

COVID-19 NEWS OF INTEREST

# COVID-19 State Action Tracker: Workplace Shutdowns, Travel Restrictions and Reopenings

**Last Updated: July 7, 2020, 6:00 p.m. Eastern Time**

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This chart provides a summary of workplace shutdowns, travel restrictions (including self-quarantine and self-isolation requirements) and reopening plans implemented by each state, Washington, D.C., and Puerto Rico. We have included links to the relevant orders and reopening plans currently issued by such governments (including available guidance provided by state governments and applicable agencies) that address (i) what constitutes an essential or critical business that may remain open during a shutdown, (ii) what forms of travel are subject to restrictions and self-quarantine orders, and (iii) the phases of the reopening plans and the health and safety standards required to be implemented by operating businesses. References to state governments are intended to include the governments of Washington, D.C., and Puerto Rico, except where the context otherwise requires. Capitalized terms used in this chart shall have the applicable meanings in the relevant orders, guidance and reopening plans, except as set forth in this chart.

In many initial shutdown orders, a definition of essential or critical business was adopted based on guidelines published by the Cybersecurity & Infrastructure Security Agency (“CISA”) on March 19, 2020, regarding the identification of essential critical infrastructure workers during the COVID-19 response. On March 28, 2020, April 17, 2020 and again on May 19, 2020, CISA published updated guidelines that expanded the list of essential critical infrastructures workers. For some of the shutdown orders that incorporated the original CISA guidelines into their definition of essential or critical businesses, it is unclear whether such shutdown orders were intended to capture future updates to the CISA guidelines and if such updates would govern in the event of any conflict with other aspects of such shutdown orders. The most current version of the CISA guidelines is available [here](#).

As of the date of this chart, all state governments have introduced plans to ease the restrictions on businesses that were implemented by their initial shutdown orders. The majority of such plans adopt a phased approach to reopening, permitting low-contact businesses (e.g., office-based and manufacturing and distribution businesses) to reopen in earlier phases and prohibiting high-contact businesses (e.g., bars and theaters) from reopening until later phases. Notwithstanding, states are commonly permitting certain high-contact businesses (e.g., salons, gyms, restaurants, certain non-essential retail and medical practitioners performing elective procedures) to reopen during earlier phases, subject to complying with heightened

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restrictions (e.g., occupancy limits and enhanced cleaning requirements) in comparison to restrictions placed on their early-phase counterparts.

We suggest reviewing this chart in conjunction with our series of alerts titled “Should I Stay or Should I Close? Business Shutdowns in the Age of COVID-19”. This series, which can be found at [Willkie’s COVID-19 Resource Center](#), provides a narrative analysis of noteworthy workplace shutdown orders and offers general guidance to help businesses navigate this new landscape.

**Given the constantly evolving nature of the COVID-19 crisis and state government responses, except where otherwise noted in the chart, the information in this chart is intended to be current as of the time and date stamp indicated herein.** We intend to update this chart regularly, so users must refresh this link at least daily to ensure that they are reading the latest version. This chart is qualified in its entirety by the orders and guidance referenced herein (including any past, current or future amendments, supplements or other orders, rules or regulations issued or promulgated in connection therewith).

Please note that this chart is intended to be a resource to aggregate information regarding the COVID-19 related orders and guidance issued by state governments and does not constitute legal advice. Businesses must consult their own counsel in connection with applying the applicable order(s) and guidance to their specific business operations as any legal analysis is highly dependent on each business’s facts and circumstances.

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### STATES

State	Orders, Guidance and other Directives	Commentary and Analysis
AL	<p>Order Links:</p> <p><a href="#">AL COVID-19 Orders Homepage</a></p> <p><a href="#">Order (3/19/20)</a></p> <p><a href="#">Order (3/27/20)</a></p> <p><a href="#">Order (4/3/20)</a></p> <p><a href="#">Order (4/28/20)</a></p> <p><a href="#">Order (5/8/20)</a></p> <p><a href="#">Order (5/22/20)</a></p> <p>Guidance Links:</p> <p><a href="#">AL COVID-19 Resource Page</a></p> <p><a href="#">Safer-at-Home Fact Sheet</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: May 22, 2020 through July 3, 2020.</b></li><li>• AL has issued an amended “safer at home” order as part of an effort to gradually reopen businesses. Effective May 22, 2020:<ul style="list-style-type: none"><li>• Entertainment venues (including, among others, bowling alleys, theaters, concerts, museums, and casinos) shall (i) comply with social distancing, including not knowingly allowing guests to congregate within six feet, (ii) limit occupancy to 50% of the normal occupancy load if an indoor or enclosed facility or as required to comply with social distancing, if outdoor, (iii) have each employee wear a mask or other facial covering while in regular interaction with clients or guests, (iv) take reasonable steps, where practicable, to regularly disinfect frequently used items and surfaces and (v) comply with the AL Department of Public Health (“<a href="#">AL DPH</a>”) “Guidelines for Entertainment Venues and Tourist Attractions”, available <a href="#">here</a>.</li><li>• Retail stores may open subject to a 50% occupancy limit and other social distancing and sanitation requirements in the AL order (including taking reasonable steps to comply with guidelines on sanitation from the CDC and the AL DPH).</li><li>• Close-contact service providers may open subject to employees wearing masks, social distancing and sanitation requirements in the AL order, and shall take reasonable steps, where practicable, to regularly disinfect frequently used items and surfaces. Such businesses are also strongly encouraged to implement the <a href="#">AL DPH's Guidelines for Close Contact Personal Service Businesses</a>.</li><li>• Athletic facilities may open subject to a 50% occupancy limit, employees wearing masks and other social distancing requirements in the AL order, and shall take reasonable steps, where practicable,</li></ul></li></ul>

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		<p>to regularly disinfect frequently used items and surfaces. Such facilities are also strongly encouraged to implement the <a href="#">AL DPH's Guidelines for Athletic Facilities</a>.</p> <ul style="list-style-type: none"><li>• Restaurants and bars may continue to offer take-out or delivery subject to complying with social distancing protocols and may offer on-premises dining with limited table seating, six feet between tables and subject to additional sanitation rules and guidelines, including, among others, that each employee shall wear a face covering and such establishments must disallow self-service. Such establishments are also strongly encouraged to implement the <a href="#">AL DPH's Guidelines for Restaurants and Bars</a>.</li><li>• Effective April 30, 2020, dental, medical and surgical procedures may be performed unless the AL Health Officer determines such procedures would reduce access to personal protective equipment or other resources. Providers performing these procedures must follow all applicable COVID-19 rules adopted by a state regulatory board or the AL DPH. In the absence of such rules, providers should take reasonable steps to comply with applicable COVID-19 guidelines from the Centers for Medicare and Medicaid Services ("CMS") and the CDC, including the Re-opening Facilities to Provide Non-emergent Non-COVID-19 Healthcare: <a href="#">Phase I from CMS</a> and <a href="#">Infection Control Guidance for Healthcare Professionals about Coronavirus (COVID-19) from the CDC</a>. Under the AL order, all businesses must take reasonable steps, where practicable, to protect employees and customers, which steps include, among others, (i) maintaining six feet of separation between employees and customers, (ii) facilitating remote working arrangements, and (iii) regularly disinfecting frequently used items and surfaces. In addition, businesses are strongly encouraged to read and implement the <a href="#">AL Department of Public Health's Guidelines for Safeguarding All Businesses</a>.</li><li>• Persons who test positive for COVID-19 (other than institutionalized persons) are required to be quarantined in their place of residence for 14 days, except to seek necessary medical treatment. Any persons requiring</li></ul>

