camps • Nonresidential workforce programs 	High-risk population encouraged to stay home	None	<p>Phase 2 and Phase 3 under Executive Order 9G Reopening Procedures can be found here.</p> <p>Effective October 17, 2020, Phase 3 municipalities include:</p> <p>Canterbury Danbury East Lyme Griswold Hartford Montville New London Norwich Preston Sprague</p> <p>Effective October 17, 2020, Phase 2 municipalities include:</p> <p>Windham</p>

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								<ul style="list-style-type: none"> Nonresidential clinical/laboratory courses K- 12 summer school Other nonresidential programs, community colleges Museums and Zoos (Outdoor Only) Restaurants (Outdoor Only) Retail & Malls (updated 9/17) 			
Delaware	Twenty-fifth modification to the State of Emergency Face Covering Information July 24, 2020 Order Most Recent Phase II Order and Phase III Delay	https://coronavirus.delaware.gov/	Until rescinded (formally extended last on October 2, 2020)	<p>Outdoor gatherings of up to 250 people</p> <p>60% of fire capacity of indoor gathering</p>	<ul style="list-style-type: none"> Bars in Sussex County School-based instruction Summer camps Close contact personal services (Except for hair salons and barber shops) Convention centers and meeting facilities Sporting facilities and venues Indoor playground 	<ul style="list-style-type: none"> Businesses are responsible to follow the Responsibilities for all Businesses, set forth in the State of Emergency Order. Common areas where personnel are likely to congregate and interact should remain closed, or employers should enforce strict social distancing protocols. Employees and customers have a responsibility to self-quarantine if they have a reason to expect that they may be ill or may have come into contact with COVID-19. Employees who are symptomatic must not physically return to work until cleared by DPH. Employers are encouraged to continue teleworking. Employees who have been working from home throughout this crisis should continue working from home unless there is a substantive change to business operations in Phase 2 (e.g. a business was closed, but now it is open). All surfaces touched by customers, including doors, restrooms, and point of sale infrastructure must be disinfected using an EPA-approved disinfectant every 15 minutes to 2 hours. All employees required to go to work should perform a daily health check as prescribed by the Delaware Division of Public Health. All employees should wash hands regularly with soap and water throughout the work day, and in particular after any time they come into contact with a customer. Hand sanitizer should be used to supplement hand washing throughout the day. Employees must also social distance from each other while working. This can be accomplished 	Employees are encouraged to telework/continue to telework	<p>Guidelines for phase two are available here.</p> <ul style="list-style-type: none"> Retail, restaurants, and other businesses operating at 30% capacity in Phase One permitted to open at 60% capacity Restaurants permitted to open at 60 percent capacity (see July 24 order for additional information) Child care open Exercise Facilities at 30% of fire occupancy requirements. Face covering required unless doing strenuous exercise where a mask may interfere with their breathing and 6 feet from others. Strict social distancing. Classes under 10 people allowed. 	Guidelines Here <ul style="list-style-type: none"> Stock up on supplies Take everyday precautions to keep space between yourself and others Keep away from others who are sick, limit close contact, and wash hands often Avoid crowds as much as possible Avoid cruise and non-essential air travel Stay home as much as possible 		None

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					ds (6/19 modificati on: unless they can create a facility- specific plan to observe the industry guidance provided for indoor children’s play areas, including that that the total number of guests permitted in a facility at any one time shall not exceed thirty percent (30%) of that facility’s stated fire occupancy requireme nts. Plans should be emailed to covid19fa q@delawa re.gov for considerat	<p>through spacing or moving workstations, staggering shifts or other means.</p> <ul style="list-style-type: none">• Businesses must make hand sanitizer or handwashing stations readily available for all employees, patrons, and visitors throughout the business’ location, including at each entry and exit at a minimum. Hand sanitizer must be composed of at least sixty percent (60%) ethanol or seventy percent (70%) isopropanol.• Downtime should be given between shifts and after closing for thorough cleanings of an establishment at a minimum after each day.• Employers must post signs on how to stop the spread of COVID-19, hand hygiene, and properly wear a cloth face covering. <i>Download signs:</i> de.gov/bizsigns		<p>Thorough cleaning and disinfecting</p> <ul style="list-style-type: none">• Personal care service businesses – including tattoo shops and massage therapy services will be on a rolling open. Personal care businesses may open at 30 percent of stated fire occupancy at 8:00 a.m. on Monday, June 8. Personal care and fitness facilities will remain at 30% at the start of Phase 2. <i>Amended 6/19 to 60%</i>			

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					ion. The responsibi lity for enforcing the occupancy limits lies with the facility operator. <ul style="list-style-type: none"> Water parks 						
District of Columbia	Modified Phase Two Order 2020-103 (October 7, 2020) Phase Two Order	https://coronavirus.dc.gov/	December 31, 2020	50 people	<ul style="list-style-type: none"> Hookah bars, cigar bars, businesses exempt from anti-smoking laws Hot tubs, saunas, steam rooms at gyms, free-standing facilities, and housing complexes Bars, nightclubs, and mixed-use facilities, except to the extent they serve food All high contact sports Spray parks 	<ul style="list-style-type: none"> Have employees self-quarantine for positive or pending tests Otherwise, follow industry specific guidance and CDC/OSHA standards 	Must telework as much as possible.	<ul style="list-style-type: none"> Apartments, Cooperatives, and Condominiums Childcare Contacts of a Person Confirmed to have COVID-19 Elective Surgery Families with Children Food Retailers General Public Gyms and Workout Studios Hotel Accommodations Libraries, Museums and Exhibits Mass Gatherings Office Buildings (Updated 6/23) Personal Services Places of Worship Public Transit Restaurants Retail Establishments (Non-Essential) Schools Shared Transit Summer Camp Travel 	<ul style="list-style-type: none"> Stock up on supplies Stay home as much as possible Take everyday precautions to keep space between yourself and others When out in public, avoid others who are sick, limit close contact and wash hands often Avoid crowds as much as possible Avoid cruise/non-essential air travel 	None	None

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Florida	<p>Executive Order 20-244 (Phase 3 Right to Work) (No COVID-19 ordinance may prevent any individual from working or from operating a business)(effective September 25, 2020)</p> <p>September 14, 2020 Order Moving Broward and Miami-Dade to Phase Two</p> <p>September 4, 2020 Order Moving Palm Beach to Phase Two</p> <p>August 6, 2020 Order adding employee screening requirements for restaurants, cancelling travel quarantine, and otherwise continuing the Phase Two order</p> <p>Phase 2 Order (except Miami-Dade, Broward, and Palm Beach Counties)</p> <p>June 26, 2020 Order Closing Bars</p>	https://floridahealthcovid19.gov/	Until rescinded	None	Bars for on-site sale of alcohol (Venues that derive more than 50% of their gross revenue from alcohol sales)	<ul style="list-style-type: none"> Implement and update a coronavirus plan that is specific to the workplace, identifies all areas and job tasks with potential COVID-19 exposure, and includes control measures to eliminate or reduce such exposure. Follow OSHA Covid-19 guidance: https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html 	Encourage telework where feasible.	<p>Effective September 25, 2020, any local or county ordinance may issue an Emergency Order limiting restaurant to a capacity less than 50%. If such an order is less than 100% it must quantify the economic impact of each limitation on those restaurants and explain why the limitation is necessary for public health.</p> <p>https://floridahealthcovid19.gov/businesses/</p> <p>Restaurants must implement screening measures for employees.</p> <p>In Phase Two, the following can open:</p> <ul style="list-style-type: none"> Movie theaters and bars at 50% capacity if inside Entertainment venues at 50% capacity: bowling alleys, concert houses, playhouses, auditoriums, arcades Personal services, including tattooing, piercing, massage, acupuncture, tanning 	<ul style="list-style-type: none"> Avoid close contact with anyone that is sick/showing symptoms. Do not allow persons who have traveled internationally or on a cruise ship within the last 14 days to enter home. 		Miami-Dade County
Georgia	Executive Order: Providing additional guidance for Empowering a Health Georgia in response to COVID-19 (October 15, 2020)	https://dph.georgia.gov/covid-19-daily-status-report	Public health emergency Extended to November 9, 2020	50 people if they would be within six feet of others	No	<p>All businesses shall implement measures which mitigate the exposure and spread of COVID-19. Such measures may include, but are not limited to:</p> <ul style="list-style-type: none"> Screening and evaluating workers who exhibit signs of illness, such as a fever over 100.4 degrees Fahrenheit, cough, or shortness of breath; Requiring workers who exhibit signs of illness to not report to work or to seek medical attention; 	Strongly recommended	<p>The orders outline industry-specific requirements for:</p> <ul style="list-style-type: none"> Critical infrastructure Healthcare Restaurants Food establishments Retail Gyms 	Vulnerable populations should continue shelter in place.	The August 15, 2020 Order removes the prohibition against local face covering ordinances. The new order allows such orders, with	Atlanta Reopening Plan

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	Executive Order: Providing additional guidance for Empowering a Healthy Georgia in response to COVID-19 (September 30, 2020) Executive Order: Providing additional guidance for Empowering a Healthy Georgia in response to COVID-19 (August 31, 2020)					<ul style="list-style-type: none">○ Enhancing sanitation of the workplace as appropriate;○ Disinfecting common surfaces;○ Requiring hand washing or sanitation by workers at appropriate places within the business location;○ Providing personal protective equipment as available and appropriate to the function and location of the worker within the business location;○ Prohibiting gatherings of workers during working hours;○ Permitting workers to take breaks and meals outside, in their office or 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, wherever possible;○ Delivering intangible services remotely wherever possible;○ Discouraging workers from using other workers' phones, desks, offices, or other work tools and 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 where they are likely to be seen;○ Suspending the use of Personal Identification Number ("PIN") pads, PIN entry devices, electronic signature capture, and any other credit card receipt signature requirements to the extent such suspension is permitted by agreements with credit card companies and credit agencies;○ Enforcing social distancing of non-cohabitating persons while present on such entity's leased or owned property;○ For retailers and service providers, providing for alternative points of sale outside of buildings, including curbside pickup or delivery of products and/or services if an alternative point of sale is permitted under Georgia law;○ Increasing physical space between workers and customers;		<ul style="list-style-type: none">• Massage therapy• Theatres and cinemas• Bowling• Bars• Amusement parks• Sports and live performance venues• Conventions• Education• Summer camps		restrictions. August 15, 2020 Order	

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						<ul style="list-style-type: none"> Providing disinfectant and sanitation products for workers to clean their workspace, equipment, and tools; Increasing physical space between workers' worksites to at least six (6) feet. 					
Hawaii	14th Supplementary Emergency Proclamation 13th Supplementary Emergency Proclamation 12th Supplementary Emergency Proclamation (extending restrictions and mandating masks be worn in accordance with approved county orders)	https://health.hawaii.gov/coronavirusdisease2019/#	November 30, 2020	See county restrictions	In the Act with Care Stage, bars, clubs, and large venues remain closed.	<ul style="list-style-type: none"> 	Continue to work from home if possible	<p>Industry specific guidelines found here:</p> <p>Agriculture & Food Production State of Hawai'i – Department of Health Guidance for Reopening Food Services Sector (PDF)</p> <p>Education & Childcare State of Hawai'i – Department of Human Services Health Guidelines for Child Care Facilities (PDF)</p> <p>Healthcare State of Hawai'i – Draft Healthcare Health Guidelines (Exhibit A)</p> <p>Hospitality & Tourism Hawai'i Lodging and Tourism Association – Lodging Health Guidelines</p> <p>Non-Profits and Faith-Based or Community Organizations State of Hawai'i – Draft Non-profit Health Guidelines (PDF) Honolulu County – Health Guidelines for Religious Services (PDF – see pages 4 and 6)</p> <p>Real-Estate and Construction US Federal Government – Center for Disease Control Construction Health Guidelines Honolulu County – High Rise Condo Health Guidelines</p>	Vulnerable populations are to remain at home.		<p>County health guidelines:</p> <ul style="list-style-type: none"> Hawai'i County Honolulu County Kauai County Maui County

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								<p>Honolulu County – Real Estate Service Health Guidelines (PDF – see page 1)</p> <p>Pacific Resource Partnership (PRP) – Sample COVID-19 jobsite policy (PDF)</p> <p>Hawai’i Construction Industry COVID Pledge (PDF)</p> <p>Restaurants</p> <p>Hawai’i County – Restaurant Health Guidelines (PDF)</p> <p>Honolulu County – Restaurant Health Guidelines (PDF – see page 6)</p> <p>Kauai County – Bar and Bar Top Service Health Guidelines (PDF)</p> <p>Retail</p> <p>National Retail Federation – Guidelines for Reopening Retail Sector (PDF)</p> <p>Hawai’i County – Retail Health Guidelines (see bottom of page)</p> <p>Maui County – Retail Health Guidelines (PDF)</p> <p>Honolulu County – Retail and Repair Business Health Guidelines (PDF – see page 3)</p> <p>Honolulu County – Automotive Dealership Health Guidelines (PDF – see page 2)</p> <p>Other</p> <p>State of Hawai’i – Barber and Beauty Operator Health Guidelines (PDF – see Exhibit G)</p> <p>Honolulu County – Outdoor Sport Facilities Health Guidelines (PDF – see page 3)</p> <p>Honolulu County – Social Distancing Requirements (PDF)</p> <p>Honolulu County – Beach</p>			

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								Health Guidelines (PDF – see page 5)			
Idaho	October 27, 2020 Stay Healthy Order (Returning to Modified Stage Three) On June 25, 2020, Governor Little announced Idaho had not met metrics to move out of the Idaho Rebounds plan and will remain in Stage Four for at least another two weeks. The state will move to a regional response plan. Stay Healthy Order Stage 4: June 12, 2020	https://rebound.idaho.gov/stages-of-reopening/		Gatherings of any size can occur as long as physical distancing and precautionary measures can occur	None	Employers should: <ul style="list-style-type: none"> • Develop and implement measures to ensure employees and customers maintain at least six-foot physical distancing from other individuals whenever possible; • Provide adequate sanitation and personal hygiene for employees, vendors, and patrons; • Frequently disinfect commonly touched and high-traffic areas and regularly clean those areas; • 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 keeping employees who were directly exposed to the COVID-19 positive employee away from the workplace, and 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 such as screening of employees for illness and exposures upon work entry, requiring non-cash transactions, etc.; and • Implement additional protocols established in the Governor’s Guidelines for Opening up Idaho and the business-specific protocols published at https://rebound.idaho.gov/. 	None	Under the October 27, 2020 Stay Healthy Order returning to a Modified Stage Three, the following are in place: <ul style="list-style-type: none"> • Indoor gatherings are limited to 50 people or less. • Outdoor gatherings are limited to 25-percent capacity. • Physical distancing requirements are in place for gatherings of all types. • Long-term care facilities will not be allowed to operate without requiring masks on their premises. • There will be seating only at bars, restaurants, and nightclubs. Nightclubs can only operate as bars. The state issued Stay Healthy Guidelines for Stage Four. Protocols for various sectors is available here .	Guidance for vulnerable populations is available here .	Ada County is at a Modified Stage Three	
Illinois	Executive Order 2020-62 (with additional mitigation measures) Executive Order 2020-59 (Extending Executive Order 2020-56) Amendment to Administrative Code (Face covering requirements,	http://www.dph.illinois.gov/topics-services/diseases-and-conditions/diseases-a-z-list/coronavirus	November 14, 2020	50 people (or 50% of buildings occupancy if less than 50)	Conventions and festivals are closed in Phase 4. The Actions to Combat a Resurgence plan closes certain industries in a surge.	In Phase 4: <ul style="list-style-type: none"> • Employees should continue to wear face covering that covers nose and mouth, maintain social distance of 6 ft., and frequently wash hands • Employers should continue employee health screenings upon entry into the workplace and mid-shift screenings for employees with shifts >5 hours (virtual screening permitted) • Employers should follow guidelines on capacity limits and group sizes (to be evaluated throughout Phase Four – currently 50) 	All employees who can work from home should continue to do so	Businesses open to the public must undertake reasonable efforts to ensure customers and visitors abide by the face covering orders. Phase 4 of the Restore Illinois plan creates safety guidelines for the following permitted activities and businesses to resume, with capacity rules in place: <ul style="list-style-type: none"> • Meetings and Events 	Vulnerable populations should continue to stay at home.	Beginning on October 28, 2020 Region 4 (Bond, Clinton, Madison, Monroe, Randolph, St. Clair and Washington counties) and Region 10 (suburban Cook County) have the following public health restrictions	City of Chicago (Effective October 23, 2020, business curfew on non-essential businesses from 10 pm to 6 am and no indoor food service for bars, breweries and taverns without a food license)

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	<p>gathering size, and enforcement)</p> <p>On July 15, 2020, Governor Pritzker announced Actions to Combat a Resurgence of COVID-19</p> <p>Phase Four</p> <p>Restore Illinois Plan</p>							<ul style="list-style-type: none"> Indoor and Outdoor Recreation Indoor Dining Museums Zoos Cinema and Theatre Outdoor Seated Spectator Events Film Production <p>Industries with revised guidelines in Phase 4:</p> <ul style="list-style-type: none"> Youth and Recreational Sports. Health and Fitness Centers <p>On May 29, 2020, Governor Pritzker signed the Phase Three order implementing the previously announced openings. On May 24, 2020, the state published guidance for Phase 3 re-openings on May 29. There is guidance and a toolkit for each sector. The toolkits include checklists to complete before reopening. The sectors include:</p> <ul style="list-style-type: none"> Manufacturing Offices Retail Service counters Youth Sports Health and fitness centers Personal care services Outdoor recreation Day camps Restaurants and bars (for outdoor service) <p>Phase 4 of the Restore Illinois plan creates safety guidelines for the following permitted</p>		<p>and mitigations supplementing Phase 4: All restaurants and bars must close at 11 p.m., no indoor dining, outdoor seating must maintain social distancing and reservations are required. Additionally all meetings and social events are limited to 25 people or 25% of overall room capacity. Gaming and casinos must close at 11 p.m. and are limited to 25% of capacity.</p> <p>Beginning October 22, 2020, Region 5 (Alexander, Edwards, Franklin, Gallatin, Hamilton, Hardin, Jackson, Jefferson, Johnson, Marion, Massac, Perry, Pope, Pulaski, Saline, Union, Wabash, Wayne, White, Williamson Counties) will be operating under resurgent mitigation measures which include no indoor dining or indoor bar service and limiting in person gatherings to no</p>	<p>Phase 4: June 26, 2020</p> <p>Guidelines under Phase 4 remain the same.</p> <p>Phase Three: June 3, 2020</p> <p>On May 28, 2020, Mayor Lightfoot announced Chicago would reopen starting June 3. Gatherings of up to ten people will be allowed, and the following will reopen with specific safety guidance: Childcare centers and family childcare</p> <ul style="list-style-type: none"> Non-lakefront parks (no contact sports) Libraries and other city services Office-based jobs, professional services, and real estate services Hotels / lodging Outdoor attractions (e.g., boating – not including the Playpen,