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		<p>assistance while under quarantine may contact the AL Voluntary Organizations Active in Disaster (<a href="http://alvoad/communityos.org/cms/">http://alvoad/communityos.org/cms/</a>). While in quarantine, the person must take precautions as directed by his or her health care provider or the AL DPH to prevent the spread of the disease to others.</p> <ul style="list-style-type: none"><li>• The AL order supersedes and preempts all orders previously issued by (i) the State Health Officer (to the extent of any conflict) and (ii) the Jefferson and Mobile County Health Officers, in each case concerning COVID-19 migration measures. The Jefferson and Mobile County Health Officers are authorized, after approval by the State Health Officer, to implement more stringent measures as local circumstances require. The AL order also supersedes and preempts any county and municipal orders or ordinances that purport to impose less stringent COVID-19-related curfew or quarantine measures.</li></ul>
AK	<p>Mandate and Order Links:</p> <p><a href="#">AK COVID-19 Orders Homepage</a></p> <p><a href="#">Health Mandate 010 (3/23/20)</a></p> <p><a href="#">Health Mandate 012 (3/27/20)</a></p> <p><a href="#">Health Mandate 016 (4/22/20)</a></p> <p>Guidance Links:</p> <p><a href="#">AK COVID-19 Resource Page</a></p> <p><a href="#">Reopen Alaska Responsibly Plan</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 28, 2020; Indefinite.</b></li><li>• On April 24, 2020, AK began reopening businesses pursuant to its 5 phase “Reopen Alaska Responsibly Plan” (the “AK Plan”). Phase I of the AK Plan commenced on April 24, 2020 and Phase II of the AK Plan commenced on May 8, 2020. Phases III and IV commenced on May 22, 2020.</li><li>• Under Phases III and IV, almost all businesses are allowed to open without capacity limits. AK has not issued an executive order or health mandate detailing the requirements and restrictions that must be complied with for businesses that reopen. However, pursuant to the AK Plan, all businesses are subject to sector-specific requirements and guidance, available <a href="#">here</a>. Such requirements include (among others) that employers must establish a plan for employees who become ill and a return-to-work plan following CDC guidance, and that employers must follow CDC protocols for cleaning and disinfecting after an active employee tests positive for COVID-19. Individuals arriving into AK from out-of-state, whether a resident, worker or visitor, are required to self-quarantine for the shorter of 14 days from arrival and their departure</li></ul>

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	<p><a href="#">Reopen Alaska Responsibly Plan Resource Page</a></p> <p><a href="#">CDC Reopening Guidance</a></p> <p><a href="#">CDC Cleaning and Disinfecting Protocol</a></p> <p><a href="#">AK COVID-19 FAQ</a></p>	<p>from AK. Residents are required to quarantine at home and visitors/workers are required to quarantine at their hotel or rented lodging.</p> <ul style="list-style-type: none"><li>• All businesses, whether Essential Services/Critical Infrastructure or non-essential/non-critical, that have staff traveling between communities, must file a protective plan with <a href="mailto:akcovidplans@ak-prepared.com">akcovidplans@ak-prepared.com</a>.</li><li>• Violations of the self-quarantine mandate are punishable by either or both of a fine of up to \$25,000 or imprisonment of not more than one year.</li><li>• AK permits individuals to report non-compliance with the various AK orders and mandates by emailing <a href="mailto:investigations@alaska.gov">investigations@alaska.gov</a>. The AK Department of Health and Social Services will treat the individual's identity as confidential information and protect it to the maximum extent state and federal law permit. The primary focus of enforcement is on education and voluntary compliance.</li></ul>
AZ	<p>Order Links:</p> <p><a href="#">AZ COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order 2020-12 (3/23/20)</a></p> <p><a href="#">Executive Order 2020-34 (5/4/20)</a></p> <p><a href="#">Executive Order 2020-36 (5/12/20)</a></p> <p><a href="#">Executive Order 2020-40 (6/7/20)</a></p> <p><a href="#">Executive Order 2020-43 (6/29/20)</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: June 29, 2020; Indefinite (but will be considered for repeal or revision at least every two weeks following July 27, 2020).</b></li><li>• AZ instituted a "Stay Healthy, Return Smarter, Return Stronger" policy that allows businesses to gradually and safely open in compliance with federal guidelines. Due to community spread of COVID-19, AZ subsequently instituted a "Pausing of Arizona's Reopening; Slowing the Spread of COVID-19" policy, which, among other things, orders certain business to shut down and limits public gatherings (as further described below).</li><li>• Businesses shall develop, establish and implement policies based on guidance from the CDC, DOL, OSHA, and AZ Department of Health Services ("<a href="#">AZDHS</a>") to limit and mitigate the spread of COVID-19, including</li></ul>

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	<p>Guidance Links:</p> <p><a href="#">AZ COVID-19 Resource Page</a></p> <p><a href="#">Additional Guidance on Essential Services</a></p> <p><a href="#">Guidance for Retail</a></p> <p><a href="#">Guidance For Restaurants, Coffee Shops, Barbers And Cosmetologists</a></p> <p><a href="#">Guidance for Pools, Gyms, Fitness Providers and Spas</a></p>	<p>those outlined in the AZ order. Sector-specific guidance that has been issued should also be followed by businesses that are opening.</p> <ul style="list-style-type: none"><li>• 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.</li><li>• Individuals in public areas should maximize physical distance from others and social settings where appropriate physical distancing is not practical should be avoided unless precautionary measures are observed and CDC guidelines are followed.</li><li>• Organized public events of more than 50 people are prohibited unless the city, town or county (in the case of unincorporated areas) in which the event takes place has approved the event and if adequate safety precautions are implemented, including physical distancing measures. The Department of Liquor Licenses and Control will not issue Special Event Licenses and Festival/Fair Licenses from June 29, 2020 through July 27, 2020.</li><li>• Until July 27, 2020, indoor gyms and fitness clubs or centers, indoor movie theaters and water parks must pause operations. Bars may only serve the public through pick up, delivery and drive-thru operations.</li><li>• Pools operated as part of a public accommodation, such as those at hotels (but not multi-housing complexes), must prohibit groups larger than 10 from congregating together in or near the pool. Privately owned pools located in public areas, such as those in multi-housing complexes or other privately owned facilities, may continue operations with signage at all entrances to the pool reminding people to maintain physical distance and that groups larger than 10 should not congregate.</li><li>• To receive authorization to reopen, businesses must complete and submit a form as prescribed by AZDHS that attests the business is in compliance with guidance issued by AZDHS related to COVID-19 business</li></ul>

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		<p>operations. The form must be posted in an easily visible public place on the business's premises. AZDHS shall provide information to the public on those businesses that have submitted such attestations on its website.</p> <ul style="list-style-type: none"><li>• All law enforcement and regulatory agencies that have enforcement authority are required to take immediate enforcement action against any business that fails to follow the AZ order or any guidance issued by the AZDHS relating to COVID-19.</li><li>• All state and local agencies must update their list of essential services to conform with the AZ order.</li><li>• The AZ order prohibits local governments from issuing any order that conflicts with or is in addition to the policy, directives or intent of the AZ order, including any order that restricts persons from leaving their home due to the COVID-19 public health emergency, or any other order that was not in place as of March 11, 2020. This includes any function or service designated as an Essential Service in AZ order 2020-12. Notwithstanding the foregoing, local governments, based on conditions in their jurisdictions, may adopt policies regarding the wearing of face coverings in public for the purpose of mitigating the spread of COVID-19.</li><li>• The AZ order rescinds Executive Orders 2020-18, 2020-24 and 2020-33, while all other orders issued and still in effect remain in place unless guidance is or has been provided by AZDHS on how to safely reopen or operate until they otherwise expire.</li></ul>
AR	<p>Order Links:</p> <p><a href="#">AR COVID-19 Orders Homepage</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: April 6, 2020 through June 19, 2020.</b></li><li>• Businesses are generally permitted to open, provided that all businesses, manufacturers and construction companies must adhere to social distancing protocols issued by the AR Secretary of Health, available <a href="#">here</a>, which include, among others, (i) limiting the number of persons permitted to enter a facility to ensure social</li></ul>



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	<p><a href="#">Executive Order 20-25 (5/5/20)</a></p> <p>Guidance Links:</p> <p><a href="#">AR COVID-19 Resource Page</a></p> <p><a href="#">AR Secretary of Health Resource Page</a></p>	<p>distance is maintained, (ii) marking off six-foot increments at places where lines form, (iii) screening employees for COVID-19-related symptoms, (iv) regularly disinfecting high-touch surfaces, and (v) reporting employees diagnosed with COVID-19 to the AR Department of Health.</p> <ul style="list-style-type: none"><li>• Certain open and reopening business are subject to additional sector-specific directives, available <a href="#">here</a>, which include, among others, requiring staff to wear face coverings. In addition, such businesses must, among other things, (a) in the case of <a href="#">dine-in operations at restaurants</a> and <a href="#">bars and club operations</a>, limit seating to 33% of total capacity and prohibit groups larger than 10 persons to sit at any table; (b) in the case of <a href="#">casinos</a>, reopen at no more than 33% capacity, track attendees for possible use in contact tracing and require all attendees to wear face coverings; (c) in the case of certain <a href="#">personal care services</a> (i.e., barbers, body art establishments, body art schools, cosmetology establishments, massage therapy clinics/spas and medical spas), (1) prohibit services from being provided on a walk-in basis, (2) pre-screen patrons for COVID-related symptoms, (3) pre-screen employees with daily temperature checks and (4) prohibit facilities able to accommodate more than 10 persons from operating more than 30% of their stations; and (d) in the case of <a href="#">gyms</a> (including fitness centers/clubs, fitness classes and group fitness studios) pre-screen employees with daily temperature checks.</li><li>• Subject to complying with the sector-specific directives of the AR Secretary of Health, <a href="#">elective medical procedures</a> and <a href="#">elective dental services</a> may resume.</li><li>• Directives of the AR Department of Health issued on March 13, 2020 regarding long-term health facilities remain in effect for the duration of the AR order or until the AR Secretary of Health provides an alternative directive.</li><li>• Persons entering AR from international locations, NY, NJ, CT or New Orleans are required to (i) quarantine for 14 days, starting from the date they departed such location and (ii) notify the AR Department of Health</li></ul>

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		<p>of their entry into AR by calling 1-800-803-7847 or emailing their contact information to <a href="mailto:ADH.Covid19.EPI2@arkansas.gov">ADH.Covid19.EPI2@arkansas.gov</a>.</p> <ul style="list-style-type: none"><li>• Cities and counties taking reasonable measures to prevent the spread of COVID-19 by imposing curfews and closing city- or county-owned public parks and facilities shall not be interpreted as a quarantine regulation of commerce or travel; provided that curfews should not prevent citizens of any age from traveling to and from work, acquiring food or essential goods and services, walking pets or acquiring exercise outdoors while maintaining social distance of at least six feet.</li><li>• AR order 20-03 (declaration of state of emergency) and all amendments, not specifically superseded by AR order 20-25 or a prior order, shall remain in effect through June 19, 2020 and the directives of AR order 20-25 supersede the directives of AR order 20-13 (shutdown order).</li></ul>
CA	<p>Order Links:</p> <p><a href="#">CA COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order N-33-20 (3/19/20)</a></p> <p><a href="#">Executive Order N-60-20 (5/4/20)</a></p> <p><a href="#">Public Health Order (5/7/20)</a></p> <p>Guidance Links:</p> <p><a href="#">CA COVID-19 Resource Page</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 19, 2020; Indefinite.</b></li><li>• On April 14, 2020, CA announced its 4-Stage “Resilience Roadmap” (the “<a href="#">CA Plan</a>”), modifying its Stay-At-Home order. Stage 1 of the CA Plan commenced with the announcement of the CA Plan and counties commenced gradual movement into Stage 2 on May 8, 2020. CA has not yet established the commencement date for Stages 3 and 4.</li><li>• Decisions on moving between Stages will depend on certain criteria established by the State Public Health Officer being met (including, among others, testing ability, infection prevention, and ability of health systems to handle surges). Counties are permitted to progress through Stage 2 ahead of other counties, issue less restrictive public health measures locally and open certain additional businesses if they meet certain readiness criteria and submit a variance attestation memo certifying this.</li></ul>

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	<p><a href="#">List of Essential Critical Infrastructure Workers From CA State Public Health Officer</a></p> <p><a href="#">Reopening Resource Page</a></p> <p><a href="#">Roadmap to Modify the Stay-at-Home Order</a></p> <p><a href="#">CDPH COVID-19 County Variance Attestation Memo</a></p> <p><a href="#">Sector-Specific Guidelines</a></p> <p><a href="#">Cal/OSHA Guidance on Requirements to Protect Workers from Coronavirus</a></p> <p><a href="#">FAQs on Laws Enforced by the CA Labor Commissioner's Office</a></p> <p><a href="#">FAQs on Essential and Non-essential Workers</a></p>	<ul style="list-style-type: none"><li>• Prior to a business's reopening during Stage 2, such business must, among other things, (i) perform a detailed risk assessment and implement a site-specific protection plan; (ii) provide health and safety training to employees; (iii) implement individual control measures and screenings; (iv) implement disinfecting protocols; (v) implement physical distancing guidelines including (a) in the case of retail businesses, limiting capacity to no more than 50% of a location's maximum occupancy, (b) in the case of office workspaces and hotels and lodging, (1) limiting the number of individuals riding in an elevator and (2) redesigning office spaces and decreasing the capacity for meeting areas to ensure workspaces allow for six feet between individuals, and (c) in the case of manufacturing, office workspaces, logistics and warehousing facilities, utilizing work practices, when feasible, to limit the number of workers on site at one time (e.g., staggering shift start/end times); and (vi) satisfy the sector-specific guidelines applicable to such business available on the CA Plan webpage, available <a href="#">here</a>. The State Public Health Office may also designate additional sectors and businesses that may reopen on this webpage.</li><li>• During Stage 2, lower-risk workplaces are permitted to reopen upon satisfying universal and sector-specific guidelines. Lower-risk workplaces include, among others, curbside retail and supply chains supporting such curbside retail. In addition, during the later phase of Stage 2, the following businesses, among others, may reopen: (i) destination retail; (ii) personal services (limited to car washes, pet grooming, tanning facilities, and landscape gardening); (iii) office-based businesses; and (iv) dine-in restaurants. Higher-risk workplaces must remain closed under Stages 1 and 2, including, among others, certain personal services such as nail salons, tattoo parlors and bars. In addition, higher-risk individuals (i.e., those over 65 or with serious medical conditions) should continue to stay home until Stage 4.</li><li>• During Stage 2, businesses within the CISA 16 critical infrastructure sectors are permitted to remain open subject to complying with the sector-specific guidelines and the general requirements for reopening businesses described above. On March 22, 2020, CA published a list of "Essential Critical Infrastructure</li></ul>