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								<p>activities and businesses to resume, with capacity rules in place:</p> <ul style="list-style-type: none"> • Meetings and Events • Indoor and Outdoor Recreation • Indoor Dining • Museums • Zoos • Cinema and Theatre • Outdoor Seated Spectator Events • Film Production <p>Industries with revised guidelines in Phase 4:</p> <ul style="list-style-type: none"> • Youth and Recreational Sports. • Health and Fitness Centers • Day Camps 		<p>more than 25 individuals.</p> <p>Beginning October 23, 2020, Region 7 (Will and Kankakee Counties) and Region 8 (Kane and DuPage) will be operating under resurgent mitigation measures which include no indoor dining or indoor bar service and limiting in person gatherings to no more than 25 individuals.</p> <p>Executive Order 2020-56 placed additional restaurant and gaming restrictions and requiring remote work where possible for Region 1 (comprised of Boone, Carroll, DeKalb, Jo Daviess, Lee, Ogle, Stephenson, Whiteside and Winnebago).</p> <p>Current surge region: Metro East</p> <p>As part of the Actions to Combat a Resurgence, the state has designated regions</p>	<p>non-Lakefront golf courses)</p> <ul style="list-style-type: none"> • Non-essential retail • Personal services (e.g., hair/nail salons, barbershops, tattoo parlors) • Restaurants and coffee shops (outdoor dining only) • Manufacturing , construction, and warehousing • Hospitals, dentists, community mental health centers, and Federally Qualified Health Centers • Public transit, regional transit, taxis and rideshare • Gyms (outdoor and 1:1 personal training only) <p>The City has issued industry specific guidance:</p> <ul style="list-style-type: none"> • Education & Childcare • Office & Real Estate • Accommodation & Tourism • Food Service

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										<p>as follows below. If a surge occurs in a region, closures and restrictions occur on a three tier system</p> <p>1. NORTH: Boone, Carroll, DeKalb, Jo Daviess, Lee, Ogle, Stephenson, Whiteside, Winnebago</p> <p>2. NORTH-CENTRAL: Bureau, Fulton, Grundy, Henderson, Henry, Kendall, Knox, La Salle, Livingston, Marshall, McDonough, McLean, Mercer, Peoria, Putnam, Rock Island, Stark, Tazewell, Warren, Woodford</p> <p>3. WEST-CENTRAL: Adams, Brown, Calhoun, Cass, Christian, Greene, Hancock, Jersey, Logan, Macoupin, Mason, Mason, Menard, Montgomery, Morgan, Pike, Sangamon, Schuyler, Scott</p> <p>4. METRO EAST: Bond, Clinton, Madison, Monroe, Randolph, St. Clair, Washington</p> <p>5. SOUTHERN: Alexander, Edwards, Franklin, Gallatin, Hamilton, Hardin, Jackson,</p>	<ul style="list-style-type: none"> • Retail and Services • Manufacturing, Construction, Transportation & Warehousing • Healthcare • Transportation • Parks & Outdoor Attractions

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										Jefferson, Johnson, Marion, Massac, Perry, Pope, Pulaski, Saline, Union, Wabash, Wayne, White, Williamson 6. EAST-CENTRAL: Champaign, Clark, Clay, Coles, Crawford, Cumberland, De Witt, Douglas, Edgar, Effingham, Fayette, Ford, Iroquois, Jasper, Lawrence, Macon, Moultrie, Piatt, Richland, Shelby, Vermillion 7. SOUTH SUBURBAN: Kankakee, Will 8. WEST SUBURBAN: DuPage, Kane 9. NORTH SUBURBAN: Lake, McHenry 10. SUBURBAN COOK: Suburban Cook 11. CHICAGO: City of Chicago	
Indiana	Executive Order 20-46 (extending Executive Order 20-43 until November 13, 2020) Executive Order 20-43 (moving to Stage 5 while maintaining face covering requirements) Face covering order	https://www.coronavirus.in.gov/	November 14, 2020	Gatherings of more than 250 people are prohibited	None	All employers must develop a plan to ensure a safe environment. At minimum, the plan must address: <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 • Enhance the ability of employees and customers to wash hands or use hand sanitizer • Complying with social distancing measures 	All businesses are encouraged to develop telework/remote work policies	Restaurants, Bars and Other Establishments Providing In-Person Food and Drink service have no capacity limits as of September 24, 2020, however patrons must be seated and tables must remain six feet apart. The Governor has issued an order suspending certain statutory requirements for childcare.	Individuals at risk, including those over 65, to venture out cautiously	Elkhart County remains at Stage 4	Marion County

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	Executive Order 20-39 (Continuing Stage 4.5) Executive Order 20-36 (Continuing Stage 4.5) Executive Order 20-35 (Stage 4.5) Executive Order 20-32 (Stage 4) (extended and in full force and effect during Stage 4.5)					<p>All businesses must take proactive measures to ensure compliance with social distancing and sanitation requirements.</p> <p>All businesses are encouraged to:</p> <ul style="list-style-type: none"> • Develop telework/remote work policies • Ensure sick leave policies are up to date and non-punitive • Encourage sick employees to stay home until symptom/fever free and not require doctor's notes to validate illness/return to work • Engage in frequent cleaning • Reinforce safety and sanitation measures to employees • Promptly separate symptomatic employees • Reinforce key messages to employees • Frequently perform enhanced cleaning 		<p>The following industries have specific requirements outlined in EO 20-32:</p> <ul style="list-style-type: none"> • Retail may open at 100% • Restaurants may open at 75%; bar areas at 50% if social distancing can be maintained • Bars, taverns, wineries, and breweries may open at 50% occupancy • Theatres at 50% capacity • Places of public amusement at 50% capacity • Fitness centers at 50% capacity 			
Iowa	Proclamation of Disaster Emergency signed 10/16 (extending order encouraging face coverings and limiting bars in certain counties) Proclamation of Disaster Emergency signed 10/2 (extending order encouraging face coverings and limiting bars in certain counties) Proclamation of Disaster Emergency signed 8/27 (extending order, encouraging face coverings, and limiting	https://coronavirus.iowa.gov/	November 15, 2020	10 people limit	<p>The following businesses continue to be closed:</p> <ul style="list-style-type: none"> • Indoor theatres • Senior citizen centers and adult daycare facilities • Indoor playgrounds 	<p><u>All businesses must:</u></p> <ul style="list-style-type: none"> • Follow CDC guidelines • Encourage and provide supplies to allow frequent hand washing and hand sanitizing • Provide reminders to employees and members of the public to stay at least 6 ft. apart • Post signage at the entrance • Ask employees to share health information with management if they become ill • Consider the use of face coverings 	None	<p>The Proclamation of Disaster Emergency signed 10/16 updates the following industry specific requirements:</p> <ul style="list-style-type: none"> • Bars and restaurants and reception venues may reopen or remain reopen subject to social distancing and increased health measures. • Fitness Centers may open or remain open provided that social distancing and public health measures are observed. • Casinos, gaming facilities and race tracks may open or reopen subject to social distancing and public health measures. • Senior citizen centers and daycare facilities 			Dubuque Face Covering Order

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	bars in certain counties) Proclamation of Disaster Emergency signed 06/25 Proclamation of Disaster Emergency signed 05/26							<p>may reopen but must follow guidance by Iowa Department of Public Health to ensure social distancing and compliance with public health measures.</p> <ul style="list-style-type: none"> • Salons and Barbershops and the like may reopen but only to the extent it complies with social distancing and public health measures. • Theaters and Performance venues with movies or live performances may reopen or remain open provided social distancing is observed as well as public health measures. • Shopping malls may open or reopen except that any play areas must remain closed and the mall must implement reasonable measures under the circumstances to ensure social distancing and compliance with public health measures. • Other establishments such as museums, aquariums, zoos, libraries, pools, bingo halls and bowling alleys may reopen subject to social distancing and 			

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								<p>observe public health measures.</p> <p>The June 25 order allowed the reopening of additional businesses :</p> <ul style="list-style-type: none"> • Bars and restaurants (including wedding reception venues, social clubs, wineries, etc.) as previously announced at 50% capacity • Gatherings of more than 10 people with social distancing starting on June 1. This allows practices, games, and competitions for youth and adult baseball, softball, and individual sports such as running, biking, swimming, tennis, and golf to resume with appropriate public health measures in place. • Fitness centers, health clubs, spas, gyms may reopen with 50% capacity limit, social distancing, and limited group activities. • The following starting June 1: outdoor performance venues, casinos, bowling alleys, amusement parks, skating rinks, skate parks, and outdoor playgrounds. 			

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Kansas	Phase 3 began on June 8, and on June 22 Governor Kelly recommended Kansas remain in Phase 3 of the Ad Astra: A Plan to Reopen Kansas	http://covid.ks.gov/	N/A	Under Phase 3 mass gatherings of more than 45 individuals are not recommended	None	<ul style="list-style-type: none"> Masks are required as of July 3 Follow Counties' reopening plans Monitor employees temperature and symptoms regularly. Issue or approve face coverings Be mindful of space where six cannot be maintained Follow fundamental cleaning and public health practices Stay updated on travel-related quarantine mandates. 	Continue to use remote working options where possible, but may begin reducing telework.	Industry-specific guidelines found here . <ul style="list-style-type: none"> All education, activities, venues and establishments may operate and are recommended to follow all public health guidelines; On-site staffing has no recommended restrictions; Nonessential travel may resume, provided travelers follow KDHE travel and quarantine guidelines for travel to high-risk areas. 	None		Review counties' reopening plans , as reported to the Kansas Division of Emergency Management.
Kentucky	July 20, 2020 Order Reducing Gathering Size Limit May 11, 2020 Public Health Order July 9, 2020 Universal Face Covering Order	https://governor.ky.gov/covid19	N/A	Reduced to 10 people (But does not apply to weddings, restaurants, retail, or public venues)	None	<ul style="list-style-type: none"> Phased return to work. Entities are encouraged to implement a phased return to work, including generous telework, sick leave, and family leave policies for those employees who are not able to come into work due to illness, taking care of a family member(s), or lack of childcare options. Enforce social distancing. Entities must ensure, to the greatest extent practicable, that employees who are not able to telework and must be physically present at the office remain a minimum of six (6) feet away from all other employees and customers unless closer interaction is absolutely required to perform their job duties (e.g., health care examinations). Limit face-to-face interaction. Entities must ensure that employees minimize face-to-face contact with one another and with customers to the greatest extent practicable. Meetings should be conducted via telephone or Internet if possible. Universal masks and any other necessary PPE. <ul style="list-style-type: none"> Universal Employee Masks: Businesses, organizations, and entities must ensure, to the greatest extent practicable, that their employees, volunteers, and contractors wear a cloth mask (a surgical or N95 mask is not required). A business, organization, or entity need not require an employee/volunteer/contractor to wear a mask 	Continue telework where possible. Entities should operate via phone or Internet to the greatest extent practicable. Employees who are able to perform their job duties via telework (phone or Internet) must continue to telework.	<p>The state has a helpful list of industry guidance and a timeline available here with requirements and capacity limits for many industries including:</p> <ul style="list-style-type: none"> Retail Manufacturing Offices (50% capacity) Restaurants Personal services Fitness centers <p>All businesses, including businesses that remained open or are opening, must follow these minimum requirements starting May 11, 2020:</p> <ul style="list-style-type: none"> Continue telework where possible Phased return to work Enforce social distancing Limit face-to-face interaction 		N/A	

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						<p>when masking would create a serious health or safety hazard to the employee/volunteer/contractor, when the employee/volunteer/contractor is working alone in an enclosed space, or when the employee/volunteer/contractor is working alone in an area with more than six (6) feet of social distancing. Businesses and organizations shall provide PPE at no cost to employees and should offer instruction on proper use of masks and PPE.</p> <ul style="list-style-type: none">○ CDC guidelines on proper use of PPE can be found at: https://www.cdc.gov/coronavirus/2019-ncov/downloads/DIY-cloth-face-covering-instructions.pdf.○ Encourage Customers to Mask: Entities should encourage customers to wear masks, which the entities may provide. Entities may refuse to serve any customer who is not wearing a mask.○ Access To Gloves: Entities must ensure that employees whose job duties include touching items often touched by others (e.g., credit cards/cash, paper, computers) wear gloves that are regularly replaced. Entities should also follow the applicable CDC, OSHA, or other federal guidelines relating to gloves. <ul style="list-style-type: none">• Adequate Hand Sanitizer and Encouraging Hand Washing. Entities must supply adequate hand sanitizer (60% alcohol content or higher) for both employees and customers and ensure that it is made available near high-traffic and high-touch areas (e.g., doors or door handles). Entities must also encourage routine and consistent hand washing for employees and customers.• Restrict Common Areas. Entities must, to the greatest extent practicable, restrict common areas such as lobbies, waiting rooms, break rooms, smoking areas, lunch rooms, and concession areas to maximize social distancing and reduce congregating.• Proper sanitation. Entities must sanitize frequently touched surfaces and areas (e.g., door knobs, credit card machines, shared computers) in accordance with CDC guidelines. When they have identified an employee who has COVID-19 or the associated symptoms, entities must further ensure that they immediately restrict access to contaminated areas and		<ul style="list-style-type: none">• Universal masks/face coverings and other necessary PPE• Adequate hand sanitizer/hand wash stations• Restrict common areas• Proper sanitation• Conduct temperature/health checks (these can be performed at home before workplace entry)• Create a testing plan• Make special accommodations• Designate a healthy at work officer• Educate and train employees• Contact tracing			

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						<p>post signage and adequately clean impacted areas. Any contaminated area should be off-limits to all but essential personnel for a minimum of 24 hours if practicable.</p> <ul style="list-style-type: none">• Conduct daily temperature/health checks. Entities must require employees to undergo daily temperature and health checks; these checks may be either self-administered or administered by the entities prior to workplace entry. Self-administered temperature and health checks may performed at home. Employees who have a fever and/or any symptoms of COVID-19 should be directed to their health care provider to be tested and then instructed to quarantine at home as soon as any illness is detected. This includes employees that passed a temperature and health check prior to reporting to work but became ill during the course of the day. Guidance on COVID-19 symptoms and how to conduct temperature and health checks can be found in the Health Requirements and Temperature Checks of the order.• Create a testing plan. Entities must ensure that any employee with COVID-19 symptoms is tested by a health care provider for COVID-19 within 36 hours. Entities must ensure that employees are trained on how to isolate individuals with suspected or confirmed COVID19 and how to report possible cases. If an employee tests positive, the entities must immediately notify the local public health department.• Make special accommodations. Entities must, to the greatest extent practicable, make special accommodations for employees and customers at higher risk for severe illness. Individuals in these high-risk categories have been identified by the Centers for Disease Control and Prevention – further information is available at: https://www.cdc.gov/coronavirus/2019-ncov/faq.html#Higher-Risk.• Designate a “Healthy at Work” Officer. Entities must ensure that an employee is designated as its Healthy at Work Officer. This individual will be responsible for the entity’ compliance with this guidance and any other guidance provided. Entities should allow for employees to identify and communicate potential improvements and/or concerns to the Healthy at Work designated Officer or management.• Educate and Train Employees. Entities must educate and train all individuals, including employees,					

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						<p>temporary employees, contractors, vendors, customers, etc., regarding the Healthy at Work protocols. This training must be offered during scheduled work times at no cost to the employee.</p> <ul style="list-style-type: none"> • Contact Notification Responsibilities. Entities opened must be prepared to assist public health officials if an employee test positive or becomes exposed to COVID-19. This assistance includes, but is not limited to, providing the employee's work schedule, workstation, hours or shifts worked, when the employee was potentially exposed, and the names and contact information of any other employee or other party exposed to the virus. Additional information about Contact Notification Responsibilities can be found in the Contact Notification Responsibilities Section of the order 					
Louisiana	<p>Proclamation 134-JBE 2020 (Renewal of Phase Three)</p> <p>Proclamation 123 JBE-2020 (Phase Three)</p> <p>On August 6, 2020, a court upheld challenges to the restrictions, including the face covering mandate.</p> <p>Updated Phase Two Proclamation</p> <p>Face Covering, Gathering Limit, and Bar Closing Executive Order</p> <p>On June 25, 2020 Gov. Edwards issued an order extending Phase 2</p> <p>Phase Two Order</p>	<p>https://ladeptea.lth.blogspot.com/2020/02/coronavirus-2019-ncov-covid-19.html</p>	November 6, 2020	<p>Limit of 50 people for indoor gatherings, including non-critical businesses, where social distancing can't be maintained</p>	<p>Places of Public Amusement</p> <p>Effective September 17, 2020, permissible hours of operations for Bars are 8 a.m. to 11 p.m.</p>	<p>Businesses must:</p> <ul style="list-style-type: none"> • Limit occupancy to 50% if non-essential • Maintain social distancing • Waiting rooms and the like shall be closed to the public. • Mandate face coverings if interacting with members of the public 		<p>Effective October 22, 2020, Proclamation 143 JBE 2020 limits attendance at professional or amateur sporting events to no more than 25% of total occupancy.</p> <p>Sector Specific guidance for Phase Three is available here. The order outlines requirements for</p> <ul style="list-style-type: none"> • Restaurants • Bars • Cafes and Coffee Shops • Salons and Barer Shops • Shopping Malls • Churches • Casinos and the like • Gyms • Athletic Events • Event Centers <p>Sector specific guidance for Phase Two is available here. The order outlines requirements for:</p> <ul style="list-style-type: none"> • Restaurants 	All high risk individuals should stay home except for limited activities		New Orleans

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								<ul style="list-style-type: none"> Personal services Malls Casinos and the like Gyms 			
Maine	Restarting Plan entering Stage 4 which includes guidance on winter capacity limits and strengthening measures on face coverings) Restarting Plan – currently in Stage Three, but bar reopening is delayed Restarting Maine’s Economy FAQs Keep Maine Healthy Plan Face Covering Order Order to Further Implement the Restarting Plan	https://www.maine.gov/dhhs/mecdc/infectious-disease/epi/airborne/coronavirus/index.shtml	Civil Emergency is through November 27, 2020	Indoor gathering limit for establishments that require seating restaurants, bars, house of worships, social clubs, school cafeterias, and the like: 50% occupancy of 100 people, whichever is less. All other establishments: 50	Bars	<ul style="list-style-type: none"> Maintain 6 feet physical distancing for staff, customers, and vendors. Require employees to wear cloth face coverings. <ul style="list-style-type: none"> Cloth face coverings are intended to prevent transmission. The degree to which cloth face coverings, masks and face shields are recommended is based on proximity and duration of contact. Please see industry specific guidance Require employees to practice good hand hygiene. Good hand hygiene prevents spread of disease. The best hand hygiene is frequent handwashing. Remind employees to practice good hand hygiene with frequent handwashing and hand sanitizing especially between contact with customers and customer items. Use posters to remind staff, vendors, and customers regarding hand hygiene and physical distancing. Ensure that employees have access to hand soap, cloth face coverings, gloves, tissues, paper towels, and a designated trash bin to dispose of used items. Provide access to hand washing areas for staff, vendors, and customers. Provide hand sanitizer (at least 60% alcohol) in multiple locations around work and public spaces. Face-to-face staff meetings should be limited and respect physical distancing. Consider staggered work shifts and expanding hours to reduce number of individuals working together at the same time and spread out the contact with members of the public. Increase electronic workplace communications (texts, emails, instant messaging, phone calls) with staff to reduce frequent face-to-face contact. Adjust break/meal times to limit contact between employees. Provide resources and a work environment that promotes personal hygiene such as tissues, no-touch trash cans, hand soap, alcohol-based hand rubs containing at least 60 percent alcohol, disinfectants, and disposable towels for workers to clean their work surfaces. 	Work from home where possible	Effective October 13, indoor gathering limit is 50% of the facilities permitted occupancy or 100 persons, whichever is less for establishments that provide and require seating. For establishments that do not provide and require seating for invitees, the indoor gathering limit is 50. Retail stores with more than 50,000 square feet of shopping space, restaurants, outdoor bars or tasting rooms, and lodging establishments in certain counties must require face coverings in line with the state’s earlier order. The state has published reopening checklists by industry, including: <ul style="list-style-type: none"> Retail Restaurants Personal Services Employees in legal and professional fields may return to offices in Stage 3, as needed.	All high risk individuals should stay home when possible	Aroostook, Piscataquis, Washington, Hancock, Somerset, Franklin, Oxford, Kennebec, Waldo, Knox, Lincoln, Penobscot, and Sagadahoc counties are on the “Rural Reopening Plan” and have an accelerated timeline.	