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		<p>Workers” that is based on the CISA guidelines, but includes general profiles of certain of the sectors, as well as certain additional categories of critical infrastructure workers within certain of the sectors. The CA order does <u>not</u> provide businesses with the ability to apply for a designation as “business within a critical infrastructure sector”.</p> <ul style="list-style-type: none"><li>• During Stage 3, high-risk workplaces are permitted to reopen. Under Stage 4, the CA order terminates and the highest risk workplaces are permitted to reopen.</li><li>• Persons who leave home to perform work at permitted workplaces are required to practice social distancing. Customers and individuals should wear a face covering or cloth mask, stay six feet away from others, avoid touching their own face, and wash their hands upon arriving home. Customers and individuals are encouraged to stay home if they have a fever or other COVID-19 symptoms. Those with symptoms or elevated temperatures should not shop, get services in person, go to work, or gather with others.</li><li>• The sector-specific guidelines described above are not intended to revoke or repeal any employee rights, either statutory, regulatory or collectively bargained. For example, if an employee reports for their regularly scheduled shift but is required to work fewer hours or is sent home, the employee must be compensated for at least two hours, or no more than four hours, of reporting time pay.</li><li>• Except as noted above, local health jurisdictions may only implement health measures that are more restrictive than, or that are in addition to, those imposed on a statewide basis pursuant to the statewide directives of the CA Public Health Officer.</li></ul>
CO	Order Links:  <a href="#">CO COVID-19 Orders Homepage</a>	<ul style="list-style-type: none"><li>• <b>Effective Period: June 30, 2020 through July 30, 2020 (Safer at Home and in the Vast, Great Outdoors Order). June 30, 2020 through July 20, 2020 (Face Covering Order).</b></li></ul>

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	<p><a href="#">Amended Public Health Order 20-23 (3/20/20)</a></p> <p><a href="#">Amended Public Health Order 20-26 (5/18/20)</a></p> <p><a href="#">Public Health Order 20-28 (4/27/20)</a></p> <p><a href="#">Eighth Amended Public Health Order 20-28 (6/30/20)</a></p> <p><a href="#">Public Health Order 20-31 (6/30/20)</a></p> <p><a href="#">Executive Order D 2020 017 (3/25/20)</a></p> <p><a href="#">Executive Order D 2020 024 (4/6/20)</a></p> <p><a href="#">Executive Order D 2020 039 (4/17/20) (as amended)</a></p> <p><a href="#">Executive Order D 2020 044 (4/26/20) (as amended)</a></p> <p><a href="#">Executive Order D 2020 067 (5/16/20)</a></p>	<ul style="list-style-type: none"><li>• Under CO public health order 20-28 (as amended, "<a href="#">PHO 20-28</a>"), the following businesses are permitted to reopen (each as defined in PHO 20-28): (i) Non-Critical Retail, (ii) Field Services and Limited Healthcare Settings, (iii) Non-Critical Retail and Personal Services and (iv) Non-Critical Office Based Businesses and Non-Critical Manufacturing. Under PHO 20-28, indoor malls must remain closed; provided that retailers with exterior entrances from the outside of malls may operate in accordance with the restrictions governing Non-Critical Retail and retailers inside malls with no exterior entrances may sell products via delivery (including curbside delivery).</li><li>• All businesses maintaining in-person activities, including those engaging in Minimum Basic Operations, must comply with Social Distancing Requirements, cleaning and disinfection protocols, group limitations and risk mitigation protocols in accordance with CO Department of Public Health and Environment ("<a href="#">CDPHE</a>") guidance (including, among others, deputizing a workplace coordinator charged with addressing COVID-19 issues, cleaning high-touch areas, avoiding gatherings of more than 10 people, implementing symptom monitoring protocols, conducting daily temperature checks, encouraging and enabling remote work whenever possible and providing appropriate PPE) and other requirements described in PHO 20-28 (including the sector-specific guidance provided in the annexes therein), and the CO order. Sector-specific guidance includes, (i) in the case of Limited Healthcare Settings, Non-Critical Retail, Personal Services, Non-Critical Office Based Businesses, and Non-Critical Manufacturing, implementing (a) capacity restrictions (e.g., effective June 4, 2020, limiting operations to no more than 50 people in a common business space at a maximum of 50% occupancy), (b) symptom screening (either at home or on-site) by employers with over 50 employees at a single location, including temperature checks, and (c) contactless payment options and no-touch trash cans, and (ii) in the case of Non-Critical Manufacturing, prohibiting non-essential visitors at worksite and conducting symptom checks for essential visitors interacting with employees.</li></ul>

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	<p><a href="#">Executive Order D 2020 079 (5/25/20)</a></p> <p><a href="#">Executive Order D 2020 091 (6/1/20)</a></p> <p><a href="#">Executive Order D 2020 092 (6/4/20)</a></p> <p>Guidance Links:</p> <p><a href="#">CO COVID-19 Resource Page</a></p> <p><a href="#">Safer at Home Order Guidance</a></p> <p><a href="#">Safer at Home FAQs</a></p> <p><a href="#">Face Mask Guidance</a></p> <p><a href="#">Symptom Screening Guidance</a></p> <p><a href="#">Workplace Outbreak Guidance</a></p> <p><a href="#">Stay-at-Home Order FAQs</a></p> <p><a href="#">Sector-Specific Critical Business Guidance</a></p> <p><a href="#">DORA Guidance on Critical vs. Non-Critical Business Professions</a></p>	<ul style="list-style-type: none"><li>• Minimum Basic Operations are the minimum necessary activities to (i) maintain the value of the business's inventory, ensure security, process payroll and employee benefits, or related functions, or (ii) facilitate employees of the business being able to continue to work remotely from their residences. All businesses may undertake Minimum Basic Operations.</li><li>• Gatherings of greater than 10 persons are prohibited unless otherwise expressly authorized by the CO order or an associated public health order. Guidance is to be provided regarding various types of businesses, Social Distancing Requirements and sanitation and cleaning protocols by the CDPHE, which may also authorize public gatherings of groups in certain settings that exceed this limit if justified by public health conditions.</li><li>• Social Distancing Requirements include (i) maintaining at least six feet of separation from other individuals; (ii) washing hands regularly; (iii) covering coughs or sneezes; (iv) cleaning high-touch surfaces regularly; and (v) not shaking hands.</li><li>• Vulnerable Individuals (e.g., persons who are over 65, who have health conditions or who are otherwise immunocompromised) cannot be compelled to perform in-person work. In addition, employers are encouraged to accommodate workers with childcare responsibilities, workers who are Vulnerable Individuals, and workers who live in the same household as a Vulnerable Individual.</li><li>• Effective June 4, 2020, outdoor recreation services or activities may operate if authorized by the local jurisdiction. Operators of recreational services must meet any local policies in effect as well as follow Social Distancing and Capacity Requirements, Hygiene and Cleaning and Disinfection Requirements. Also effective on June 4, 2020, individual personal services may be performed at 50% of the posted occupancy limit not to exceed 50 people in a common business space.</li></ul>