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						<ul style="list-style-type: none"> Ventilate workspace with open windows and doors to the extent possible. Disinfect phones, shared tools, scanning devices, and other shared items regularly. Discourage shared use of desks, offices, or phones. Avoid out of state travel. Non-essential business travel should be limited as much as possible. Consult Maine CDC website for current travel advisories. Limit staff travel between multiple locations. Make sure you have a safe process to receive supplies and other deliveries. For contact tracing purposes, establishments should maintain a record including contact information for clients, and those personnel who had direct prolonged interaction with them. Based on our current knowledge, a close contact is someone who was within 6 feet of an infected person for at least 15 minutes starting from 48 hours before illness onset until the time the patient is isolated. They should stay home, maintain social distancing, and self-monitor until 14 days from the last date of exposure. Employer, should review the CDC guidance Cleaning and Disinfecting Your Facility: Everyday Steps, Steps When Someone is Sick, and Considerations for Employers 					
Maryland	September 28, 2020 Reopening Order Subject to Local Regulations and Face Covering Update Stage Three for Reopening begins September 4, 2020 June 29, 2020 Order (includes expansion of face covering order) June 10, 2020 Order June 3, 2020 Proclamation	https://coronavirus.maryland.gov/		None	Under the June 10, 2020 order, the following remain closed: <ul style="list-style-type: none"> Senior centers Theatres 		None	Executive Order 20-10-16-02 limits outdoor entertainment venues including M&T Bank Stadium and FedEx Field are limited to 10% of total capacity. For outdoor venues with a total capacity greater than 2,500, the capacity limit is 10% effective October 16, 2020. Effective September 28, 2020, Governor Hogan announced the following State Reopening Guidelines: <ul style="list-style-type: none"> Retail Establishments shall not exceed 75% of 	N/A		The Governor's Order specifically allows local orders. Montgomery County Prince George's County

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	Face Covering Order							<p>the Retail Establishment's Maximum Occupancy.</p> <ul style="list-style-type: none">• Personal Services Establishments shall not exceed 50% of the Personal Service Establishment's Maximum Occupancy.• Indoor Recreation Establishments shall not exceed 50% of the Indoor Recreation Establishment's Maximum Occupancy.• Foodservice Establishments shall not exceed 75% of the Foodservice Establishment's Maximum Occupancy.• Fitness Centers shall not exceed 50% of the Fitness Center's Maximum Occupancy.• Gaming Facilities shall not exceed 50% of the Gaming Facility's Maximum Occupancy.• Racing Facilities shall not exceed the lesser of either 50% of the Racing Facility's Maximum Occupancy or 250 spectators.• Movie and Live Performance Indoor Theaters shall not exceed the lesser of 50% of the Theater's Maximum Occupancy or 100 persons.• Outdoor Entertainment Venues are shall not exceed the lesser of 50% of the Outdoor Venue's Maximum Occupancy or 250 people.			

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								<p>Effective September 21, 2020, capacity for indoor operations at restaurants may increase from 50 to 75 percent, with appropriate distancing, and following strict public health requirements consistent with the CDC.</p> <p>On September 4, the following businesses will be open as part of Maryland’s entry into Stage Three:</p> <ul style="list-style-type: none"> Indoor theaters where live performances occur or motion pictures are shown may open to the general public at 50% capacity, or 100 people per auditorium—whichever is less—with appropriate health and safety protocols in place. Outdoor venues where live performances occur or motion pictures are shown outdoors may open to the general public at 50% capacity, or 250 people—whichever is less—with appropriate health and safety protocols in place. Capacity for retail establishments and religious facilities may increase from 50 to 75 percent 			

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								<p>On June 10, 2020, Governor Hogan issued an order allowing the following to reopen:</p> <ul style="list-style-type: none">• Malls may open on June 19, 2020 at 5:00 pm• Amusement parks, mini golf, go-kart tracks, outdoor amusements• Bingo and pool halls, bowling alleys, skating rinks, social and fraternal clubs at 50%• Restaurants for indoor dining at 50% capacity• Gyms may open on June 19, 2020 at 50% capacity• Casinos and racetracks on June 19, 2020 at 5:00 pm at 50% capacity• Other businesses not specifically closed by the order <p>Personal services, retail, and restaurants for outdoor dining remain subject to occupancy restrictions of 50%.</p> <p>The state issued sector-specific best practices:</p> <ul style="list-style-type: none">• General Best Practices• Entertainment and Recreational Attractions• Gyms, Martial Arts and Dance Studios:• Accommodations• Construction and Development• Golf			

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								<ul style="list-style-type: none"> • Manufacturing • Marinas • Personal Services • Professional Services • Restaurants and Bars • Retail 			
Massachusetts	Phase Three Order Face Covering Order Reopening Massachusetts Page Four Phased Approach Overview Report on reopening	https://www.mass.gov/resource/information-on-the-outbreak-of-coronavirus-disease-2019-covid-19		<p>Indoor gatherings are limited to eight people per 1,000 square feet, but should not exceed 25 people in a single enclosed, indoor space.</p> <p>Outdoor gatherings in enclosed spaces are limited to 25 percent of the facility's maximum permitted occupancy, with a maximum of 100 people in a single enclosed outdoor space. This includes community events, civic events, sporting events, concerts, conventions and more. This order does not apply to outdoor, unenclosed gatherings if</p>	<ul style="list-style-type: none"> • Large Capacity Venues • Amusement parks/theme parks • Outdoor gamins arcades • Indoor and outdoor waterparks • Saunas, hot tubs, steam rooms • Bars, dance clubs, and night clubs • Beer gardens and breweries not providing seated food service • Street festivals and parades • Road races and other large outdoor organized athletic events 	<p>Mandatory safety standards for workplaces are here. Businesses must have self-certified and complied with reopening requirements through taking the following steps:</p> <ul style="list-style-type: none"> • Complete a COVID-19 control plan • Complete and post a compliance attestation poster • Engage in social distancing • Provide signage for safe social distancing • Require face coverings for all employees • Provide hand washing capabilities throughout the workplace • Train employees on social distancing and hygiene • Do not have employees displaying COVID symptoms to report to work • Sanitize high touch areas frequently • Disinfect common surfaces • Establish and maintain cleaning protocols • If an employee is diagnosed with COVID-19, engage in cleaning and disinfecting. • 	See sector specific guidance. Employers are encouraged to have workers telework if feasible.	<p>Effective October 5, 2020,</p> <ul style="list-style-type: none"> • Indoor performance venues (50% occupancy with maximum 250 people) • Outdoor performance venues (50% capacity with maximum 250 people) • Gyms, museums, libraries, driving and flight schools (permitted to increase capacity to 50% occupancy) <p>Extensive sector specific requirements and best practices are available here. Sectors include:</p> <ul style="list-style-type: none"> • Offices (50% occupancy) • Post-secondary schools • Manufacturing • Retail • Restaurants • Recreation • Childcare • Higher Education • K-12 • Recreational day camps 	At risk populations should continue to stay home except for essential errands.	Step 1 of Phase III will commence on July 13, 2020 in the City of Boston	

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				proper social distancing measures are possible.							
Michigan	<p>On October 29, 2020, The MDHSS extended its Emergency Order with additional mask requirements.</p> <p>On October 14, 2020 MDHSS issued the Michigan Workplace Safety Guidance (clarifying the safety requirements employers must follow to protect their employees from COVID-19).</p> <p>On October 9, 2020, the MDHSS entered Emergency Order under MCL 333.2253 (with worker protections, face coverings and attendance limitations and rescinding October 5 2020 Emergency Order).</p> <p>On October 5, 2020, the Michigan Department of Health and Human Services entered Emergency Order Under MCL 333.2253 (with attendance limitations at gatherings and face covering requirements).</p>	https://www.michigan.gov/mdhhs/0,5885,7-339-71550_5104_976_75---,00.html	Until rescinded.	<p>In Regions 6 and 8, social gatherings may not exceed 250 people.</p> <p>If outside Regions 6 and 8, indoor gatherings are limited to 10 people (update effective September 4); outdoor gatherings are limited to 100 people.</p>	<ul style="list-style-type: none"> Bars if they derive more than 70% of their gross receipts from alcohol (in all regions as of September 4, 2020) 	<p>Effective October 14, 2020, Employers must conduct daily entry self-screening protocol for all employees and contractors who enter the workplace that includes, at a minimum, symptoms and contact with known or suspected COVID-19.</p> <p>Employers who learn of an employee, visitor or customer with a known case of COVID-19 must immediately notify the public health department and notify any employee, contractor or supplier who came in contact with a known case of COVID-19.</p> <p>Employers must designate one or more worksite COVID-19 safety coordinators who must remain on site at all times when employees are present. Employers must also place posters in the languages common to the employee population that encourages employees to maintain proper hand hygiene and who are sick to stay away from work.</p> <p>Employers must provide employee training on SARS-CoV-2 and COVID-19 covering workplace infection control practices, proper use of PPE, and how to report unsafe working conditions. Employers must maintain a record of the training, screening protocols for each employee or visitor in the workplace and maintain such records for one year from time of generation.</p> <p>Employers shall provide employees with types of PPE, including respirators as necessary, for protection from COVID-19 appropriate to the exposure risk associated with the job. For medical treatment employers must provide, at a minimum, N-95 respirator, goggles or face shield, and gown</p> <p>Employers must require that face coverings are worn in shared spaces, including during in person meetings, restrooms and hallways required. Social distancing required.</p> <p>Note that MIOSHA is issuing COVID-19 citations.</p>	<p>Except in Regions 6 and 8, any work capable of being performed remotely (i.e., without the worker leaving his or her home or place of residence) must be performed remotely. Although not required, in Regions 6 and 8, any work capable of being performed remotely should be performed remotely.</p> <p>Region 6 includes the following counties: Manistee, Wexford, Missaukee, Roscommon, Benzie, Grand Traverse, Kalkaska, Crawford, Leelanau, Antrim, Otsego, Montmorency, Alpena, Charlevoix, Cheboygan, Presque Isle, and Emmet.</p> <p>Region 8 includes the following counties: Gogebic, Ontonagon, Houghton, Keweenaw, Iron, Baraga, Dickinson, Marquette, Menominee, Delta, Alger, Schoolcraft, Luce, Mackinac, and Chippewa.</p>	<p>Effective November 2, 2020, Michigan, bars and restaurants are required to take names and contact information to support effective contact tracing if necessary. Additionally the following restrictions are in place effective October 29, 2020.</p> <ul style="list-style-type: none"> Bars, restaurants, and social events outside private homes, indoor party sizes at a single table are now restricted to six people Retail gatherings at 50% of total occupancy. Recreational and exercise facilities at 25% of total occupancy. 50 or fewer at nonresidential venue without fixed seating with attendance limitations of 20 persons per 1,000 s.f. of occupancy. 500 or fewer at venue without fixed seating limited to 30 persons per 1,000 s.f. of occupancy. <p>The October 14, 2020 Michigan Workplace Safety Guidance provides guidelines for Employers and Employees generally, as well as the following industries:</p> <ul style="list-style-type: none"> Meat and Processing Sports/Entertainment Offices Outpatient Healthcare 	None	<p>Effective October 29, 2020, all regions will move to Phase 4, which requires:</p> <ul style="list-style-type: none"> People who can work remotely must do so. Social indoor residential gatherings limited to no more than 10 people Stores of less than 50,000 s.f. are limited to 25% total occupancy Stores of more than 50,000 s.f. are limited to 20 people per 1,000 s.f. and allow 2 hours per week of dedicated shopping for vulnerable populations. 	City of Detroit

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	<p>On October 2, 2020, the Michigan Supreme Court held that Governor Whitmer lacks authority to enter Executive Orders under the Emergency Management Act or Emergency Powers, and therefore all Executive Orders will expire in 21 days.</p> <p>Governor Whitmer states that her orders regarding COVID will remain in place for 21 days and be reissued under authority not addressed by the Michigan Supreme Court opinion.</p> <p>Executive Order 2020-192 (for the Upper Peninsula only)</p> <p>Executive Order 2020-176 (rescinding Executive Orders 160 and 162)</p> <p>Executive Order 2020-172 Worker Protections (rescinding and replacing Executive Order 2020-166)</p> <p>Executive Order 2020-161 Workplace safeguards (issued July 29, 2020)</p>					<p>Employers may not take adverse action against an employee who stays home due to a positive COVID test, COVID symptoms, or close contact with a COVID positive person. Such individuals must be treated as if they are taking Paid Medical Leave.</p> <p>Executive Order 2020-172 does not apply to Health Care Professionals, Workers at a health care facility as defined in EO 2020-172, First responders (e.g., police officers, fire fighters, paramedics, EMTs, child protective services employees, workers at child caring institutions (as defined by Michigan law) workers at adult foster care facilities (also as defined by Michigan law) and workers at correctional facilities.</p> <p>Nothing in Executive Order 2020-172 prohibits an employer from disciplining or discharging an employee who is allowed to return to work but declines.</p> <p>All businesses or operations that require their employees to work at an employer location must, at a minimum:</p> <ul style="list-style-type: none"> Develop a COVID-19 preparedness and response plan, consistent with recommendations in Guidance on Preparing Workplaces for COVID-19, developed by the Occupational Health and Safety Administration (“OSHA”) and available here. Within two weeks of resuming in-person activities, a business’s or operation’s plan must be made readily available to employees, labor unions, and customers, whether via website, internal network, or by hard copy. Designate one or more worksite supervisors to implement, monitor, and report on the COVID-19 control strategies developed. The supervisor must remain on-site at all times when employees are present on site. An on-site employee may be designated to perform the supervisory role. Provide COVID-19 training to employees that covers, at a minimum: (1) Workplace infection-control practices. (2) The proper use of personal protective equipment. (3) Steps the employee must take to notify the business or operation of any symptoms of COVID-19 or a suspected or confirmed diagnosis of COVID-19. (4) How to report unsafe working conditions. Provide any communication and training on COVID-19 infection control practices in the 		<ul style="list-style-type: none"> Pre-K-12 Schools Personal Care Services Research Laboratories Retail Construction Gym/Fitness Centers In-Home Services Restaurants and Bars Manufacturing Casinos <p>September 25, 2020 Executive Order 2020-183 on Movie Theaters, Performance Venues and certain indoor activities (effective October 9, 2020) Effective September 9, 2020, public swimming pools open in all regions subject to the rules in Executive Order 2020-175.</p> <p>September 5, 2020 Order on Long Term Care Facilities (through September 30, 2020)</p> <p>September 5, 2020 Order on Food Sellers (through September 30, 2020) The Executive Orders contain sector specific requirements, and guidelines can be found here, which includes guidance for the following industries:</p> <ol style="list-style-type: none"> Construction Manufacturing Offices Personal-care Retail Research labs Restaurant and bars Outpatient healthcare In-home service Fitness centers Sports and entertainment Casinos 		<p>In Regions 6 and 8, outdoor concert space, race tracks, sports arenas, stadiums or similar outdoor venues are open with a limit of the smaller of 25% of capacity or 500 people.</p> <p>Except in Regions 6 and 8, indoor theaters, cinemas and performance venues remain closed. On September 8, 2020, indoor gymnasiums, fitness centers, recreation centers, sports facilities, exercise studios and the like will open to Regions 6 and 8 only subject to a 250 person limit.</p> <p>Only in Regions 6 and 8, indoor services or facilities, or outdoor services or facilities involving close contact of persons, for amusement or other recreational or entertainment purposes, such as amusement parks, arcades, bingo halls, bowling alleys, indoor</p>	

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	Executive Order 2020-160 MI Safe Start (issued July 29, 2020) Executive Order 2020-153 - Masks Executive Order 2020-145 (issued July 9, 2020) Executive Order 2020-143 (closing indoor service at bars in all but Regions 6 and 8) Executive Order 2020-126 (issued June 17, 2020) Executive Order 2020-110 (rescinding Safer at Home order) Executive Order 2020-36 (Protecting workers who stay home, stay safe when they or their close contacts are sick)					<p>primary languages common in the employee population.</p> <ul style="list-style-type: none"> Place posters in the languages common in the employee population that encourage staying home when sick, cough and sneeze etiquette, and proper hand hygiene practices. Conduct a daily entry self-screening protocol for all employees or contractors entering the workplace including, at minimum, a questionnaire covering symptoms and suspected/confirmed exposure to people with possible COVID-19 Maintain social distancing, including through the use of markings, signs, and barriers Provide face coverings to employees and require them to be worn when employees cannot consistently maintain six feet of separation from other individuals, and consider shields when employees cannot consistently maintain three feet of separation Increase cleaning Make cleaning supplies available to employees and provide time for them to wash hands frequently In the event of a confirmed positive, immediately notify the local health department and within 24 hours notify anyone who may have come into contact with the person Establish a response plan for dealing with a confirmed infection Restrict business-related travel Encourage employees to use PPE and hand sanitizer Promote remote work to the fullest extent possible An employer will allow employees with a confirmed or suspected case of COVID-19 to return to the workplace only after they are no longer infectious according to the latest guidelines from the Centers for Disease Control and Prevention ("CDC") and they are released from any quarantine or isolation by the local public health department. Follow Executive Order 2020-36, and any executive orders that follow it, that prohibit discharging, disciplining, or otherwise retaliating against employees who stay home or who leave 		<p>13. Childcare</p> <p>On July 9, 2020, the Governor issued an executive Order outline guidelines for meat and poultry processing facilities.</p>		<p>climbing facilities, indoor dance areas, roller rinks, ice rinks, trampoline parks, carnival or amusement rides as defined by MCL 408.652(2), waterparks, and other similar recreational or entertainment facilities are open.</p> <p>On June 10, the Upper Peninsula and the Traverse City region were moved to Phase 5 allowing for the reopening of movie theaters, gyms and bowling alleys.</p>	

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						<p>work when they are at particular risk of infecting others with COVID-19.</p> <ul style="list-style-type: none">Establish a response plan for dealing with a confirmed infection in the workplace, including protocols for sending employees home and for temporary closures of all or part of the workplace to allow for deep cleaning.Adopt any additional infection-control measures that are reasonable in light of the work performed at the worksite and the rate of infection in the surrounding community. <p>MIOSHA guidelines and checklist found here.</p>					
Minnesota	Face Covering Order Executive Order 20-74 (issued June 5-continued reopening). Executive Order 20-54 (Protecting Workers from Unsafe Working Conditions and Retaliation) Stay Safe Minnesota website	https://www.health.state.mn.us/diseases/coronavirus/index.html	N/A	Indoor gatherings of more than 10 people and outdoor gatherings of more than 25 people even if social distancing can be maintained	None	<p>All places of public accommodation remaining open or reopening under Executive Order 20-74 must follow the requirements in paragraph 7.e of Executive Order 20-74, including developing and implementing a COVID-19 preparedness plan (sample templates of preparedness plans are available here) in accordance with industry-specific guidelines available at the Stay Safe Minnesota website. More specifically, Minnesota places of public accommodation must generally draft and implement a preparedness plan, and they must do so while considering the industry-specific guidance posted on the Stay Safe Minnesota website.</p> <p>Executive Order 20-74 also provides that critical businesses in Minnesota – which were previously exempted from the preparedness plan mandate – must now proceed with drafting and implementing a preparedness plan by June 29, 2020.</p>	Any worker who can work from home must do so.	<p>On June 5, 2020, Governor Tim Walz continued with the phased reopening of Minnesota by issuing Executive Order 20-74.</p> <ul style="list-style-type: none">Restaurants, food courts, cafes, coffeehouses, bars, taverns, taprooms, and other places of public accommodation offering food, beverages, or tobacco products for on-premises consumption, may now provide indoor and outdoor service, subject to several restrictions, including limiting indoor occupancy to 50% capacity and to a maximum of 250 people;Gyms, fitness centers, rec centers, indoor sports facilities, outdoor sports facilities, and exercise studios may reopen at no more than 25% capacity, but must require social distancing, strongly encourage face coverings, and regularly disinfect equipment and workout space;	High risk populations are strongly urged to stay home. Executive Order 20-54 directed the Commissioner of Human Rights to issue guidance regarding employers’ obligations to provide reasonable accommodations related to COVID-19 for qualified employees with disabilities, which may include employee’s with health conditions who are high risk. Accommodations might include adjusting schedules, leave, working from home.	N/A	Minneapolis

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								<ul style="list-style-type: none">Indoor entertainment venues (like theaters, cinemas, concert halls, museums, performance venues, and bowling alleys) may reopen at 25% capacity;Personal services (like salons, barbershops, and tattoo parlors) may increase to 50% capacity, but must require reservations; andOutdoor entertainment venues (like sporting events, concerts, and theaters) may reopen at 25% capacity.			
Mississippi	Executive Order No. 1525 (Safe Recovery Order)	https://msdh.ms.gov/msdhsite/static/14,0,420.html	November 30, 2020	Under the Safe Recovery Order, the following limits apply to social and recreational gatherings when social distancing is not possible: <ul style="list-style-type: none">20 people indoors100 people outdoors	Businesses that will remain closed include places of amusement or entertainment like casinos, theaters, bars, and museums.	Workplaces should be mindful of providing strong hygiene support and facilitating social distancing for the safety of their employees and patrons. Employees who are sick should stay at home, and employees should be checked daily for COVID-19 symptoms. <ul style="list-style-type: none">Limit customers/visitors to no more than 75% of the business’ capacity,Require appropriate PPE and strongly encourage a face coveringsFrequently clean high contact surfacesEnforce hand washing and hygiene protocolsMake hand sanitizer available to customers and visitors at points of entry and throughout the businessDisplay signage at points of entry regarding social distancing and COVID symptoms	None	Sector specific requirements (including for restaurants, reception halls and conference centers, auditoriums and movie theaters, personal care services, sports complexes, arenas, school events, and college stadiums) can be found in the order. Guidance for reopening can be found here . Child care facilities and summer camps Churches Restaurants and bars Retail businesses Social gatherings and events State agencies Youth sports			
Missouri	Executive Order 20-12 (Fully Open for Business) Show Me Strong FAQs	https://health.mo.gov/living/healthcondiseases/comunicable/novel-coronavirus/	December 30, 2020	N/A	None	Businesses are not restricted, but the state makes recommendations. It is recommended to implement basic infection prevention measures informed by industry best practices, regarding:	Recommendation (not requirement) to encourage telework whenever possible and feasible with business operations	N/A	None	N/A	St. Louis County City of St. Louis Kansas City

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						<ul style="list-style-type: none">• Protective equipment;• Temperature checks;• Testing, isolating, and contact tracing; and• Sanitation, including disinfection of common and high-traffic areas (entrances, breakrooms, locations where there is high-frequency employee interaction with the public/customer). <p>Modify physical workspaces to maximize and maintain social distancing.</p> <p>Develop an infectious disease preparedness and response plan, including policies and procedures for workforce contact tracing when an employee tests positive for COVID-19.</p> <p>Monitor workforce for indicative symptoms. Symptomatic people should not physically return to work until cleared by a medical provider.</p> <p>Develop, implement, and communicate about workplace flexibilities and protections, including:</p> <ul style="list-style-type: none">• Encouraging telework whenever possible and feasible with business operations;• Returning to work in phases and/or split shifts, if possible;• 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.					
Montana	Face Coverings Directive (July 15, 2020) Directive on Implementing and Establishing Phase 2 of Reopening Phase Two Reopening Montana Plan	https://covid19.mt.gov/	TBD	50	.	Employers should: <ul style="list-style-type: none">• Develop and implement appropriate policies, in accordance with federal, state, and local regulations and guidance, and informed by industry best practices, regarding:<ul style="list-style-type: none">○ Social distancing and protective equipment.○ Temperature checks and/or symptom screening.○ Testing, isolating, and contact tracing, in collaboration with public health authorities.○ Sanitation	Encourage telework whenever possible and feasible with business operations	The following industries have additional guidelines/requirements: <ul style="list-style-type: none">• Restaurant• Bar• Brewery• Distillery• Casino• Outdoor Recreation• Personal Care / Services• Gyms/fitness centers• Public accommodation pools• Places of assembly	Vulnerable populations should still adhere to the stay at home guidance. Special accommodations should be made for members of a VULNERABLE POPULATION or those with vulnerable household members.		N/A

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						<ul style="list-style-type: none"> Monitor workforce for indicative symptoms. Do not allow people with symptoms of COVID-19 to work. Collaborate with public health officials when implementing policies and procedures for workforce contact tracing following an employee's COVID-19 positive test result. Encourage voluntary participation of employees in any surveillance testing designed to provide community-wide early warning by local public health officials. <p>Accommodate alternate work schedules such as shift work and staggered scheduling in order to adhere to physical distancing guidelines.</p> <p>Close common areas where personnel are likely to congregate and interact; or enforce strict physical distancing protocols.</p> <p>Minimize non-essential travel.</p>		<ul style="list-style-type: none"> Theatres 			
Nebraska	http://dhhs.ne.gov/Pages/COVID-19-Directed-Health-Measures.aspx	http://dhhs.ne.gov/Pages/Coronavirus.aspx	October 31, 2020 (extended)	<p>Indoor gatherings: 50% of rated occupancy at a time (Max of 10,000)</p> <p>Outdoor gatherings: 75% of rated occupancy at a time (Max of 10,000)</p>		<ul style="list-style-type: none"> Stay at least 6 feet away (about 2 arms' length) from others. Keeping distance from others is especially important for people who are at a higher risk of getting very sick (those over 65 years of age, have serious underlying health conditions or are immunocompromised.) Wear a cloth face covering in public (grocery stores, pharmacies etc.) when you can't stay 6 feet away from others. The cloth face cover is not a substitute for social distancing. Stay home if you or someone in your house has a sudden onset of cough or shortness of breath or a fever. Don't take your temperature within 30 minutes of exercising or after taking medications that could lower your temperature, like acetaminophen. Wash hands often with soap and water. If soap and water aren't available, use an alcohol-based sanitizer that contains at least 60 percent alcohol. Avoid touching your eyes, nose, and mouth with unwashed hands. Clean and disinfect frequently touched objects and surfaces, especially counters, handles, doorknobs, tabletops, remotes and keyboards. 	Work from home, if possible.	<p>Nebraska has issued guidelines and best practices for various industries.</p> <p>The following industries have additional guidelines/requirements:</p> <ul style="list-style-type: none"> Bars, Taverns, Gentlemen & Bottle Clubs Child Care Centers Gyms/Fitness Centers/Health Clubs/Health Spas Restaurants, Bowling Alleys Salons/Barbers/Massage Therapy/Body Art Weddings/Funeral Reception/Faith-Based Services Booth, Tabling, and Sales Event Dental Associations 	Keeping distance from others is especially important for people who are at a higher risk of getting very sick.	<p>Effective September 25, 2020, all counties are in Phase 4 except Lancaster County, which has kept some Phase 3 restrictions in place.</p> <p>Directed health measures were announced effective September 11, 2020 for Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Grant, Kimball, Morrill, Scotts Bluff, Sheridan, and Sioux moving to Phase 4.</p>	Lincoln (face covering mandate)

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								<ul style="list-style-type: none"> Estate and Auctions Long-Term Care Outdoor Stadium, Racetrack, Arena Pharmacists Youth Camps Sports 		Directed health measures were announced effective July 6 for Dakota, Hall, Hamilton and Merrick Counties. These counties joined the rest of Nebraska in Phase 3.	
Nevada	Declaration of Emergency Directive 033 Nevada Guidance for Safe Gatherings and Large Gathering Venue COVID-10 Preparedness & Safety Plan Declaration of Emergency Directive 030 (formally adopting the Road to Recovery) Road to Recovery Phase Two Directive Phase Two Guidance (updated) Phase Two Reopening Chart https://nvhealthresponse.nv.gov/news-resources/governor-directives-and-declarations/	https://nvhealthresponse.nv.gov/	Extended until state of emergency is lifted	Public and private gatherings are limited to the lesser of 250 people or 50 percent of fire code capacity. These limits apply to the general public.	Bars, pubs, wineries, and the like that do not serve food must close in certain counties . During Phase Two, the following businesses will remain closed during Phase 2: adult entertainment establishments, brothels, nightclubs and day clubs, live sporting event venues and live performance venues with spectators.	Requirements for all businesses: <ul style="list-style-type: none"> All businesses must adopt measures promulgated by the Nevada State OSHA to minimize the risk of spread of COVID-19, including social distancing and sanitation measures, and abide by all other guidance promulgated pursuant to the Phase 2 directive. Close or limit access to common areas. Face coverings required in common areas Promote handwashing Cleaning Provide sanitation and cleaning supplies All employers shall require employees who interact with the public to wear face coverings, to the maximum extent practicable. 	Encourage telework, whenever possible and feasible with business operations.	The following industries have additional guidelines/requirements : <ul style="list-style-type: none"> Celebrations, Ceremonies and Live Events Aquatics: <ul style="list-style-type: none"> Aquatic Facilities (HOA and Multi-Family) Local and Public Pools and Aquatic Centers Swimming Lessons Bars (New Normal Plan effective 9/17 limited to 50% capacity) Bowling Alleys Camps – Day and Residential Closed Events Farmer’s Markets Fitness: Gatherings and Services of Community and Faith-Based Organizations Guest Rooms Indoor Malls Indoor Venues Movie Theaters 	Strongly consider special accommodations for personnel who are members of a vulnerable populations.	Lander, Lyon and Nye County are no longer elevated with disease transmission risk (as of September 11, 2020). Counties with elevated disease transmission risk: Clark, Churchill, Elko, Humboldt, Eureka and Washoe County . Action plans for these counties are here . <ul style="list-style-type: none"> In counties determined to have Elevated Disease Transmission, bars, pubs, taverns, breweries, distilleries, and wineries that don’t serve food must close. In Nye County, bars may reopen outside of Pahrump 	

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								<ul style="list-style-type: none"> Outdoor Equine and Livestock Competitions Outdoor Venues Personal Services: <ul style="list-style-type: none"> Body Art and Body Piercing Establishments Massage Establishment Sanitization Guidelines Massage Therapy Skin Care Trade Schools and Technical Schools Youth Sports: <ul style="list-style-type: none"> Organized Youth Sports – Practice Only Baseball and Softball – Practice Only Soccer – Practice Only 		<ul style="list-style-type: none"> In counties determined to have Elevated Disease Transmission, bars, pubs, taverns, breweries, distilleries, and wineries that do serve food must close bar tops and bar areas and limit table seating to parties of 6 or fewer. 	
New Hampshire	Emergency Order 70 (extending Emergency Order 52) Emergency Order 65 (providing fines for businesses that violate any emergency order) Emergency Order 52	https://www.nh.gov/covid19/	November 15, 2020 (Extended)	None	None	<ul style="list-style-type: none"> All employers must follow requirements: <ul style="list-style-type: none"> Require sick employees to stay home Conduct screenings Promote hand hygiene Implement cleaning and disinfection Mitigate exposure Plan for COVID cases Update illness policy Communicate with employees Guidance is available here. 	Allow work from home as much as practical	The following industries have additional guidelines/requirements: <ul style="list-style-type: none"> Acupuncture Adult Day Services Amateur and Youth Sports Amusement Parks Arts and Music Education Attractions Beaches Body Art Bowling & Entertainment Center Campgrounds Charitable Gaming Child Care 	Vulnerable populations are strongly advised to stay home		

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								<ul style="list-style-type: none"> • Cosmetology • Day Camps • Dental • Drive-in Theaters • Driver's Education • Equestrian Facility • Funeral Homes • Golf Courses • Gyms • Health and Fitness • Hospitals • Libraries • Lodging • Manufacturing • Massage • Motorcycle Rides • Movie Theaters • Museums & Art Galleries • Outdoor Attractions • Outdoor Race Tracks • Overnight Camps • Performing Arts Venues • Places of Worship • Pools • Post-Secondary Education Taskforce Report • Restaurants and Dining • Retail Establishments • Road Races • State Parks • Tourist Trains • Weddings 			
New Jersey	Executive Order 192 (with new guidelines for employers) All executive orders New Jersey Staged Reopening Approach	https://covid19.nj.gov/pages/reopen		Indoor gathering limited to 25% capacity, with a maximum of 25 persons (reduced August 3, 2020)	<ul style="list-style-type: none"> • Indoor dining • Personal care services offered outside of personal care service facilities or of health 	Effective November 5, 2020 , the following requirements are in place for employers that require employees to be physically present at the worksite: <ul style="list-style-type: none"> • Individuals maintain at least 6 feet of distance from each other to the extent possible. When 6 feet of distance is not permitted, the employees must wear masks and install physical barriers between workstations wherever possible. 	Businesses are expected to continue to allow those employees who can work from to keep working at home	The following industries have additional guidelines/requirements: <ul style="list-style-type: none"> • Health club facilities located in hotels, motels, condominiums, cooperatives, corporate offices, or other business 			Newark

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	Executive Order 181 Executive Order 183 Executive Order 186			Outdoor gatherings at 500	facilities providing medically necessary or therapeutic services. <ul style="list-style-type: none"> Dance floors at any business must be closed or cordoned off. Outdoor gatherings are now increased to 500 persons, and outdoor religious services and political activities will continue to have no numerical limits. 	<ul style="list-style-type: none"> Employees, customers, visitors, and other individuals entering the worksite must wear a cloth or disposable face mask while on premises. Employers are permitted to engage in the interactive process to determine whether a reasonable accommodation can be provide, and expressly provides that “[a]n employer may require employees to produce medical documentation supporting claims that they are unable to wear a face mask because of a disability.” (Businesses still cannot require customers or other visitors to produce medical documentation.) Employers must provide sanitization materials to its employees, customers and visitors. Employers must ensure that employees practice good hygiene, and provide employees break time for repeated handwashing throughout the day and access to hand washing facilities. Employers must routinely clean and disinfect all high-touch areas in accordance with DOH and CDC guidelines. Employers must conduct daily health checks of employees prior to each shift. Employers must immediately separate and send home employees who appear to have symptoms consistent with COVID-19 upon arrival or who become sick during the day. Employers must promptly notify all employees of any known exposure to COVID-19 at the worksite consistent with the confidentiality requirements of the ADA. Additionally, employers must clean and disinfect the worksite in accordance with the CDC guidelines. <p>All businesses must adopt policies that, at minimum, implement the following cleaning protocols:</p> <ul style="list-style-type: none"> Clean and disinfect high-touch areas routinely in accordance with CDC guidelines; 		facilities reopen provided that they adopt minimum health and safety requirements <ul style="list-style-type: none"> Gyms and Indoor Amusement and Water Parks (Reopened September 1.) with restrictions and 25% indoor capacity Sports in outdoor settings Retail businesses at 50% capacity Bars and restaurant Microbreweries and brewpubs Child care centers Golf Courses Recreational businesses Entertainment businesses Playgrounds, amusement parks, and water parks Swimming pool Horse racetracks Construction Personal care businesses Libraries Gyms and fitness centers Movie theaters, performing arts centers, and concert venues Private-Carrier vehicles at 50% capacity. Effective September 4, movie theaters and indoor performance venues to reopen at 			

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						<ul style="list-style-type: none"> Maintain cleaning procedures in all other areas of the facility; and Ensure that the facility has a sufficient number of workers to perform the above protocols. 		the lesser of 25% capacity or 150 people. <ul style="list-style-type: none"> Effective September 4 Indoor Dining Resumes under capacity limitations found here. 			
New Mexico	October 22, 2020 Public Health Order (directing residents to stay at home for all but the most essential activities and services) October 16, 2020 Public Health Order September 18, 2020 Public Health Order Extending Various Orders August 28, 2020 Public Health Order Extending Various Orders July 30, 2020 Public Health Order Extending Various Orders All Together New Mexico: COVID-Safe Practices for Individuals and Businesses July 13, 2020 Public Health Order Extending Various Orders	https://cv.nmhealth.org/	November 13, 2020	Public and private gatherings of five (5) or more in a single room or connected space or outdoor space (includes business gatherings)	<ul style="list-style-type: none"> Casinos Indoor movie theatres Museums Bowling alleys Miniature golf Arcades Amusement parks Concert venues Performance venues Go-kart courses Adult entertainment venues Indoor recreation or indoor entertainment spaces Bars (other than take-out and delivery) Indoor tennis facilities 	<p>All businesses must comply with the COVID-Safe Practices sections of All Together New Mexico: COVID-Safe Practices for Individuals and Businesses and occupancy restrictions. Except as otherwise specified, non-essential businesses are limited to 25% capacity.</p> <p>Requirements:</p> <ul style="list-style-type: none"> Arrange workplace to provide for 6 feet of distance between individuals wherever possible. Close common areas where personnel are likely to congregate wherever possible or modify them to minimize contact. Ensure all employees have face coverings or masks and wear them in the workplace at all times when in the presence of others, except when eating, drinking or exercising, or unless otherwise advised by a health care provider. Train all employees on daily cleaning and disinfecting protocol, hygiene, and respiratory etiquette (e.g., covering coughs). Make handwashing, sanitizer, and other hygiene support available to employees. <ul style="list-style-type: none"> Note: the use of gloves is not a substitute for frequent handwashing. Screen employees before they enter the workplace each day (verbally or with a written form or text-based or other app). Send employees home who are experiencing the following COVID-19 symptoms related to COVID-19 and direct them to obtain free testing through the Department of Health: <ul style="list-style-type: none"> Fever Cough Shortness of breath Sore throat Headache Muscle pain Chills Repeated shaking with chills 	<ul style="list-style-type: none"> Limit operations to remote work to the greatest extent possible. Provide for all meetings to take place remotely whenever possible. 	<p>Beginning on October 16, 2020:</p> <ul style="list-style-type: none"> All food and drink establishments must close at 10 p.m. each night with 25% maximum occupancy in any enclosed space. Maximum Hotel capacity reduced to 60% that have completed N.M. Safe Certified training program and for establishments that have not completed the training a reduction of maximum capacity reduced to 25%. (Houses of worship limited to 40% capacity) <p>The following industries have additional guidelines/requirements in the order:</p> <ul style="list-style-type: none"> Retail at 25% (including for essential businesses) Restaurants Office and Call Centers Grocery Stores and Farmers' Markets Summer Youth Programs Manufacturing, Warehouse, and Food Production Hotels, Resorts, and Lodging at 50% 	Consider assigning vulnerable workers duties that minimize their contact with customers and other employees (e.g., managing inventory rather than working as a cashier, managing administrative needs through telework).	None	

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	All Together New Mexico Safe Practices https://cv.nmhealth.org/public-health-orders-and-executive-orders/					<ul style="list-style-type: none"> ○ Loss of taste or smell • Prohibit employees with known close contact to a person who is lab-confirmed to have COVID-19 to return to work until authorized by the Department of Health. • Minimize non-essential travel. • Adhere to CDC guidelines and state orders regarding isolation following out-of-state travel. • Adhere to all CDC and OSHA guidelines. <p>Best Practices:</p> <ul style="list-style-type: none"> • Develop a COVID-19 communication plan and provide a forum for answering employee questions and addressing concerns. • Appoint a COVID-Safe Practice leader or team to enact safe practices in the workplace. • Review employee leave policies and modify as needed to ensure compliance with the Families First Coronavirus Response Act. • To support contact tracing, offer all customers who visit the establishment with the opportunity to record their name and phone number or email address, along with the date and time of their visit, and retain such records for no less than four weeks from the date of collection. • Follow all heating, ventilation and air conditioning (HVAC) preventative maintenance as required by the manufacturer on prescribed schedules. When possible, consult with an HVAC engineer to improve ventilation and minimize the potential for worker exposure 		<ul style="list-style-type: none"> • Golf Courses • Tour Operators • Houses of Worship • Farm, Ranch, Dairy Producers & Processors • Veterinarians and Pet Care Facilities • Construction and Field Operations • Automobile Dealers and Services • Salons, Spas, Tattoo Parlors & Related Services • Gyms • Medical Providers, Childcare Centers & Other Industries • Drive-In Events 			
New York	https://www.governor.ny.gov/executiveorders Face Covering Order State Reopening Guide NY Forward Reopening Website	https://coronavirus.health.ny.gov/home	TBD	Up to 50 people		All businesses must complete a Forward Safety Plan – sector specific plans are available in the guidance below.	Refer to industry-specific guidelines	New York MTA requiring masks for all passengers on public transportation. Gyms and fitness facilities may reopen with restrictions . Casinos allowed to open statewide with a 25% occupancy limit starting September 9, 2020	Refer to industry-specific guidelines	Cluster Action Initiative has three levels: Red, Orange and Yellow Zones. Guidance Here . For Red Clusters: <ul style="list-style-type: none"> • No non-essential gatherings of any size • Houses of worship are 	Effective October 7, 2020 , parts of Brooklyn and Queens will close non-essential businesses including all schools, inside and outside restaurant dining, gyms and indoor pools.