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	<p><a href="#">Construction Social Distancing Guidelines</a></p> <p><a href="#">CDPHE Environmental Cleaning Guidance for COVID-19</a></p> <p><a href="#">List of CDC-Approved Disinfectants Against Viruses</a></p> <p><a href="#">Self-Quarantine Guidance</a></p> <p><a href="#">CO Department of Labor and Employment Emergency Rules</a></p> <p>Self-Certification Link:</p> <p><a href="#">Critical Business Self-Certification Form</a></p>	<ul style="list-style-type: none"><li>• The Executive Director of the CO Department of Labor and Employment issued temporary emergency rules to (i) extend paid sick leave coverage to up to two-thirds pay for 14 days if a worker has tested positive for COVID-19, has COVID-19-like symptoms, or has been directed to quarantine due to COVID-19 concerns, and (ii) ensure that workers (particularly Vulnerable Individuals) are not in danger of losing unemployment insurance eligibility for refusal to return to COVID-19-related demonstrable, unsafe working conditions. Under the CDPHE guidelines, sick employees may return to work once 3 days have passed without a fever, improvement in respiratory symptoms and at least 10 days have passed since symptoms first appeared.</li><li>• Workers are generally required to wear face coverings and gloves if they are in close proximity with other employees or the public. Masks are not required if wearing one would inhibit an individual's health. Employers must make every effort to provide workers with face coverings and assign workers who cannot wear face coverings for health or safety reasons to perform work that does not require the worker to be in close proximity with other employees or the public. Workers with health issues that preclude them from wearing face coverings must document these concerns with their employer.</li><li>• According to Executive Order D 2020 092, effective June 4, 2020 and through July 4, 2020, employers and operators of public accommodation have the right to deny admittance or service and require the removal of any individual who fails to wear a medical or non-medical face covering.</li><li>• Individuals arriving in CO from places with substantial community spread of COVID-19 may have to quarantine for 14 days upon arrival. Individuals arriving in CO who feel sick may need to isolate for seven days upon arrival.</li><li>• "Critical Businesses" include, among others, (i) health care operations; (ii) critical infrastructure; (iii) critical manufacturing, including any business that produces products critical or incidental to the critical manufacturing, development, packaging or delivery of critical manufacturing products or that support critical</li></ul>

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		<p>infrastructure; (iv) critical retail, including hardware, farm supply and building material stores; (v) critical services; (vi) critical services necessary to maintain the safety, sanitation and critical operations of residences or other critical businesses; and (vii) vendors that provide critical services or products, including logistics and technology support. The CO order FAQs and the CO Department of Regulatory Agencies have issued additional guidance on operations constituting Critical Business.</p> <ul style="list-style-type: none"><li>• The CO order does <u>not</u> provide businesses with the ability to apply for designation as a “Critical Business”. However, CO allows businesses to voluntarily self-certify as a Critical Business to assist Critical Businesses and law enforcement to comply with the CO order.</li><li>• Failure to comply with the CO order’s face covering and glove requirements could result in a fine of up to \$1,000 and imprisonment in the county jail for up to one year.</li><li>• The CO order does not supersede any prior stay at home or similar orders made by a local jurisdiction. The CO order permits local public health authorities to issue orders that are more protective of public health than the CO order and nothing in the CO order prevents a county or municipality from adopting more protective standards than those contained in the CO order as necessary. To the extent that provisions in a local public health order are more protective of public health than the CO order, such provisions in the local public health order shall remain in full force and effect.</li><li>• Any county wishing to apply for a <a href="#">local variance</a> from the CO order must submit a written application to CDPHE. The CDPHE will define any criteria required for approval of a local variance. As of May 29, 2020, CO has approved variances for a number of <a href="#">counties</a>, which variances permit the reopening of restaurants and gyms, subject to additional social distancing and mitigation measures such as capacity limitations and symptom screenings of customers.</li></ul>



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		<ul style="list-style-type: none"> <li>According to Executive Order D 2020 079, the CDPHE will develop and issue guidance governing <a href="#">restaurants</a> and <a href="#">summer camps</a>. To accommodate for these settings, the CDPHE may authorize gatherings of groups of 10 persons or more, if justified by public health conditions.</li> </ul>
CT	<p>Order Links:</p> <p><a href="#">CT COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order No-7D (3/16/20)</a> (amended by <a href="#">Executive Order No-7PP</a>) (amended by <a href="#">Executive Order No-7TT</a>) (as amended by <a href="#">Executive Order No-7ZZ</a>)</p> <p><a href="#">Executive Order No-7F (3/18/20)</a> (amended by <a href="#">Executive Order No-7PP</a>)</p> <p><a href="#">Executive Order No-7H (3/20/20)</a> (amended by <a href="#">Executive Order No-7PP</a>)</p> <p><a href="#">Executive Order No-7J (3/22/20)</a> (amended by <a href="#">Executive Order No-7PP</a>)</p> <p><a href="#">Executive Order No-7N (3/26/20)</a> (amended by <a href="#">Executive Order No-7PP</a>) (amended by <a href="#">Executive Order No-7TT</a>)</p>	<ul style="list-style-type: none"> <li><b>Effective Period: June 16, 2020 – Indefinite (Phase 2).</b></li> <li>On May 9, 2020 CT's governor announced a 4-phased approach to reopening CT (the "<a href="#">CT Plan</a>") with Phase 1 commencing May 20, 2020. Under the CT Plan, CT has provided sector-specific reopening guidelines, available <a href="#">here</a>, for (i) Phase 1 businesses, which include, among others, (a) restaurants (outdoor dining only), (b) retail and malls, (c) offices and (d) hair and nail salons and (ii) Phase 2 businesses, which include, among others, (a) hotels and other commercial lodging, (b) restaurants (limited to indoor dining at 50% maximum occupancy), (c) outdoor events, (d) personal services (including hair salons and barbershops), (e) sports and fitness facilities and (f) places of public amusement. CT is currently in Phase 2. Prior to reopening, each business that is permitted to reopen under CT's then-current (or any prior) phase must (i) comply with applicable sector-specific guidelines and (ii) certify to such compliance using the online form available <a href="#">here</a>. Businesses that were deemed essential under Executive Order No-7H are not required to self-certify and may continue operating in accordance with the CT order (further described below).</li> <li>Details regarding restrictions and reopenings during Phases 3 and 4 have not yet been provided. Phase 3 is anticipated to begin in mid-July. Advancement through the reopening phases will be determined by a set of criteria that include, among others, (i) increased testing availability, (ii) a continuous decline in hospitalizations, (iii) contract tracing capacity and (iv) the adequacy of PPE and healthcare capacity. The CT Department of Economic &amp; Community Development ("<a href="#">DECD</a>") may designate, through amendments to any sector-specific rules and without further Executive Order, additional businesses that may operate</li> </ul>

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	<p><a href="#">Executive Order No-7S (4/1/20)</a> (amended by <a href="#">Executive Order No-7PP</a>)</p> <p><a href="#">Executive Order No-7V (4/7/20)</a></p> <p><a href="#">Executive Order No-7X (4/10/20)</a></p> <p><a href="#">Executive Order No-7BB (4/17/20)</a></p> <p><a href="#">Executive Order No-7PP (5/18/20)</a> (amended by <a href="#">Executive Order No-7TT</a>)</p> <p><a href="#">DECD Sector Rules and Certification for May 20th Reopen</a></p> <p><a href="#">Executive Order 7-TT (5/29/20)</a></p> <p><a href="#">Executive Order 7-ZZ (6/16/20)</a></p> <p>Guidance Links:</p> <p><a href="#">Phase 1 Sector-Specific Reopening Guidelines</a></p> <p><a href="#">Phase 2 Sector-Specific Reopening Guidelines</a></p> <p><a href="#">CT COVID-19 Resource Page</a></p>	<p>pursuant to such sector-specific rules and may designate the effective date such businesses are permitted to reopen.</p> <ul style="list-style-type: none"><li>• The sector-specific guidelines for Phase 1 businesses and Phase 2 businesses require, among others, that any reopening business: (i) limit capacity to 50%; (ii) require employees to confirm daily that they are not experiencing symptoms of COVID-19; (iii) maintain a log of employees to support contact tracing; (iv) post required health signage in multiple languages; (v) post clear signage that includes the state hotline (211) for employees and customers to report rule violations; (vi) refrain from retaliating against employees who report rule violations; (vii) adopt strict cleaning and disinfection protocols in all settings; (viii) require individuals capable of working from home to do so; (ix) appoint a program administration accountable for implementing CT's reopening rules; and (x) ensure subcontractors for on-site duties are appropriately trained.</li><li>• In addition to the requirements described in the above paragraph, (i) in the case of retail and malls, such operations must, among other things, close fitting rooms and install physical barriers at checkout stations and (ii) in the case of offices, such operations must, among other things, close all non-essential amenities (e.g., coat rooms). Furthermore, in the case of offices, common areas shared between tenants and landlords are the responsibility of the landlords while individual tenant areas are the responsibility of the tenant.</li><li>• For businesses not yet permitted to reopen, staff or third parties are permitted on-site at businesses, but only to the minimum extent necessary to provide security, maintenance and receipt of mail and packages or other services deemed essential in implementing guidance issued by the DECD.</li><li>• During Phase 2, indoor social and recreational gatherings are permitted for up to and including 25 people and outdoor gatherings are permitted for up to and including 100 people, provided that any such large outdoor public gatherings must comply with certain restrictions including, among others, no contact sports that include shared handling of objects and remaining six feet apart. The CT order includes exceptions for</li></ul>

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	<p><a href="#">CT FAQ</a></p> <p><a href="#">Safe Workplace Rules for Essential Employers</a></p> <p><a href="#">Essential Safe Store Rules</a></p> <p><a href="#">DECD Guidance</a></p> <p><a href="#">CISA Guidelines Identifying Critical Infrastructure During the COVID-19 Pandemic</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p> <p><a href="#">CDC Face Cloth Covering Construction Tutorial</a></p> <p>Designation Link:</p> <p><a href="#">Application for Essential Business Designation</a></p>	<p>religious gatherings. Gatherings where participants remain in vehicles with windows closed and social distance is maintained between such vehicles are not subject to CT's capacity limitations.</p> <ul style="list-style-type: none"><li>• Until June 20, 2020, gatherings of more than 5 people in a group seated together at any business permitted to operate during Phase 1 and Phase 2 are prohibited. Until July 20, 2020, off-track betting facilities are prohibited from conducting operations.</li><li>• Essential Businesses, as defined in Executive Order No-7H, are those included in the CISA critical infrastructure guidelines issued as of March 22, 2020, in addition to an expanded list of (i) infrastructure, (ii) all manufacturing and corresponding supply chains, (iii) retail, (iv) services, (v) construction, (vi) services necessary to maintain the safety, sanitation and essential operations of all residences and other buildings; and (vii) vendors that provide essential services or products. CT businesses may request an opinion from the DECD to be deemed "essential".</li><li>• Essential Businesses must abide by the Safe Workplace Rules issued by the CT Commissioner of Economic and Community Development and linked <a href="#">here</a>, which require such employers to, among other things, (i) require remote working for capable employees, (ii) ensure employees who have traveled internationally in a region where COVID-19 is active self-quarantine for 14 days, (iii) distribute summaries of health insurance processes and procedures to employees, (iv) control access to external visitors, and (v) control contact between employees and other employees or customers. Essential Businesses that are in-person retail stores must follow similar but expanded guidelines linked <a href="#">here</a>.</li><li>• Employees at open and reopening businesses must wear a mask while in the workplace. Employers shall issue such masks to their employees; provided, that in the event an employer is unable to provide masks because of shortages, employers must provide the materials and the CDC tutorial about how to create a cloth face covering, or reimburse employees who purchase materials to make their own masks. Employees</li></ul>

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		<p>for whom a mask is contrary to his or her health or safety because of a medical condition are not required to wear a covering; furthermore, such employee is not be required to produce medical documentation verifying the stated condition. Customers are required to wear a mask or cloth face covering. In addition, all persons must wear face coverings when (i) in a public place and not maintaining six-foot social distancing, and (ii) taking a taxi, ride-share or public transport (excluding persons with a medical condition, among others). The CT order containing the face covering requirement supersedes and preempts any current or future municipal order.</p> <ul style="list-style-type: none"><li>• The CT order supersedes any other orders to the extent they are inconsistent with the CT order. Local or district health directors are permitted to order the closure of Public Health Facilities (as defined in Executive Order No-7PP). In addition, designated municipality officials may order the closure of any business (other than a Public Health Facility) that is in violation of sector-specific rules until such time as such officials determine such businesses are back in compliance.</li></ul>
DE	<p>Order Links:</p> <p><a href="#">DE COVID-19 Orders Homepage</a></p> <p><a href="#">Fourth Modification to State of Emergency (3/22/20)</a></p> <p><a href="#">Fifth Modification to State of Emergency (3/22/20)</a></p> <p><a href="#">Seventh Modification to State of Emergency (3/29/20)</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 24, 2020; Indefinite. The requirement that businesses provide their employees with face coverings is effective from May 1, 2020.</b></li><li>• Effective June 15, 2020, DE entered Phase 2 of its reopening plan (the "<a href="#">Phase 1 Plan</a>"), which can be found <a href="#">here</a>.</li><li>• Under the Phase 2 Plan, all open and reopening businesses, among other things, (i) should close common areas where personnel are likely to congregate, (ii) should continue having staff work from home whenever possible, and (iii) must disinfect surfaces touched by customers. In addition, all vulnerable persons should continue to shelter in place.</li></ul>