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								<p>The following industries have additional guidelines/requirements and are outlined in the New York Forward Business Reopening site (follow industry guidance from previous stages as the state advances):</p> <ul style="list-style-type: none"> • Construction • Agriculture, Forestry, Fishing and Hunting • Retail • Manufacturing • Wholesale Trade • Offices • Real Estate • Vehicle Sales, Leases, and Rentals • Retail Rental, Repair, and Cleaning • Commercial Building Management • Hair Salons and Barbershops • Food Service • Personal Care • Higher Education • Low-Risk Outdoor Arts & Entertainment • Low-Risk Indoor Arts & Entertainment • Media Production • Professional Sports Competitions With No Fans • Bowling Alleys 		<p>subject to a capacity limit of 25% of maximum occupancy or 10 people, whichever is fewer</p> <ul style="list-style-type: none"> • Restaurants and taverns must cease serving patrons food or beverage on-premises and may be open for takeout or delivery only • Schools must close for in-person instruction, except as otherwise provided in Executive Order. <p>For Orange Clusters:</p> <ul style="list-style-type: none"> • Non-essential gatherings shall be limited to 10 people • Houses of worship are subject to a capacity limit of the lesser of 33% of maximum occupancy or 25 people, whichever is fewer 	

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										<ul style="list-style-type: none">• Restaurants and taverns must cease serving patrons food or beverage inside on-premises but may provide outdoor service, and may be open for takeout or delivery, provided that any one seated group or party must not exceed 4 people• Schools must close for in-person instruction, except as otherwise provided in Executive Order.• Certain non-essential businesses, for which there is a higher risk of transmission of the COVID-19 virus, shall reduce in-person workforce by 100%; such businesses include (1) Gyms, fitness centers or classes; (2)	

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										<div>Hair salons and barbershops; and (3) All other personal care services including but not limited to spas, tattoo or piercing parlors, nail technicians and nail salons, cosmetologist s, estheticians, the provision of laser hair removal and electrolysis</div> <div>For Yellow Clusters:</div> <ul style="list-style-type: none">• Non-essential gathers are limited to no more than 25 people• Houses of worship are subject to a capacity limit of 50% of its maximum occupancy and shall adhere to Department of Health guidance• Restaurants and taverns must limit any one seated group	

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										<div>or party size to 4 people</div> <div><ul style="list-style-type: none">Schools shall adhere to applicable guidance issued by the Department of Health regarding mandatory testing of students and school personnel</div> <div>All regions are now in Phase Four.</div> <div>Malls in NYC allowed to open at 50% occupancy limit starting September 9, 2020</div> <div>Indoor Dining in NYC allowed to resume at 50% occupancy limit starting on September 30.</div>	
North Carolina	Executive Order 170 (extending Executive Order 169 and maintaining Phase 3 restrictions) Executive Order 169 (Restrictions to Protect Lives During the COVID-19 Pandemic: Phase 3)	https://www.nc.gov/covid19	November 13, 2020	Mass gatherings of more than 25 for indoors and 50 people outside. In publicly accessible indoor facilities, the mass gathering limit applies		Requirements: <ul style="list-style-type: none">Stay at least 6 feet (about 2 arms’ length) from other people; do not gather in groupsWash hands with soap for 20 seconds or use hand sanitizer reduces the spread of transmission.Develop a reopening plan Recommendations: <ul style="list-style-type: none">Stagger shifts when remote working is not possible.Post signage around the office reminding staff about social distancing (staying at least 6 feet away from others). Know Your Ws sign templates	Allow staff to work remotely as much as possible.	Phase 3 Opens the following business effective October 2: <ul style="list-style-type: none">Amusement Parks at 30% capacity.Bars, Night Spots and Arenas with varying restrictions.Gyms and Physical Activity Facilities are limited to 30% capacity for indoor and 12 guests for every 1000 square	High risk individuals are urged to stay home. Enable employees to self-identify as high risk for severe disease and reassign work to minimize face-to-face contact and to allow them to maintain a distance of six feet from others, or to telework if possible.	<div>Durham</div> <div>Orange</div>	

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	Executive Order 163 (Phase 2.5 Safer at Home) Amended Phase 2 Order Phase 2 order FAQs on Phase 2			per room of the facility.		<p>are available in English and Spanish on the NC DHHS COVID-19 response site.</p> <ul style="list-style-type: none">• Consider posting signs around frequently touched objects like shared printers or bathroom sinks.• Move desks and workstations at least six (6) feet apart.• Mark six (6) feet of spacing on the floor in higher traffic areas, such as reception areas.• Consider closing off areas where people are more likely to gather, like breakrooms.• Clearly mark designated entry and exit points; if a building has only one entry/exit point, try to stagger entry and exit times if possible.• Develop and use systems that allow for online, email, or telephone transactions.• Provide or encourage staff to bring their own water or individual meals, to reduce possible exposure.• It is strongly recommended that all individuals wear a cloth face covering when they may be near (less than 6 feet from) other people. An FAQ about face coverings is available in English and Spanish.• It is encouraged that businesses and organizations provide cloth face coverings for employees and customers. If provided, they must be single use or properly laundered using hot water and a high heat dryer between uses.• Please share guidance to employees on use, wearing, and removal of cloth face coverings.• Perform ongoing and routine environmental cleaning and disinfection of high-touch areas (e.g., doors, doorknobs, rails, tables, chairs) with an EPA approved disinfectant for SARS-CoV-2 (the virus that causes COVID-19), and increase disinfection during times when the business may have more visitors.• Promote frequent use of hand washing and hand sanitizer for staff and individuals. Require handwashing of staff immediately upon reporting to work, after contact with individuals, after performing cleaning and disinfecting activities, and frequently throughout the day.• Provide, whenever available, hand sanitizer (with at least 60% alcohol) at the entrance and other areas. Systematically and frequently check and		<p>feet for outdoor areas.</p> <ul style="list-style-type: none">• Movie Theaters, Meeting Spaces, Gaming Entertainment limited to 100 people or 30% of capacity or no more than 7 guests for every 1000 square feet at the location. <p>Phase 2.5 Opens the following business effective September 4:</p> <ul style="list-style-type: none">• Museums and aquariums can operate at 50 percent capacity.• Gyms, bowling alleys and other indoor exercise facilities can operate at 30 percent capacity. <p>Alcohol sales for on-site consumption are barred between 11 pm and 7 am.</p> <p>The following industries have additional guidelines/requirements:</p> <ul style="list-style-type: none">• Retail• Child care• Restaurants• Barbers, salons, massages, and personal-care businesses• Large venues, arenas and stadiums• Public pools and spas• Overnight/day camps			

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						<p>refill hand sanitizers and assure soap and hand drying materials are available at all sinks.</p> <ul style="list-style-type: none">• Provide tissues for proper cough and sneeze hygiene.• Increase circulation of outdoor air as much as possible by opening windows and doors, using fans, or other methods. Do not open windows and doors if they pose a safety risk.• Staff should be encouraged to self-monitor for symptoms such as fever, cough, or shortness of breath. If they develop symptoms, they should notify their supervisor and return home.• Employees who have symptoms when they arrive at work or become sick during the day should immediately be separated from other employees, customers, and visitors and sent home.• Conduct daily symptom screening of employees at entrance to workplace with immediately sending symptomatic workers home to isolate.• Post signage at the main entrance requesting that people who have been symptomatic with fever and/or cough not enter.• Have a plan in place for immediately removing employee from work if symptoms develop.• Establish and enforce sick leave policies to prevent the spread of disease, including:<ul style="list-style-type: none">○ Enforcing employees staying home if sick.○ Encouraging liberal use of sick leave policy.○ Expanding paid leave policies to allow employees to stay home when sick.• Require symptomatic employees to wear masks until leaving the office. Cleaning and disinfecting procedure should be implemented by designated personnel following CDC guidelines once sick employee leaves.• Provide employees with information on help lines to access information or other support in reference to COVID-19, e.g. 211 and Hope4NC Helpline (1-855-587-3463).• Follow the CDC’s Guidance for Reopening Buildings After Prolonged Shutdown or Reduced Operation to minimize the risk of diseases associated with water.• Ensure ventilation systems operate properly and increase circulation of outdoor air as much as		<ul style="list-style-type: none">• Fitness centers and gyms• Tattoo business settings• Adult day care/day health programs• Outdoor fitness• Meat and poultry processing plants• Farm, pack houses and related facilities• Veterinarians and animal services			

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						possible by opening windows and doors, using fans, or other methods. Do not open windows and doors if they pose a safety or health risk to people using the facility.					
North Dakota	https://www.governor.nd.gov/executive-orders ND Smart Restart Protocols North Dakota is in the Green - Low Risk Level.	https://ndresponse.gov/covid-19-resources	TBD	Group gatherings are limited by certificate of occupancy for the room or seating area according to industry-specific Smart Restart protocols and social distancing is maintained. Cancel gatherings of any size where distancing cannot be maintained.		<ul style="list-style-type: none"> Adhere to CDC Guidelines for Businesses and Employers. Adhere to Department of Health Recommendations and Resources for the Public. Complete the Workplace Assessment Tool for COVID-19. Any business located within the exterior boundaries of a reservation is subject to additional requirements under tribal law. Mark six-foot increments where lines form. Post signage (state provided) at all entrances of the facility informing all employees and customers that they should: <ul style="list-style-type: none"> Avoid entering the facility if they have a cough or fever. Maintain a minimum six-foot distance from one another. Wash their hands often with soap and water for at least 20 seconds. Limit unnecessary contact such as hugging and shaking hands. Encourage use of cloth face coverings to employees and contracted workers whose duties require close contact (within 6 feet for 10 minutes or more) with other employees and/or the public. Provide contactless payment systems or, if not feasible, disinfect all payment portals, pens and styluses after each use. Provide hand sanitizer, soap and water or effective disinfectant at or near the entrance of the facility and in other appropriate areas for use by the public and employees, and in locations where there is high frequency employee interaction with members of the public (e.g. cashiers). Keep chemicals out of reach of small children. Restrooms normally open to the public shall remain open to the public with heightened hygiene and cleaning standards. Regularly disinfect other high-touch surfaces according to industry standard operating procedures in conjunction with Personal Protective Equipment use for staff. 	Implement workplace policies to allow for teleworking for all employees who are able to conduct their duties from home.	The following industries have additional guidelines/requirements: <ul style="list-style-type: none"> Restaurant, Bars, Breweries, Distilleries, Food Trucks Hair Salons, Barbershops, Nail Salons, Tanning Salons, Waxing Studios and Other Cosmetology Related Businesses Medispa Tattoo and Body Piercing Massage Therapy Fitness Centers Movie Theatres Large Gatherings Banquets, Ballrooms, Wedding and Event Venues Recreational Pools, Water Playground Features 	Workplaces should minimize face-to-face contact, assign tasks that allow high-risk individuals to maintain a six-foot distance from other workers or customers, or allow them to telework.	Effective October 15, 2020, under the ND Smart Restart color-coded health guidance, the following counties are in Red (Non-essential business closed): Williams, McKenzie, Golden Valley, Mountrail, Dunn, Stark, Bottenuau, McHenry, McLean, Burleigh, Morton, Sioux, Emmons, Benson, Cass Dickey. The following counties are in Orange (25% occupancy with a cap of 50 people): Ward, Mercer, Bowman, Grant, McIntosh, La Moure, Richland, Barnes, Foster, Eddy, Nelson, Grand Forks, Walsh, Ramsey, Towner	

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						<ul style="list-style-type: none"> Develop policies and procedures for prompt identification and isolation of sick staff and customers. Encourage customers to download the Care19 Diary and Care19 Exposure Apps to increase success levels with contact tracing. 					
Ohio	Statewide mask order August 1, 2020 Order https://coronavirus.ohio.gov/wps/portal/gov/covid-19/resources/public-health-orders/public-health-orders July 7, 2020 Order Extending Expiration Date of Various Order and Outlining Business Requirements Face Covering Requirement Announcement	https://coronavirus.ohio.gov/wps/portal/gov/covid-19/home		<p>Older adult day care services and senior centers</p> <p>Adult day support or vocational habilitation services in congregate settings</p> <p>Rooming and boarding houses, and workers' camps</p> <p>Certain entertainment/recreation sites</p>	Public and private gathering limited to ten (10) persons or less.	<p>Business must:</p> <ul style="list-style-type: none"> Require face coverings for employees and recommend them for clients/customers at all times. Require sick employees to stay home until recovered Make sure sick leave policies are flexible and non-punitive; Encourage employees to do a self-assessment each day to check if they have any COVID-19 symptoms; Separate and send sick employees home immediately and restrict until they have recovered; Reinforce key messages, place posters in visible areas, provide soap and water, hand sanitizer, tissues, and no-touch disposal receptacles for use by employees; Frequently clean commonly touched surfaces and provide disposable wipes so that commonly used surfaces can be wiped down by employees before each use; Be prepared to change business practices if needed; and Comply with all applicable CDC and Ohio Dept. of Health guidance regarding social distancing. Conduct daily health assessments by employers and employees (self-evaluation) to determine if "fit for duty." Maintain good hygiene at all times – hand washing, sanitizing and social distancing. Clean and sanitize workplaces throughout workday and at the close of business or between shifts. Limit capacity to meet social distancing guidelines. <ul style="list-style-type: none"> Establish maximum capacity. Use appointment setting where possible to limit congestion 	Business must strongly encourage employees to continue working from home as much as possible.	<p>Ohio Department of Health Director's Dine Safe Ohio Order (opening restaurants, bars, banquet and catering facilities and services under capacity restrictions)</p> <p>October 9, 2020, Amended Director's Order opening Personal Services such as hair salons, day spas, nail salons, barber shops and the like (subject to social distancing and mask requirements)</p> <p>September 5, 2020 Spectator Variance for Cleveland Browns and Cincinnati Bengals (allowing maximum of 6,000 spectators)</p> <p>The following industries have additional guidelines/requirements:</p> <ul style="list-style-type: none"> Assisted Living Facilities & Intermediate Care Facilities for Individuals With Intellectual Disabilities Casinos and Racinos Child Care Consumer, Retail, Services & Entertainment County and Independent Fairs Deputy Registrar 	Vulnerable populations are urged to stay at home except to seek medical care		

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								<ul style="list-style-type: none">• Driver Examination Services• General Office Environments• Gyms, Dance Instruction Studios, and Other Personal Fitness Venues• Local Pools, Public Pools, and Aquatic Centers• Manufacturing, Distribution & Construction• Nursing Homes• Religious Services• Residential and Youth Camps• Camping and Campgrounds• Restaurants, Bars, and Banquet & Catering Facilities/Services• Massage Therapy, Acupuncture, Cosmetic Therapy• Hair Salons, Day Spas, Nail Salons, Barbershops, Tanning Facilities, Tattoo Services and Body Piercings• K-12 Schools• Sports and Sports Leagues			
Oklahoma	https://www.okcommerce.gov/covid19/our-plan/ Oklahoma Open Up and Recover Safely Plan	https://www.okcommerce.gov/covid19/ours-plan/	TBD	None	There are no limits to group sizes, provided businesses, event organizers and local officials consider social distancing	<ul style="list-style-type: none">• Businesses can resume unrestricted staffing at their worksites by observing proper CDC-recommended social distancing protocols and are recommended to continue increased cleaning and disinfecting practices.• Suggested guidelines regarding use of masks and other personal protective equipment can be found on the CDC website along with the Oklahoma Department of Commerce website.• Summer camps may reopen.	N/A	The following industries have additional guidelines/requirements : <ul style="list-style-type: none">• Administrative offices• Bars• Entertainment and Sporting Venues• Festivals and Fairs• Full Service and Quick Service Restaurants	Vulnerable populations are recommended to follow safer-at-home policies.		City of Norman Oklahoma City City of Tulsa

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						<ul style="list-style-type: none"> Businesses that opened on an appointment only basis may now accept walk-ins. 		<ul style="list-style-type: none"> Hair and Nail Salons and Barbershops Heath Centers and Gyms Indoor Playgrounds Museums and Cultural Institutions Outdoor Concerts Overnight Youth Programs and Summer Camps Outdoor Recreational Facilities Pet Care and Grooming Businesses Places of Worship Spas and Tanning Salons Swimming Pool guidance Tattoo Parlors and Body Piercing Shops 			
Oregon	Order Extending Phase Two June 30 order extending several COVID related orders and continuing Phase Two. Gathering Guidance Phase Two order Reopening Oregon Website Mask Guidance (required beginning July 15)	https://govstatus.egov.com/or-covid-19	November 3, 2020	<ul style="list-style-type: none"> Capacity limit for restaurants, gyms, venues (e.g. concert halls, movie theaters) is reduced to 100 people indoors, including staff Social indoor gatherings are capped at 10 Limit of 25 persons indoors in phase 1 counties and 50 persons indoors in phase 2 counties 	Conventions Live audience sports Concerts	General considerations for all employers: <ul style="list-style-type: none"> Comply with any of the Governor’s Executive Orders that are in effect. Know the signs and symptoms of COVID-19 and what to do if employees develop symptoms at the workplace. Understand how COVID-19 is transmitted from one person to another—namely, through coughing, sneezing, talking, touching, or via objects touched by someone with the virus. Make health and safety a priority by implementing safeguards to protect employees and the public. Federal and state guidelines, including sector-specific guidance, will help you determine which safeguards are recommended or are required. Determine the maximum occupancy of the establishment or location based on applicable OHA guidance and post the maximum occupancy sign in a visible location. Consider modifying employee schedules and travel to reduce unnecessary close physical contact (physical distance of less than (6) six feet between people). 	<ul style="list-style-type: none"> Workplaces may begin a limited return to office work, although remote working remains recommended to the extent practicable. Identify positions appropriate for telework or partial telework, including consideration of telework for employees who are at higher risk for severe COVID-19 complications 	The following industries have additional guidelines/requirements: <ul style="list-style-type: none"> Venues & Event Operators Guidance Indoor & Outdoor Entertainment Facilities Guidance Restaurant and Bar Guidance (capacity limit of 100, must close at 10) Swimming Pools, Spas, & Sports Courts Guidance Recreational Sport Guidance Gym / Fitness Guidance School Aged/Summer Camp Guidance Personal Service Provider Guidance Retail Guidance 	People who are at risk for severe complications (over age 65 or have underlying medical conditions) should continue to maintain 6 ft. of physical distance, avoid social settings, and minimize non-essential travel.	Oregon is proceeding through its phases by county. County status for phases can be found here .	

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				<p>Limit of 25 persons outdoors in phase 1 counties and 100 persons outdoors in phase 2 counties</p> <p>This is the default limit; guidance for specific sectors may allow larger numbers up to 250</p>		<ul style="list-style-type: none">• Be aware of protected leave requirements and plan ahead for any anticipated workforce adjustments.• Stagger or rotate work schedules or shifts at worksites to ensure employees are able to sufficiently maintain physical distancing.• Limit non-essential work travel.• Implement physical distancing measures consistent with the Governor’s Executive Orders and state guidance.• Increase physical space between workers. This may include modifications such as markings on the floor demonstrating appropriate spacing or installing plexiglass shields, tables or other barriers to block airborne particles and maintain distances. Review and follow any sector-specific guidance issued by the state that recommends or requires specific physical distancing measures.• Restrict use of any shared items or equipment and require disinfection of equipment between uses.• Reinforce that meticulous hand hygiene (frequent and proper handwashing) is of utmost importance for all employees. Ensure that soap and water or alcohol-based (60-95%) hand sanitizer is provided in the workplace. Consider staging additional hand washing facilities and hand sanitizer for employees (and customer use, if applicable) in and around the workplace.• Regularly disinfect commonly touched surfaces (workstations, keyboards, telephones, handrails, doorknobs, etc.), as well as high traffic areas and perform other environmental cleaning.• Some employers are required to have employees and contractors wear masks, face shields or face coverings and transit agencies are required to have riders wear face coverings. When masks or face coverings are required an employer must provide for exceptions and accommodations to comply with applicable laws. Employers should review and implement the Statewide Mask, Face Shield, Face Covering Guidance to ensure compliance with the requirements and recommendations.• Consider upgrades to facilities that may reduce exposure to the coronavirus, such as no-touch faucets and hand dryers, increasing fresh-air	<p>due to underlying medical conditions identified by the CDC.</p>	<ul style="list-style-type: none">• Outdoor Recreation Guidance• Childcare Guidance• Construction Guidance• Agricultural Operation Guidance• Agricultural Worker and KN95 Guidance• Shopping Center & Mall Guidance <p>Public businesses must display a sign on face coverings.</p>			

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						<div>ventilation and filtration or disinfection of recirculated air, etc. Consider touchless payment method when possible and if needed.</div> <ul style="list-style-type: none">Limit the number of employees gathering in shared spaces. Restrict use of shared spaces such as conference rooms and break rooms by limiting occupancy or staggering use.Restrict non-essential meetings and conduct meetings virtually as much as possible. If in-person meetings are necessary, follow physical distancing requirements.Consider regular health checks (e.g., temperature and respiratory symptom screening) or symptom self-report of employees, if job-related and consistent with business necessity.Train all employees in safety requirements and expectations at physical worksites.Advise employees to stay home and notify their employer when sick.Review and comply with any applicable requirements for maintaining employee health insurance coverage.Healthcare provider documentation is generally not required to qualify under federal and state leave laws due to COVID-19 related circumstances or to return to work.Review and comply with any applicable required federal and state leave law protections for employees who are unable to work due to COVID-19 related circumstances.Determine whether your business can extend paid or unpaid leave and if feasible adopt a temporary flexible time off policy to accommodate circumstances where federal or state law does not provide for protected or paid leave.Develop an action plan consistent with federal and state guidance if an employee develops symptoms while in the workplace, tests positive for COVID-19 or is determined to be presumptively positive by a public health authority.If downsizing or other workforce adjustment measures are necessary, adhere to applicable state and federal requirements regarding notice of layoffs and recalls for affected workers:					

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						<ul style="list-style-type: none">○ Determine whether alternatives to layoff may be feasible such as furloughs or reduced schedules.○ Refer employees to resources including filing for unemployment benefits and community services.• Create a plan for recalling employees back to work business and a person responsible for indoor spaces open to the public are required to require employees, contractors, volunteers, customers and visitors to wear a mask, face shield, or face covering, except as follows:<ul style="list-style-type: none">○ employees, contractors and volunteers: Masks, face coverings or face shields are not required when at or in a location where the employee, contractor or volunteer is not interacting with the public and six (6) or more feet of distance can be maintained between other people.○ Masks, face shields or face coverings are not required while eating or drinking.○ Customers and visitors: Masks, face shields or face coverings are not required when at a business or in an indoor space open to the public and engaged in an activity that makes wearing a mask, face shield or face covering not feasible, such as strenuous physical exercise, or performers singing or playing an instrument if at least six (6) feet of distance is maintained from others.• Provide masks, face shields, or face coverings for employees.• Provide for accommodations for employees, contractors, customers and visitors if such accommodations are required by law.• Post clear signs about the mask, face shield, or face covering requirements. <p>A business and a person responsible for indoor spaces open to the public should, but are not required to:</p> <ul style="list-style-type: none">• Provide, at no cost, at least disposable face coverings for customers and visitors who do not have one.					

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						<ul style="list-style-type: none"> Post signs about the mask, face shield, or face coverings requirement in languages that are commonly spoken by customers and visitors. Educate employees: <ul style="list-style-type: none"> On how to safely work and communicate with people who cannot wear masks, face shield, or face coverings. That they may need to remove a mask or face covering while communicating with an individual who needs to read lips or see facial expressions to communicate. 					
Pennsylvania	July 15 Governor's Order July 15 Secretary of Health's Order Order on the green phase Responding to COVID Guide FAQs on Sec. of Health's mask-wearing order here	https://www.health.pa.gov/topics/disease/coronavirus/Pages/Coronavirus.aspx	TBD	Indoor events and gatherings of more than 25 people and outdoor events and gatherings of greater than 250 individuals are prohibited.	Nightclubs Bars if not serving food	<ul style="list-style-type: none"> All businesses must follow CDC and DOH guidance for social distancing and cleaning Wear masks in public. Keep our physical distance of six feet or more. Wash our hands frequently for at least 20 seconds. Clean and disinfect surfaces often. Limit group gatherings and crowds. Make sure you know the symptoms of COVID-19. If you or your workers have any of these symptoms, stay home. If anyone comes down with symptoms while at work, send them home immediately. Follow your plan for handling cases of COVID-19. To reduce the risk of spreading COVID-19, limit the chances for infection. We encourage you to keep teleworking where possible. If telework or remote work is not an option, here are the things you need to do to open and operate safely: <ul style="list-style-type: none"> Everyone must wear a mask. That includes workers and customers. Remember, my mask protects you and your mask protects me. Put up signs about your safety measures. Share the steps you are taking to protect every-one's health and safety. See the section with printable business safety signs available for download. Limit crowds. Have delivery or pick-up options whenever possible. Offer appointments if you must have customers in your space. If you can't schedule appointments, limit the number of people to 50% occupancy. 	All businesses are required to conduct operations in whole or in part remotely if possible	The following industries, among others, have additional guidelines/requirements and capacity limits: <ul style="list-style-type: none"> Restaurants at 25% (may increase to 50% occupancy starting September 21, 2020) Personal care services Indoor recreation, and health and wellness facilities Entertainment (i.e., casinos, theatres, shopping malls) Construction Prisons Hospitals 			City of Philadelphia Allegheny County

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						<ul style="list-style-type: none">○ Clean and disinfect frequently touched surfaces. This includes things like doors, counters, shared equipment or tools, common areas like waiting rooms, breakrooms, bathrooms, and more. If people touch something a lot, clean it a lot. For lower traffic areas, clean between shifts and any other times you clean based on your usual routine.○ Protect your workers. Provide workers with masks. See the section on sourcing personal protective equipment (PPE). Train your workers about symptoms of COVID-19 and what to do if they feel sick. Make sure they understand the new safety measures everyone must follow. Screen workers for symptoms before they start work. Send home anyone with a temperature 100.4 degrees Fahrenheit or higher. Schedule hourly hand-washing breaks. Place workstations at least six feet apart. Make sure there is enough room for physical distancing in breakrooms and common areas. For workers dealing with customers, make sure there are physical barriers or shields between them and the public.○ Keep groups of workers small. Stagger shift start and stop times to keep groups from entering and exiting at the same time. Do the same for scheduled breaks. Hold meetings and trainings virtually. If you must meet in-person, limit the number of attendees. Stay six feet apart and don't have more than 10 people in a physical meeting. Read the section on gatherings and events for rules about groups.○ Staff up appropriately. Have a Pandemic Safety Officer in charge of COVID-19 safety. Assign enough workers handle new safety tasks including wellness screenings, cleaning, managing crowd sizes, maintaining order and physical distances, and security.					

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						<ul style="list-style-type: none"> ○ Have a plan for dealing with COVID-19 cases. Make sure workers know the steps to take if exposed to someone with a probable or confirmed case of COVID-19. See the section on handling cases of COVID-19. • You must print, sign, and post the COVID-19 Safety Procedures for Businesses near all public entrances and in worker common areas. Signs should be easy to spot. • Providing PPE to your workers helps protect their health and safety. PPE can include: <ul style="list-style-type: none"> ○ Masks ○ Face shields ○ Hand sanitizer ○ Medical gowns ○ Gloves ○ Thermometers ○ Cleaning supplies and disinfectants • Anyone with COVID-19 symptoms should get appropriate medical care. If symptoms are: <ul style="list-style-type: none"> ○ Mild. Stay home or go home immediately. Rest. Drink fluids. Take acetaminophen to reduce fever. If symptoms get worse, call your healthcare provider. ○ Severe. For serious symptoms, including a fever above 100.4 degrees Fahrenheit, call your healthcare provider. If you need to find a healthcare provider, call 1-877-PA-HEALTH (1-877-724-3258). ○ If an emergency, call 911. Get emergency medical help if you have trouble breathing, chest pain or pressure, confusion, inability to stay awake or wake up, or bluish lips or face. • If your business has exposure to a likely or confirmed case of COVID-19, take the following steps: <ul style="list-style-type: none"> ○ Keep others out of the areas used or visited by the sick person. ○ Clean and disinfect. Wait at least 24 hours (or for as long as practical) before cleaning and disinfecting the area visited or used by the sick person. Do the same for all shared areas and equipment used by the sick person 					

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						<ul style="list-style-type: none"><ul style="list-style-type: none">Open windows and doors to let air in. Use ventilation fans to help circulate air.Identify and notify workers who were in close contact with the sick person. Close contact means within six feet for 10 minutes or more up to 48 hours before the first symptoms appeared. Tell workers who have had close contact with someone with possible symptoms of COVID-19. If they develop symptoms, send them home.Workers with suspected or confirmed cases of COVID-19 can return to work after meeting all three requirements set by the CDC guidelines:<ul style="list-style-type: none">3 days with no feverSymptoms improve10 days since first symptomsConsider changing your normal leave policies to allow for liberal paid time off for workers staying home due to:<ul style="list-style-type: none">Having a possible or confirmed case of COVID-19.Being at high risk. Adults 65 years or older and anyone with serious medical conditions are at higher risk for getting severely sick from COVID-19.					
Puerto Rico	https://www.estado.pr.gov/en/executive-orders/ Face Covering Order Executive Order 2020-062 (Employers are obligated to report immediately any confirmed or suspected cases of COVID-19 among their employees to the Puerto Rico Department of Health)	http://www.salud.gov.pr/Pages/coronavirus.aspx		Clubs, gaming halls and other similar places or events that promote the gathering of a group of individuals in the same area that are not explicitly exempt under EO 2020-48 must remain closed at all times until further notice.	The number of persons who may visit a business is limited to one (1) per household, except for persons who depend on another person’s assistance to visit an establishment either because of a physical disability or other health condition.	<ul style="list-style-type: none">Curfew from 10:00pm until 5:00am continues through September 11Mandatory Stay at Home order on Sundays with limited exceptions.Dance clubs, movie theaters, concert halls, game rooms, theaters, casinos, gyms, bars, activity venues, and any other similar places or events promoting large gatherings in the same area, which are not explicitly exempt under the Order, must continue to be closed at all times until further notice.All businesses must develop an infection control risk management plan prior to the commencement of work based on the OSHA 3990 guidance published in March 2020, and submit same to the Department of Labor and Human Resources.Ensure all employees wear a face mask and wash their hands for 20 seconds or use a hand sanitizer prior to beginning their work and periodically during their work shift. They must also disinfect their working stations upon arrival and at the end of their shift.	Continue telework where possible	The following industries have additional guidelines or requirements: <ul style="list-style-type: none">FoodHealth, medication, and medical and pharmaceutical items/equipmentGas stations and they supply chainFinancial institutionsOrganizations or groups that provide services to address the basic needs of vulnerable populationDry Cleaning and Laundromat BusinessesOfficial Vehicle Inspection Centers			

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						<ul style="list-style-type: none"> • Ensure that people who visit their establishment wear masks, mouth coverings, fabric scarfs, or other forms of protection for the mouth and nose area. Businesses must implement measures to prevent people who are not complying with the aforementioned precautionary measures from entering their establishments. Employees working at these establishments must be protected in the same manner. • Provide on-site stations or mechanisms for people to disinfect their hands while they are on the premises. • Ensure that people who visit the establishment maintain the recommended distance of six (6) or more feet from other people, both inside and outside of the establishment. Appropriate measures must therefore be implemented to ensure compliance with the recommended physical distancing in queues to enter the establishment and queues within the establishment. 		<ul style="list-style-type: none"> • Ornamental horticulture businesses • National Security • Businesses dedicated to the washing and cleaning of vehicles • Barbershops and beauty shops • Spas and aesthetics salons • Retail sales businesses • Open-air shopping malls • Enclosed shopping malls • Wholesalers • Car Dealerships • Travel agencies • IT businesses • Advertising agencies • Movie/Drive-in theatres • Museums • Gyms and fitness clubs • Film industry • Child care center • Film industries • Outdoor recreational and sport activities • Horse racing industry • Construction • Manufacturing 			
Rhode Island	Executive Order 20-88 (Phase III https://governor.ri.gov/documents/orders/Executive-Order-20-88.pdf Reopening, superseding Executive Order 20-67) October 9, 2020 Executive Order 20-84 (extending certain	https://health.ri.gov/covid/	November 27, 2020	All indoor social gatherings of more than 15 people in any public or private space are prohibited. Notwithstanding these restrictions, indoor social	Nightclub operations must remain closed.	Modified Phase III Reopening Guidelines include <ul style="list-style-type: none"> • All indoor and social gathers of more than fifteen (15) people in an public or private space are prohibited except restaurants or licensed catering for wedding or reception venues may have up to fifty (50) people. • All outdoor and social gatherings of more than fifteen (15) people in any public or private space are prohibited except restaurants or licensed catering for 	Working from home is still strongly encouraged when possible. For office based businesses, up to 66% of workers may work on site at the same time as long as physical distancing standards, regulations and other guidance required in Phase III guidelines can be	The following businesses have additional requirements as outlined in the order and Phase III Guidelines: <ul style="list-style-type: none"> • Child Care and Youth Activities • Faith-Based Organizations • Gyms • Healthcare and Human Services 	All vulnerable populations identified by the Centers for Disease Control and Prevention (CDC), which include those who are 65 years of age and older, are still strongly advised to stay at home unless they must go to work, travel for medical	N/A	

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	<p>miscellaneous orders).</p> <p>October 6, 2020 Extension of Early Closure of Bars</p> <p>October 2, 2020 Extension of certain orders, including disaster emergency and face coverings</p> <p>October 2, 2020 extension of COVID Emergency Regulations</p> <p>September 25, 2020 Order Extending Phase III</p> <p>Safe Activities during the COVID-19 Emergency Regulations</p> <p>Extended Phase III Order</p> <p>August 6, 2020 Order Prohibiting Alcohol Sales for on-Site Consumption and Closing Bar Areas after 11:00 PM</p> <p>July 31, 2020 Phase Three Order</p> <p>June 29 Phase Three Order</p> <p>Face covering order and extension</p>			<p>gatherings in a restaurant or with licensed catering on site, such as weddings, may have up to one hundred (100) people, provided that restaurant rules are applied. The lower attendance at such gatherings, the lower the risk.</p> <p>All outdoor social gatherings of more than 15 (15) people in any public or private space are prohibited. Notwithstanding these restrictions, outdoor social gatherings at a restaurant or with licensed catering on site, such as weddings, may have up to one hundred (100) people, provided that restaurant rules are applied. The lower attendance at such</p>		<p>wedding or reception venues may have up to one hundred (100) people.</p> <ul style="list-style-type: none"> All office-based business must follow state requirements on cleaning, screening employees, wearing masks, collecting contact tracing information and review the guidance at https://ReopeningRI.com. <p>The Phase III Guidelines, available here remain the same.</p> <ul style="list-style-type: none"> All retail businesses with a physical location in Rhode Island may continue to conduct in-store pickup and limited browsing. All retail businesses may now allow up to one customer per 100 square feet of store area open to customers generally. A list of critical and non-critical retail businesses can be found at https://dbr.ri.gov/documents/DBRCriticalRetailBusinessesList_04032020.pdf. Retail businesses and multi-tenant retail complexes or operations are required to review the applicable guidance available at https://ReopeningRI.com, regulations set forth by RIDOH, relevant executive orders and any other law applicable to retail businesses. All retail businesses must also develop a COVID-19 Control Plan which shall be available for inspection by the Task Force created by Executive Order 20-32. A template for COVID-19 Control Plans can be found at https://ReopeningRI.com. Subject to strict adherence to social distancing, masking, screening and sanitation protocols, recreational or entertainment businesses and historical/cultural establishments, that are not venues of assembly, may conduct indoor and outdoor operations subject to a capacity limit of up to 66% or 1 person per 100 square feet, according to Phase III guidelines. All indoor and outdoor recreational and entertainment establishments, that are not venues of assembly, including historic/cultural establishments must develop a COVID-19 Control Plan which shall be available for inspection by the Task Force created by Executive Order 20-32. A 	<p>maintained. This guidance also applies to offices that were closed or operated with a minimal workforce on-site through Phase II within non-office-based businesses. For any workplace where more than 66% of employees have been working on site during Phase II, the employer is not required to reduce the number of staff on site.</p> <p>All office-based businesses must follow state requirements on cleaning, screening employees, wearing masks, collecting contact tracing information, posting appropriate signs and notices and other health and safety protocols. Such businesses with employees returning to work must develop a COVID-19 Control Plan which shall be available for inspection by the Task Force created by Executive Order 20-32. Office-based businesses must review the guidance applicable to them available at https://ReopeningRI.com and must also complete a template for COVID-19 Control Plans available on that website.</p>	<ul style="list-style-type: none"> Offices and Other Business Types Parks & Recreation Retail Stores, Recreational Businesses, and Historical/Cultural Sites Restaurants & Bars Salons, Barbershops, and Other Personal Services Schools Travel & Transit 	<p>treatment or obtain other necessities such as groceries, gas or medication. The CDC identifies conditions that make people at higher risk for severe illness from COVID-19 at https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-higher-risk.html.</p>		