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	<p><a href="#">Eighth Modification to State of Emergency (3/30/20)</a></p> <p><a href="#">Ninth Modification to State of Emergency (4/1/20)</a></p> <p><a href="#">Tenth Modification to the State of Emergency (4/6/20)</a></p> <p><a href="#">Extension of the Declaration of a State of Emergency (4/10/20)</a></p> <p><a href="#">Thirteenth Modification to the State of Emergency (4/25/20)</a></p> <p><a href="#">Fifteenth Modification to the State of Emergency (5/7/20)</a></p> <p><a href="#">Second Extension of the Declaration of a State of Emergency (5/8/20)</a></p> <p><a href="#">Nineteenth Modification of the State of Emergency (5/28/20)</a></p> <p><a href="#">Twentieth Modification to the State of Emergency (5/31/20)</a></p>	<ul style="list-style-type: none"><li>• As of May 22, 2020, all food and drink establishments may apply to expand their outdoor seating for serving food and drinks by submitting a plan that meets certain minimum requirements to the appropriate local authority. Such a plan must, among other things: (i) consider local traffic patterns and parking capacity needs (but may extend the boundaries of seating beyond current property boundaries); (ii) maintain current access to the property and include proper access for all emergency services; (iii) follow all additional requirements for food and drink establishments (other than the capacity limitation) outlined in the Phase 2 Plan; (iv) allow for proper control over the distribution of alcoholic beverages; and (v) not result in total outdoor seating capacity that exceeds the indoor seating capacity that the establishment was authorized to have prior to the State of Emergency.</li><li>• Under the Phase 2 Plan, businesses may reopen subject to the sector-specific guidelines provided in the Twenty-First Modification to the DE order and in the Phase 2 Plan, which include, among other things, limiting maximum occupancy to 60% of stated occupancy requirements (excluding employees) unless expressly stated otherwise in the DE order or in the Phase 2 Plan.</li><li>• Under the Phase 2 Plan, sporting facilities, indoor children's play areas and water parks must remain closed, unless they create facility-specific plans to observe certain requirements. Sporting facilities and venues must create plans to observe the industry guidance for exercise facilities set forth in the Phase 2 Plan. Indoor children's play areas must create plans to observe industry guidance for their industry as set out in the Phase 2 Plan, which plans must provide that occupancy may not exceed 30% of maximum capacity. Water parks must create plans that provide a maximum occupancy of no more than 30% (excluding employees) and explain how they will: (i) maintain social distancing between individuals who are not from the same household, (ii) require the use of face coverings in their facilities and (iii) regularly clean surfaces. These plans should be emailed to <a href="mailto:covid19faq@delaware.gov">covid19faq@delaware.gov</a>.</li></ul>

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	<p><a href="#">Third Extension of the Declaration of a State of Emergency (6/6/20)</a></p> <p><a href="#">Twenty-First Modification to the State of Emergency (6/14/20)</a></p> <p><a href="#">Twenty-Second Modification to the State of Emergency (6/19/20)</a></p> <p>Guidance Links:</p> <p><a href="#">DE COVID-19 Resource Page</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p> <p><a href="#">Public Health Recommendations after Travel from Areas with Potential Risk of Exposure to Coronavirus Disease 2019</a></p> <p><a href="#">COVID-19 Information for DE Small Businesses</a></p> <p><a href="#">NAICS Essential Business List</a></p>	<ul style="list-style-type: none"><li>• Effective June 1, 2020, in addition to complying with the requirements above and any other guidance or sector-specific guidelines referred to, all businesses (other than healthcare providers) that permit customers onto their premises must clearly mark six-foot spacing in checkout lines, utilize signage or ropes in any other high-traffic areas of such store and encourage adequate spacing among persons waiting in line outside. Retailers, especially essential businesses, are encouraged to establish specific hours for high-risk populations (including seniors).</li><li>• All businesses may continue “Minimum Basic Operations”, which are the minimum necessary activities to (i) maintain the value of the business’s inventory, preserve the condition of physical plant and equipment, ensure security, payroll and employee benefits or related functions, and (ii) facilitate employees’ ability to work remotely.</li><li>• Effective June 1, 2020, individuals entering DE from another state, and not merely passing through, must immediately self-quarantine for the shorter of 14 days from the time of entry into DE or their departure from DE. The self-quarantine requirement does not apply to (i) public health, public safety, or healthcare workers, or any other individuals providing assistance to an Essential Business or providing an emergency service related to COVID-19, (ii) individuals commuting into DE to work for a business deemed essential or otherwise open for business or to perform Minimum Business Operations, (iii) those traveling to care for a family member, friend, or pet in DE, (iv) the transport of family members, friends, pets, or livestock as allowed by all DE orders, or (v) individuals returning to their state of residence. The self-quarantine requirement incorporates any subsequent guidance issued by the CDC and/or the Division of Public Health. All costs associated with such self-quarantine are paid by the individual. There is no process to apply for an exemption from DE’s self-quarantine requirements.</li><li>• Face coverings must be worn by, among others, (i) persons using public transportation, taxis or other ride-sharing vehicles and (ii) customers while on premises at any business, including while waiting in line outside.</li></ul>

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	<p><a href="#">CDC Coronavirus (COVID-19) Guidelines</a></p> <p><a href="#">CDC Cloth Face Covering Guidance</a></p> <p><a href="#">Delaware Economic Reopening Phase 1 Guidelines</a></p> <p><a href="#">Delaware Economic Reopening Phase 2 Guidelines</a></p>	<p>By May 1, 2020, all businesses must pay for and provide hand sanitizer and face coverings to their employees working in such businesses' public areas. Businesses must refuse service to customers not wearing a mask; however, masks are not required for children twelve or younger or for persons whose health is inhibited by wearing a mask. Documentary evidence of such medical condition is not required. Businesses providing medication, medical supplies or food may refuse entry but must offer another means for such customers to purchase goods. Businesses must remind customers to wear face coverings by posting such requirement at store entrances and inside the store.</p> <ul style="list-style-type: none"><li>• Effective June 15, 2020, gatherings in parks and recreation facilities or in other locations without a fire code occupancy limit are limited to 250 people. Hosts of indoor gatherings must calculate useable capacity at 30 square feet per person up to a maximum of 250 people. Attendees must social distance from those not part of their household. For gatherings of more than 250 people, approval is needed by the Division of Small Business. Gathering of more than 250 people, including among other events, weddings, concerts, parades and sporting events are prohibited. However, prospective hosts of such large gathering events may submit a plan to host any such event at least seven days prior to the anticipated event. The plan must adhere to the guidance for gatherings/events of up to 250 set forth in the Twenty-First Modification to the DE order and include other considerations such as the number of people attending that are a part of a vulnerable population, the density of attendees within a confined area and local traffic patterns and parking capacity needs.</li><li>• For any matters (i) addressed by both the Fourth and Tenth Modifications to the DE order, the provisions of the Tenth Modification control and (ii) related to businesses addressed by prior Modifications to the DE order that appear to conflict, the provisions of the Fifteenth Modification of the DE order control. The DE order is otherwise silent on whether it supersedes any prior orders.</li></ul>