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				gatherings, the lower the risk.		<p>template for COVID-19 Control Plans can be found at https://ReopeningRI.com.</p> <ul style="list-style-type: none">Personal services businesses and operations, including, but not limited to, hair salons and barbershops, nail salons, tattoo parlors, tanning parlors, estheticians, and massage therapists may open subject to all of the requirements of their professional or facility licensing, the requirements of the Phase III guidelines for personal services at https://ReopeningRI.com and regulations set forth by RIDOH. Such personal service businesses may allow up to one customer per 100 square feet. If, upon inspection by the Task Force, any business owner or professional is found in violation of these regulations, the business may be immediately closed.Gyms and fitness centers may continue limited indoor operations subject to the requirements in the Phase III guidelines for gyms and fitness centers which is available at https://ReopeningRI.com and the regulations set forth by RIDOH. All gyms and fitness centers must develop a COVID-19 Control Plan which shall be available for inspection by the Task Force created by Executive Order 20-32. A template for COVID-19 Control Plans can be found at https://ReopeningRI.com.					
South Carolina	Executive Order 2020-63 (replacing Executive order 2020-50 (the August 2, 2020 Order) (with face covering requirements) August 2, 2020 Order July 29, 2020 Announcement of Additional Measures July 26, 2020 Order June 11, 2020 Order	https://www.scdhec.gov/covid19	Executive Order 2020-67 (extending Executive Order 2020-63 until November 9, 2020)	50% of occupancy limit or 250, whichever is less	<ul style="list-style-type: none">SchoolsNightclubsConcert VenuesTheaters, Auditoriums, and Performance Arts CentersRacetracksAdult Entertainment VenuesSpectator Sports		N/A	Effective October 9, 2020, Restaurants can operate at 100% capacity. Other restaurant guidelines (including face coverings and no alcohol sales after 11 p.m. remain in effect) The Governor directed DHEC to restrict visitation and issue guidance to nursing homes and assisted living facilities Bars and restaurants may not sell alcohol after 11:00 pm. Additional requirements are outlined in the August 2, 2020 order. On July 29, 2020, the Governor announced all previously		N/A	Charleston

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								announced guidelines for certain businesses open to the public are now mandatory: <ul style="list-style-type: none"> Bowling Alleys Charitable Bingo Cosmetology Gyms Hotels Movie Theatres Performing Arts Venues Restaurants 			
South Dakota	https://covid.sd.gov/executive-orders.aspx	https://covid.sd.gov/default.aspx		N/A	N/A	The state has issued a “Back to Normal” plan . On April 6, 2020, Governor Noem issued an executive order requiring all employers to: <ul style="list-style-type: none"> Implement CDC hygiene practices and other business strategies designed to reduce spread (flexible schedules, employee screenings, staggering shifts) Encourage telework if possible Consider regular health checks if possible 	N/A	South Dakota has published a series of business checklists/guidance focused on safety: <ul style="list-style-type: none"> COVID-19: Manufacturing Business Checklist COVID-19: Retail Business Checklist COVID-19: Hotel & Lodging Business Checklist COVID-19: Restaurant Business Checklist COVID-19 Guidance for Food and Beverage Establishments in South Dakota 	No longer in effect.	N/A	
Tennessee	Executive Order No. 63 (extending Executive Orders 36 and 50) Executive Order No. 50 - TO FACILITATE AND RESPOND TO CONTINUING EFFECTS OF COVID-19 BY EXTENDING EXECUTIVE ORDER NOS. 36 & 38 (AS AMENDED BY	https://www.tn.gov/governor/covid-19.html		Social or recreational gatherings are limited to less than 50 people, subject to certain exceptions. For example, more than fifty (50) people may sit in a set of bleachers and watch an event provided that persons or	Contact sporting events and activities are prohibited. However, collegiate and professional sporting events are permitted.	The state has issued General Guidelines for Businesses (but not requirements):	All employers and businesses are strongly urged to take all practicable steps to equip, encourage, allow, or require and permit employees to work remotely or via telework from home, and employees and their customers should practice good hygiene and observe the Health Guidelines to reduce the spread of COVID-19 to	Tennessee has issued specific guidelines for the following businesses: <ul style="list-style-type: none"> Retail Restaurants Exercise Facilities Close Contact Businesses Lodging & Accommodations Manufacturing Construction Worksites Office Buildings 		Davidson, Hamilton, Knox, Madison, Shelby, and Sullivan Counties are permitted to issue their own local orders as they have locally run county health departments.	Roadmap for Reopening Nashville Davidson County Health Director Order No. 7 Shelby County Health Directive No. 10 Sullivan County Phase One Public Health Order

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	EXECUTIVE ORDER NO. 49) Executive Order No. 49 - AMENDING REQUIREMENTS CONCERNING LONG-TERM-CARE FACILITY VISITATION AND TAKING OTHER NECESSARY MEASURES TO FACILITATE THE TREATMENT AND CONTAINMENT OF COVID-19 Executive Order No. 38 - EXPANDING THE NUMBER OF TENNESSEANS WHO MAY RETURN TO WORK SAFELY WHILE URGING CONTINUED ADHERENCE TO HEALTH AND SOCIAL DISTANCING GUIDELINES TO LIMIT THE SPREAD OF COVID-19 Executive Order No. 36 - SUSPENDING PROVISIONS OF CERTAIN STATUTES AND RULES AND TAKING OTHER NECESSARY MEASURES IN ORDER TO FACILITATE THE TREATMENT AND CONTAINMENT OF COVID-19			multiple smaller groups of persons are spread out from one another and maintain at least six (6) feet of separation from other groups or persons. Social and recreational gatherings do not include worship services, weddings, funerals, or events related thereto.			the greatest extent practicable.	Non-Contact Recreation <ul style="list-style-type: none"> • Attractions, Large Venues, and Large Community Events • Swimming Pools • Summer Camps • Higher Education • Non-Contact Sports 			

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Texas	Executive Order GA-32 Executive Order GA-30 Executive Order GA-28 Executive Order GA-26 Open Texas Website https://dshs.texas.gov/coronavirus/execorders.aspx	https://dshs.texas.gov/coronavirus/	In place until modified or rescinded.	<p>No occupancy limits for religious services, local government operations, childcare services and recreational sports programs or drive-in events.</p> <p>75% Occupancy limit for dine in restaurants (subject to alcohol restrictions), museums and libraries, gyms and exercise facilities.</p> <p>50% of normal occupancy limits for amusement parks.</p> <p>No occupancy limits for hair salons, barber shops, nail salons, massage establishments, and other personal care or beauty services provided social distancing is maintained</p>	<p>Bars (Except for takeout and delivery).</p> <p>Rafting and tubing businesses</p>	<p>All newly opened businesses and services are subject to the recommended minimum standard health protocols outlined by DSHS.</p> <p>Recommendations:</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 business. Send home any employee or contractor who has any new or worsening signs or symptoms of possible COVID-19. Do not allow employees or contractors with new or worsening signs or symptoms listed above to return to work until: <ul style="list-style-type: none"> In the case of an employee or contractor who was diagnosed with COVID-19, the individual may return to work when all three of the following criteria are met: at least 3 days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications); and the individual has improvement in symptoms (e.g., cough, shortness of breath); and at least 10 days have passed since symptoms first appeared; or In the case of an employee or contractor who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or If the employee or contractor has symptoms that could be COVID-19 and wants to return to work before completing the above self-isolation period, the individual must obtain a medical professional's note clearing the individual for return based on an alternative diagnosis. Do not allow an employee or contractor with known close contact to a person who is lab-confirmed to have COVID-19 to return to work 	Continue to encourage individuals to work remotely if possible	<p>The following industries have additional guidelines/requirements:</p> <ul style="list-style-type: none"> Adult Recreational Sports Operators Amusement Park Operators Barber Shops Bars & Bar Patrons Bowling Alleys, Bingo Halls, Simulcasting, and Skating Rinks Child Care Centers Churches and Places of Worship Cosmetology Salons and Hair Salons Day Youth Camp Operators Driving Schools Fine Arts Performance Halls Gyms and Exercise Facilities Manufacturers Massage, Personal-Care, and Beauty Services Media Production Movie Theaters Museums and Libraries Nail Salons and Shops Office-Based Employers Outdoor Events Outdoor Motorsports Events Overnight Youth Camp Operators Parks, Beaches, and Bodies of Water (including swimming pools) Professional Sports Leagues 	People over the age of 65 are strongly encouraged the stay home as much as possible.	<p>Effective October 14, 2020, all counties where COVID-19 hospitalizations are less than 15% of hospital capacity can open all businesses other than bars to 75%. Bars and similar establishments can open to 50%.</p> <p>The current list of counties that may operate at 75% starting June 12, 2020 is available here.</p> <p>On June 30, 2020, Gov. Abbott issued a proclamation suspending elective surgeries and procedures at hospitals in Cameron, Hidalgo, Nueces, and Webb counties to help ensure hospital bed availability for COVID-19 patients in these communities. This proclamation amends the Governor's previous Executive Order to include these four counties in addition to Bexar, Dallas, Harris, and Travis counties.</p>	<p>Counties:</p> <ul style="list-style-type: none"> Bexar Bell Brazos Cameron Chambers Coryell Dallas El Paso Fort Bend Guadalupe Harris Hay Hidalgo Jefferson Johnson Maverick Nueces Tarrant Travis Val Verde <p>Cities:</p> <ul style="list-style-type: none"> Denton Galveston Lubbock Victoria Waco

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						<p>until the end of the 14 day self-quarantine period from the last date of exposure (with an exception granted for healthcare workers and critical infrastructure workers).</p> <ul style="list-style-type: none">• Conduct temperature checks on all employees and contractors at the beginning of their shift, where feasible.• Have employees and contractors wash or sanitize their hands upon entering the business.• Have employees and contractors maintain at least 6 feet separation from other individuals. If such distancing is not feasible, other measures such as hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.• As appropriate, stagger schedules for employees to minimize close contact:<ul style="list-style-type: none">○ Stagger break time schedules to minimize interactions between employees and/or contractors.○ Stagger start and end times for employees and/or contractors in each shift.• If an employer provides a meal for employees and/or contractors, employers are recommended to have the meal individually packed for each individual.• Employees should be instructed to understand that young children and persons who are unable to adjust or remove face coverings should not be regarded as suitable candidates for wearing face coverings. In this case, the decision is up to the individual or their parent, guardian or attendant.• If 6 feet of separation is not available between employees, contractors, and/or customers inside the facility, consider the use of engineering controls, such as dividers between individuals, to minimize the chances of transmission of COVID-19.• Regularly and frequently clean and disinfect any regularly touched surfaces, such as 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, contractors, and customers.		<ul style="list-style-type: none">• Restaurants• Retailers• Rodeo/Equestrian Events• Tanning Salons• Valet Parking Services• Video Game Facilities• Waterpark Operators• Wedding Venues• Wedding Reception Venues• Youth Clubs• Youth Sports Operators• Zoos, Aquariums, and Natural Caverns			

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						<ul style="list-style-type: none">Consider placing readily visible signage at the business to remind everyone of best hygiene practices.Contactless payment is encouraged. Where not available, contact should be minimized.Consider having an employee or contractor manage and control access to the facility, including opening doors to prevent patrons from touching door handles.Clean and sanitize the facility regularly, and at least daily.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. Masks should be worn in elevators. Utilize touchpoint cleaning and nanoseptic button covers if appropriate. For individuals not wishing to ride an elevator, ensure stairways are available for use. As appropriate, individuals subject to the Americans with Disabilities Act may ride the elevator alone or accompanied by the individual’s caregiver.For employers with more than 10 employees and/or contractors present at one time, consider having an individual wholly or partially dedicated to ensuring the health protocols adopted by the employer are being successfully implemented and followed.Disinfect all equipment before and after use.To the extent an individual brings their own equipment to the business, the individual should disinfect the equipment before and after use.Provide equipment cleaning products throughout facility for use on equipment.The number of customers/patrons inside any indoor facility is limited to 50% of the facility’s total listed occupancy.There is no limit on the number of individuals who may be outside at your facility, provided they are following proper social distancing guidelines and comply with the outside events protocols on this website.Configure your facility such that customers or patrons are separated by at least 6 feet from others not within the individual’s group while at the facility. The individual’s group may not exceed 10 individuals who go to the facility together. A					

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						group is defined as no more than 10 persons including the members of the household and those persons who traveled together to the event or facility.					
Utah	Executive Order 2020-63 (continuing state of emergency through October 20, 2020) Executive Order 2020-60 (Updating the Level of Restriction) Updated Phased Guidelines (August 12, 2020) Executive Order Extending the Utah COVID-19 Public Health Risk Status Executive Order Adopting Version 4.7 of the State COVID-19 Public Health Risk Status Phased Guidelines Utah Leads Together Volume IV Color-Coded Phased Guidelines COVID-19 Business Manual Orange (Moderate Risk) Phase Guidelines Yellow (Low Risk) Phase Guidelines	https://coronavirus.utah.gov/	Executive Order 2020-63 expired without renewal of on October 20, 2020	<p>Varies with each Phase.</p> <p>Under the Orange (Moderate Risk) Phase, social interactions are allowable in groups of 20 or fewer.</p> <p>Under the Yellow (Low Risk) Phase, social interactions are allowable in groups of 50 or fewer.</p>	Varies by Phase	Utah Leads Together Volume IV Color-Coded Phased Guidelines COVID-19 Business Manual Orange (Moderate Risk) Phase Guidelines Yellow (Low Risk) Phase Guidelines Green (New Normal) Phase Guidelines Orange (Moderate Risk) Phase General Employer Guidelines: Employers exercise extreme caution, with employees working remotely, evaluating workforce concerns, and enacting strategies to minimize economic impact. Businesses that necessitate on-site work should monitor workforce for symptoms and well-being. <ul style="list-style-type: none"> Employers take extreme precautions Provide accommodations to high-risk employees Employees and volunteers operate remotely, unless not possible Symptom checking in business interactions Face coverings worn in settings where other physical distancing measures are difficult to maintain; ensure that face coverings are available Make every possible effort to enable working from home as a first option; where not possible, workplaces comply with distancing and hygiene guidelines Minimize face-to-face interactions, including with customers (e.g. utilize drive-thru, install partitions) Where distancing and hygiene guidelines cannot be followed in full, businesses should consider whether that activity needs to continue for the business to operate Eliminate unnecessary travel and cancel or postpone in-person meetings, conferences, workshops, and training sessions 		<p>In each Phase (Orange, Yellow, and Green), there is phase-specific guidelines for the following businesses:</p> <ul style="list-style-type: none"> Restaurants, Food Service Establishments, Bars, Food Trucks, and Convenience Stores Retail, including Grocery Stores, Pharmacy, and Convenience Stores Hospitality, Tourism, and Accommodations Events, Cultural Arts & Entertainment (including Sporting Events, Concerts, Rodeos, Parades, Convention Centers, Theatres, Museums, Zoos, Aquariums, Aviaries, Botanical Gardens, Indoor Arenas) Personal Services (including barbers, cosmetologists, body artists, nail technicians, tanning, etc.) Home Repair Gyms & Fitness Centers (including indoor recreation centers, yoga studios, dance, tumbling, indoor sports, etc.) Construction, General Contractors & Manufacturing 	<p>In each Phase (Orange, Yellow, Green), there is phase-specific guidance for high-risk individuals. The phase-specific information can be found here and in the Utah Leads Together Volume IV Color-Coded Phased Guidelines.</p>	<p>The following locations are subject to Orange (Moderate Risk) Phase Guidelines:</p> <ul style="list-style-type: none"> Provo City Orem City <p>The following counties are subject to the Green (Normal Risk) Phase Guidelines:</p> <ul style="list-style-type: none"> Beaver County Box County Carbon County Daggett County Duchesne County Elder County Emery County Garfield County Kane County Millard County Piute County Uintah County Sevier County 	Navajo Nation Public Health Emergency Order No. 2020-016 Salt Lake County Public Health Order 2020-12

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	Green (New Normal) Phase Guidelines					<ul style="list-style-type: none"> Require employees to self-quarantine when returning from high-risk6 areas Employers evaluate workforce strategy and concerns and enact strategies to minimize economic impact Employers must not allow any individuals under isolation or quarantine to come to work at any time unless authorized by LHD <p>Yellow (Low Risk) Phase General Employer Guidelines:</p> <p>Employers encourage flexible working arrangements (rotating shifts, remote work, etc.). Comply with distancing guidelines. Increased cleaning regimen of high-touch areas. Monitor employees for symptoms and well-being.</p> <ul style="list-style-type: none"> All businesses operational if they can meet and adhere to all guidelines Employers take reasonable precautions Provide accommodations to high-risk employees; minimize face-to-face contact, assign tasks that allow these individuals to maintain a 6-foot distance from other employees or customers, implement flexible work hours or staggered shifts, allow high-risk individuals to work remotely Symptom5 checking in business interactions Face coverings worn in settings where other physical distancing measures are difficult to maintain; ensure that face coverings are available Encourage remote work when possible; employers exercise discretion with returning to onsite work Workplaces comply with distancing and hygiene guidelines Limit unnecessary travel Require employees to self-quarantine when returning from high-risk6 areas Employers evaluate workforce strategy and concerns and enact strategies to minimize economic impact <p>Employers must not allow any individuals under isolation or quarantine to come to work at any time unless authorized by LHD</p>		<ul style="list-style-type: none"> Childcare Hospital Settings & Ambulatory Surgical Facilities Non-hospital Setting, including Dentistry 		<ul style="list-style-type: none"> Wayne County Rich County <p>All other counties are subject to the Yellow (Low Risk) Phase Guidelines</p>	
Vermont	Addendum 6 to Amended and	https://vem.vermont.gov/covid19	Extended to November 15, 2020	Social gatherings shall be limited to up	Fairs and festivals are cancelled.	All businesses shall operate in accordance with occupancy limits and physical distancing, health and sanitation and	All businesses and non-profit and government entities shall encourage	The following businesses are subject to their own sector specific guidance:	The risk for a more severe illness increases with age	Municipalities may enact local requirements on	N/A

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	Restated Executive Order 01-20 Addendum to the Restated Executive Order (Face Covering Requirements) Memo on Work Safe Additions Amended and Restated Executive Order 01-20			to 25 people at the same time in any confined indoor or outdoor space which encourages congregation.		training requirements set forth in the ACCD Work Safe Guidance (updated September 1, 2020)	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.	<ul style="list-style-type: none"> Outdoor Businesses Low or No Contact Professional Services Farmers Markets Manufacturing, Construction, and Distribution Operations Outdoor Recreation and Fitness Outdoor Recreation Businesses, Facilities and Organizations Retail Operations Drive-In Operations Lodging, Campgrounds and Other Accommodations Restaurants, Catering, Food Service, and Bars Close Contact Business Stage 1 (Only Hair Salons and Barber Shops) Religious facilities and Places of Worship Close Contact Business Stage 2 Overnight Summer Camps and Limited Residential Summer College Programming Indoor Arts, Culture and Entertainment Sports/Organized Sports Including Youth Leagues, Adult Leagues, Practices, Games, and Tournaments Occupancy Limits for Event Venues (Weddings, Funerals, Parties) 	and is higher for people of any age with certain underlying medical conditions. People who live in a nursing home or long-term care facility are also at high risk of getting very sick from COVID-19. If you are in one of these groups, take these extra precautions in addition to general prevention steps: <ul style="list-style-type: none"> Stay close to home as much as possible. Traveling out of state is not recommended since the virus is still widespread in neighboring states and across the country. Choose outdoor activities whenever possible and keep indoor contact brief. Pay attention to the size of the space, crowding, the number of people there, and whether they are wearing face coverings and keeping a 6-foot distance. Select activities that don't require close contact. Minimize close 	gathering sizes and alcohol sales more restrictive than state ordinances	

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									<p>contact while talking or doing anything that requires exertion like shouting or singing.</p> <ul style="list-style-type: none"> • Keep your social circle small. Choose a few other trusted households that are also taking health and safety precautions. • Continue your medications and do not change your treatment plan without talking to your health care provider. • Have at least a two-week supply of prescription and non-prescription medications. Consider having your medications delivered. • Talk to your health care provider about whether your vaccinations are up to date. • Do not delay getting emergency care for any underlying medical condition because of COVID-19. • Call your health care provider if you 		

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									have concerns about underlying medical conditions or if you get sick and think that you may have COVID-19.		
Virginia	Executive Order No. 68 (2020) - Additional Restrictions on the Eastern Region (reducing gathering limit and limiting alcohol sales) Executive Order No. 67 (2020) - Phase Three Easing of Certain Temporary Restrictions Due to Novel Coronavirus (COVID-19) (Amended August 21, 2020) Business Reopening Toolkit Face Covering Order	https://www.virginia.gov/coronavirus/	In full force and effect until amended or rescinded by further executive order.	<p>All public and private in-person gatherings of more than 250 individuals are prohibited. The presence of more than 250 individuals performing functions of their employment is not a “gathering”. A “gathering” includes, but is not limited to, parties, celebrations, or other social events, whether they occur indoors or outdoors.</p> <p>In the eastern region, the limit is 25</p>	Overnight Summer Camps	<p>On July 15, 2020, Virginia announced OSHA workplace safety standards, which include requirements that employers notify all employees and the landlord/building owner of a positive in the workplace. If three employees test positive in fourteen days, the employer must report this to Virginia OSHA.</p> <p>Guidelines for all business sectors can be found in the Safer at Home: Phase Three Guidelines for All Business Sectors</p>	<p>Encourage telework wherever possible.</p> <p>Protect employees at higher risk for severe illness by supporting and encouraging options to telework.</p>	<p>Industry specific guidance is provided for the following businesses:</p> <ul style="list-style-type: none"> • Essential Retail Businesses • State Agencies • Restaurants, Dining Establishments, Food Courts, Breweries, Microbreweries, Distilleries, Wineries, and Tasting Rooms • Farmers Markets • Brick and Mortar Retail Businesses (Non-Essential Retail) • Fitness and Exercise Facilities • Personal Care and Personal Grooming Services • Campgrounds • Indoor Shooting Ranges • Public Beaches • Racetracks and Speedways • Entertainment and Amusement Businesses • Recreational Sports 	<p>Some employees are at higher risk for severe illness from COVID-19. These vulnerable employees include individuals over age 65 and those with underlying medical conditions. Vulnerable employees should be encouraged to self-identify and employers should take particular care to reduce their risk of exposure, while making sure to be compliant with relevant Americans with Disabilities Act (ADA) and Age Discrimination in Employment Act (ADEA) regulations.</p> <p>1. Consider offering vulnerable employees duties that minimize their contact with customers and other employees (e.g., restocking shelves rather than working as a cashier), if agreed to by the employee.</p>	N/A	

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									<p>2. Protect employees at higher risk for severe illness by supporting and encouraging options to telework.</p> <p>3. If implementing health checks, conduct them safely and respectfully, and in accordance with any applicable privacy laws and regulations. Confidentiality should be respected.</p> <p>4. Other information on civil rights protections for workers related to COVID-19 is available here.</p>		
Virgin Islands	Latest Modification to Open Doors Phase	https://www.covid19usvi.com/	Effective May 30, 2020, and shall remain in effect so long as the Territory remains in a State of Emergency	No gatherings are permitted with greater than 50 people. No gatherings permitted without facial coverings and social distancing.	Schools and Daycares Closed	N/A	N/A	<p>Under the “Open Doors” Phase, the Virgin Islands have issued the following specific guidance:</p> <ul style="list-style-type: none"> • Restaurants, Bars, and Nightclubs • Gym and Fitness Center Re-opening • Re-opening Houses of Worship for Services • Taxi Van, Safaris, and Limousine Services • USVI Tourism Accommodation Industry 	N/A	N/A	N/A
Washington	October 7, 2020 Safe Start Washington County-By-County	https://coronavirus.wa.gov/	.	The permitted gatherings vary by Phase,	Closed industries depend on the	The following requirements apply to all businesses throughout all Phases:	N/A	Under the Washington “Safe Start” plan for a phased reopening, the following	High-risk individuals are strongly encouraged, but not	The following counties currently	N/A

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	October 6, 2020 Updated Reopening Guidance July 28 Updated Reopening Guidance Expanded Face Covering Order July 23 announcement rolling back openings Proclamation 20-25.5 Amending Proclamations 20-05 and 20-25 <i>et seq.</i> “Safe Start” Phased Reopening Plan Face Covering Order			<p>broken down as follows:</p> <p>During Phase 1, no gatherings are permitted.</p> <p>During Phase 2 and modified Phase 1, gatherings with no more than 5 people outside your household per week are permitted.</p> <p>During Phase 3, gatherings with no more than 10 people are allowed. (reduced on July 28)</p> <p>During Phase 4, gatherings with greater than 50 people are allowed.</p>	<p>Phase, with details provided in the “Safe Start” Phased Reopening Plan.</p>	<p>Provide (at no cost to employees) cloth facial coverings to employees, unless their exposure dictates a higher level of protection under the Department of Labor & Industries’ safety and health rules and guidance. Since June 8, all employees have been required to wear a cloth facial covering, consistent with the Washington State Department of Labor & Industries’ COVID-19 workplace safety and health rules and guidance. A cloth face covering should be worn as a minimum level of protection, with the following exceptions: when working alone in an office, vehicle, or at a job site; if the individual is deaf or hard of hearing, or is communicating with someone who relies on language cues such as facial markers and expression and mouth movements as a part of communication; if the individual has a medical condition or disability that makes wearing a facial covering inappropriate; or when the job has no in-person interaction. Employees may remove a face covering when any party to a communication is deaf or hard of hearing or relies on language cues such as facial markers and expression and mouth movements as part of the communication. Refer to Coronavirus Facial Covering and Mask Requirements for additional details. Employees may choose to wear their own facial coverings at work, provided it meets the minimum requirements.</p> <p>Cooperate with public health authorities in the investigation of cases, suspected cases, outbreaks, and suspected outbreaks of COVID-19; cooperate with the implementation of infection control measures, including but not limited to isolation and quarantine and environmental cleaning; and comply with all public health authority orders and directives. Cooperation and compliance includes, but is not limited to:</p> <ul style="list-style-type: none"> • Returning phone calls within 4 hours; • Meeting with public health officials promptly and answering questions from public health officials to help determine if and where transmission might be occurring in the work place; • Sharing lists of employees with their contact information and other relevant documents, if requested; • Allowing immediate and unfettered access to any work place and facility, as well as to all employees without threatened or actual retaliation against those employees; • Following public health recommendations for testing and disease control measures; and 		<p>businesses/industries are subject to specific guidance based on Phase as follows:</p> <ul style="list-style-type: none"> • Indoor Fitness and Training Guidance • Long term care facilities (updated 8.7) • Agriculture • Additional Agricultural Guidance • Automotive, Energy, Food and Agriculture, Healthcare/Public Health, In-Home Care, Maintenance, Recreation, Real Estate, and Retail Guidance • Construction Guidance • Commercial driver license guidelines • Elective Surgeries Guidance • Weddings and Funeral Guidance (updated 10/6) • Home Care Workers Guidance • Outdoor Guidance • Real Estate and Mortgage Guidance • List of approved essential workforce education programs • Essential workforce education program standards • Restaurants and bars • Water Recreation & Putt-Putt Golf (county dependent) <p>Phase 1 Business Activity Guidelines:</p>	<p>required, to stay home unless engaging in permissible activities during that Phase.</p> <p>Additionally, Governor Jay Inslee issued Proclamation 20-46.1 on April 13, amending Proclamation 20-05, which prevents all employers, public or private, from failing to provide accommodation to high-risk employees, as defined by the Centers for Disease Control and Prevention (CDC), that protects them from risk of exposure to the COVID-19 disease on the job. It was extended on July 29, 2020.</p> <p>The proclamation is effective April 13 and expires on Aug. 1, unless extended by the Governor.</p> <p>Specifically, it provides the following:</p> <p>The employer must offer high-risk employees alternative work assignments, including telework, alternative, or remote work locations, if</p>	<p>are in Modified Phase 1:</p> <ul style="list-style-type: none"> • Benton • Chelan • Douglas • Franklin • Yakima <p>Guidance for Phase One was updated with additional allowances on August 26. Current county status of all counties is available here. Counties will stay in each Phase for a minimum of three weeks.</p>	

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						<ul style="list-style-type: none"> Engaging in respectful and productive conversations regarding public health interactions. <p>Keep a safe and healthy facility in accordance with state and federal law, and comply with COVID-19 worksite-specific safety practices, as outlined in Governor Inslee’s Proclamation 20-25, and all amendments and extensions thereto, and in accordance with the Washington State Department of Labor & Industries’ interpretive guidance, regulations, and rules, including WAC 296-800-14035 and General Coronavirus Prevention under the “Stay Home, Stay Healthy” order and the Washington State Department of Health’s Workplace and Employer Resources and Recommendations.</p> <p>Educate workers in the language they understand best about coronavirus and how to prevent transmission, and the employer’s COVID-19 policies.</p> <p>Maintain minimum six-foot separation between all employees (and customers) in all interactions at all times. When strict physical distancing is not feasible for a specific task, other prevention measures are required, such as use of barriers, minimizing staff or customers in narrow or enclosed areas, and staggering breaks and work shift starts.</p> <p>Ensure frequent and adequate hand washing with adequate maintenance of supplies. Use disposable gloves where safe and applicable to prevent virus transmission on tools or other items that are shared.</p> <p>Establish a housekeeping schedule that includes frequent cleaning and sanitizing with a particular emphasis on commonly touched surfaces</p> <p>Screen employees for signs/symptoms of COVID-19 at the start of their shift. Make sure sick employees stay home or immediately go home if they feel or appear sick. Cordon off any areas where an employee with probable or confirmed COVID-19 illness worked, touched surfaces, etc. until the area and equipment is cleaned and sanitized. Follow the cleaning guidelines set by the Centers for Disease Control to deep clean and sanitize.</p> <p>Post a sign requiring customers to wear cloth facial coverings, and prominently display it at the entrance to</p>		<ul style="list-style-type: none"> Additional Guidance on Voluntary Contact Information Car Washes Requirements Construction Additional Construction Guidance Curbside Retail Higher Education Landscape Services and Outdoor Maintenance Industry Outdoor Recreation Outdoor Recreation-Golf Pet Walking Industry Recreational Activities* Religious and Faith Organizations Vehicle and Vessel Sales Guidance and Frequently Asked Questions Washington Talking Book and Braille Library Weddings, Funeral and Memorial Services <p>* Modified Phase 1 Guidance</p> <p>Phase 2 Business Activity Guidelines:</p> <ul style="list-style-type: none"> Additional Guidance on Voluntary Contact Information Agritourism Card Rooms Construction Libraries Curbside Library Services 	feasible, and social distancing measures: <ul style="list-style-type: none"> If an alternative work assignment is not feasible, or the employee declines, the employer must allow the employee to use any accrued leave or seek unemployment benefits; The employer must maintain the employee’s health insurance benefits; The employer is prohibited from permanently replacing high-risk employees. 		

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						<p>the business so that it is immediately noticeable to all customers entering the store.</p> <p>Follow requirements in Governor Inslee’s Proclamation 20-46 High-Risk Employees – Workers’ Rights. Businesses are also required to implement any health and safety requirements developed specifically for their industry.</p>		<ul style="list-style-type: none">• Dine-in restaurants and taverns• Drive-in Theaters• Movie Theaters• Domestic Services• Fitness• Higher Education• In-store retail• Manufacturing operations• Miscellaneous venues• Outdoor Recreation• Outdoor Recreation-Golf• Personal Services (including Cosmetologists, Hairstylists, Barbers, Estheticians, Master Estheticians, Manicurists, Nail Salon Workers, Electrologists, Permanent Makeup Artists, Tattoo Artists, Cosmetology Schools and Esthetics Schools)• Pet Grooming• Professional Photography• Professional Services• Real Estate• Religious and Faith Organizations• Sporting Activities• Weddings, Funeral and Memorial Services <p>Phase 3 Business Activity Guidelines:</p> <ul style="list-style-type: none">• Template for Phase 3 Businesses• Religious and Faith Organizations• Sporting Activities			

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								<ul style="list-style-type: none"> • Weddings, Funeral and Memorial Services 			
West Virginia	https://dhhr.wv.gov/COVID-19/Pages/default.aspx	https://governor.wv.gov/Pages/WV-COVID-19-actions-and-executive-orders.aspx	N/A	Purely social gatherings are limited to 25 people.	On July 13, Gov. Justice closed fairs, festivals, concerts, and the like. Bars in Monongalia County	N/A	N/A	<p>West Virginia has issued specific guidance for the following businesses:</p> <ul style="list-style-type: none"> • Nursing home facilities • Small business with 10 or fewer employees • Restaurants with takeaway service or outdoor dining • Religious entities and funeral homes • Barbershops, hair salons, nail salons, pet grooming and other professional services regulated by the West Virginia State Board of Barbers and Cosmetologists • Wellness Centers operated by or with West Virginia Licensed Health Care providers • Drive-In movie theatres • Outdoor guided fishing and rock climbing • Fitness centers, gymnasiums, and recreation centers • Sports training facilities (gymnastics, cheerleading, dance, martial arts, and similar facilities) • Indoor dining at restaurants • Large/specialty retail stores • State park campgrounds for in- 	N/A	Bars are closed in Monongalia county.	N/A

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								<div>state residents only (Guidance for all campgrounds)</div> <ul style="list-style-type: none">• Hatfield McCoy Trail System• Outdoor recreation rentals (kayaks, bicycles, boats, rafts, canoes, ATV's and similar equipment)• Outdoor motorsport and power sport racing with no spectators• Tanning businesses• Whitewater rafting• Ziplining• Indoor malls and similar facilities• State park cabins and lodges (in-state residents only)• Bars (indoor bars at 50% capacity and outdoor bars)• Museums and visitor centers• Zoos• Spas and massage businesses• Limited video lottery retailers• Swimming pools• Bowling alleys, pool halls, roller rinks, and other places with indoor amusement• Casinos• Movie theaters• Bingo halls• Low-contact outdoor youth sports• WVSAAC-sanctioned athletics and band summer training programs			

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								<ul style="list-style-type: none"> • Little league sports practices • All remaining adult sports facilities including indoor tennis courts, racquetball courts, outdoor basketball courts, and similar venues • Private campgrounds and State Park campgrounds, cabins, and lodges to out-of-state guests • Youth sports games with spectators • Outdoor sporting events with spectators • Outdoor equestrian events with spectators • Summer Youth Camps • Outdoor motorsport and power sport racing with spectators • In-person high school graduation ceremonies • Fairs, festivals, amusement parks, and rides • Outdoor open-air concerts • WVSSAC-sanctioned high school and middle school athletics programs and bands • Auctions • Outdoor parks and playgrounds • Nursing Home Visitation Reopening Plan: Overview 			

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								<ul style="list-style-type: none"> Government employees/office buildings 			
Wisconsin	Emergency Order No. 3 (limitations on public gatherings) Statewide Face Covering Order On May 13, 2020, the Wisconsin Supreme Court struck down the Governor's Safer at Home Order, effective immediately. This rendered the Safer at Home and Badger Bounce Back orders unenforceable.	https://govstatus.egov.com/wi-covid-19	On May 13, 2020, the Wisconsin Supreme Court struck down the Governor's Safer at Home Order, effective immediately. This rendered the Safer at Home and Badger Bounce Back orders unenforceable.	N/A	N/A	There are no requirements imposed on all businesses in light of the Wisconsin Supreme Court's decision striking down the Safer at Home Order. However, the Wisconsin Economic Development Corporation has issued General Guidelines for all businesses, which can be found here .	N/A	Effective October 8, 2020, indoor spaces open to the public (restaurants, bars, stores, office lobbies, ticketed events): Groups are limited to 25% of the indoor room's occupancy, as determined by the local municipality. The Wisconsin Economic Development Corporation has issued industry-specific guidance for the following industries: <ul style="list-style-type: none"> Agriculture Childcare Centers Construction Entertainment/Amusement Gyms and Fitness Centers Hospitality/Lodging Manufacturing Outdoor Gatherings Outdoor Recreation Personal Services Professional Services Public Facilities Restaurants Retail Swimming Pools, Splash Pads, and Waterparks Transportation Warehouse/Wholesale Trade 	N/A	N/A	City of Milwaukee (October 26, 2020) Madison and Dane County Emergency Order No. 8 (July 7, 2020) Eau Claire City-County Health Department COVID-19 Prevention and Control Order Kenosha County Kickstart Recommendations Coulee COVID-19 Compass Status Recommendations Safer Racine - Standards to Reopen Amid the COVID-19 Pandemic Rock County Reopening Phased Plan Waukesha County's Stay Safe to Stay Open Campaign Winnebago County COVID-19 Recommendations

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Wyoming	Restaurants, Schools, Child Care Facilities and Others Personal Care Services June 29th Statewide Public Health Order Continuation and Update on Public Spaces June 29th Statewide Public Health Order Continuation and Update on Gatherings June 29th Statewide Public Health Order Continuation and Update on Personal Services	https://covid19.wyo.gov/governors-orders		Wyoming prohibits indoor gatherings of more than 50 people.	N/A	N/A	N/A	The Wyoming Department of Health has issued guidance for the following businesses: <ul style="list-style-type: none"> • Restaurants • Cosmetology (August 12, 2020 Personal Services Order) • Faith Organizations and Funeral Homes • Childcare Providers • Youth Sports • Summer Camps • Pools • Educational Institutions • Grocery and Retail Stores 	N/A	N/A	N/A