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FL	<p>Order Links:</p> <p><a href="#">FL COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order 20-68 (3/17/20)</a></p> <p><a href="#">Executive Order 20-71 (3/20/20)</a></p> <p><a href="#">Executive Order 20-80 (3/23/20)</a></p> <p><a href="#">Executive Order 20-82 (3/24/20)</a></p> <p><a href="#">Executive Order 20-86 (3/27/20)</a></p> <p><a href="#">Executive Order 20-89 (3/23/20)</a></p> <p><a href="#">Executive Order 20-91 (3/23/20) (as incorporated into EO 20-112)</a></p> <p><a href="#">Executive Order 20-92 (4/1/20)</a></p> <p><a href="#">Executive Order 20-111 (4/29/20)</a></p> <p><a href="#">Executive Order 20-112 (4/29/20)</a></p> <p><a href="#">Executive Order 20-120 (5/9/20)</a></p> <p><a href="#">Executive Order 20-122 (5/14/20)</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: April 29, 2020; Indefinite.</b></li><li>• The FL Governor has established a Task Force to Re-Open Florida, which has issued a report (available <a href="#">here</a>) that provides a suggested phased reopening plan. However, the reopening plan has not been officially adopted by the FL Governor. Public comment on the Task Force's reopening plan may be submitted online using the form available <a href="#">here</a>.</li><li>• FL order 20-112 was issued in response to the recommendations in Phase 1 of the reopening plan. Under FL order 20-123 all counties in FL were moved into Phase 1 of FL's reopening, during which essential services may continue operating. Phase 1 includes the following provisions related to certain other businesses:<ul style="list-style-type: none"><li>• In-store retail sales establishments may open storefronts if they operate at no more than 50% of their maximum occupancy and abide by CDC and OSHA safety guidelines.</li><li>• Restaurants may allow on-premises consumption of food and beverages, provided that they adopt appropriate social distancing measures (i.e., 6 feet of separation between all persons, only seating parties of 10 or less, closing bar counters) and limit their indoor occupancy to no more than 50% of the building's indoor occupancy. Additional guidance for restaurants is published by the FL Department of Business and Professional Regulation, available <a href="#">here</a>.</li><li>• Bars, pubs and nightclubs deriving more than 50% of their revenue from sales of alcoholic beverages remain prohibited from serving alcoholic beverages for on-premises consumption.</li><li>• Gyms and fitness centers may operate at up to 50% of their maximum occupancy and must adopt safety measures including appropriate social distancing for classes and cleaning. protocols.</li></ul></li></ul>



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	<p><a href="#">Executive Order 20-123 (5/14/20)</a></p> <p><a href="#">Executive Order 20-139 (6/5/20)</a></p> <p>Guidance Links:</p> <p><a href="#">FL COVID-19 Resource Page</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p> <p><a href="#">FL Reopening FAQ</a></p> <p><a href="#">Miami-Dade Guidance for Businesses</a></p> <p><a href="#">Executive Order 20-120 FAQ</a></p> <p><a href="#">CDC Guidance for Businesses and Workplaces</a></p> <p><a href="#">OSHA Guidance on Preparing Workplaces for COVID-19</a></p>	<p>Additional guidance for gyms and fitness centers is published by the FL Department of Business and Professional Regulation and available <a href="#">here</a>.</p> <ul style="list-style-type: none"><li>• Barbershops, cosmetology salons and cosmetology specialty salons may reopen provided that they have adopted the social distancing and precaution measures outlined by the FL Department of Business and Professional Regulation available <a href="#">here</a>.</li><li>• Elective procedures may resume, subject to certain requirements (including, among others, not having sought any additional government assistance regarding PPE supplies since the applicable business resuming elective procedures).</li><li>• Professional sports venues may open. The order preempts any local rule prohibiting a professional sports team conducting, or the operations of the venue from hosting, those sports activities at facilities in FL.</li></ul> <ul style="list-style-type: none"><li>• FL order 20-139, effective on June 5, 2020, was issued in response to the recommendations in Phase 2 of the reopening plan. Under FL order 20-139 all counties in FL, except Miami-Dade, Broward and Palm Beach counties, were moved into Phase 2 of FL's reopening, during which essential services may continue operation. Miami-Dade, Broward, and Palm Beach counties must seek approval from their county mayor to enter Phase 2. Phase 2 includes the following provisions related to certain other businesses:<ul style="list-style-type: none"><li>• In-store retail sales establishments, including gyms and fitness centers, should maintain appropriate social distancing and sanitation protocols.</li><li>• Persons who work in long-term care facilities should be tested for COVID-19 on a routine basis.</li></ul></li></ul>

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		<ul style="list-style-type: none"><li>• Restaurants may allow on-premises consumption of food and beverages, provided that they limit their indoor occupancy to no more than 50% of the building's occupancy inside (excluding employees), but may utilize full capacity outdoors with appropriate social distancing. Bar areas may open with seated service. Additional guidance for restaurants is published by the FL Department of Business and Professional Regulation and available <a href="#">here</a>. This does not apply to nightclubs.</li><li>• Entertainment businesses, including movie theaters, concert houses, auditoriums, playhouses, bowling alleys, and arcades may operate at 50% of the building's capacity, with appropriate distancing between groups and appropriate sanitation.</li><li>• Pari-mutuel facilities may seek to operate with a written request from the County Mayor or the County Administrator to the Secretary of the Department of Business and Professional Regulation.</li><li>• Personal services (e.g., tattooing, body piercing, tanning) may operate with appropriate safety guidelines as outlined by the Department of Health.</li><li>• "Essential services" are those included in the CISA critical infrastructure guidelines, as updated, the list of essential services provided by Miami-Dade County as of April 1, 2020, and those businesses and activities designated as essential by FL order 20-91 and its attachments, including, among others, (i) automobile dealership/auto-supply stores and related facilities; (ii) contractors/appliance repair personnel and other service providers necessary to maintain the essential operation of residences and other structures; (iii) mailing/shipping services; (iv) suppliers of home office products; (v) businesses that supply other essential businesses; (vi) logistics providers (e.g., warehouses and trucking); (vii) open construction sites; (viii) factories/manufacturing facilities and other industrial facilities; (ix) any business that is interacting with customers solely through electronic or telephonic means and delivering products via mailing, shipping or delivery service; and (x) all other essential services listed on the FL Division of Emergency Management's</li></ul>

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		<p>("FLDEM") website at <a href="http://www.floridadisaster.org">www.floridadisaster.org</a> and the FL Department of Health's website at <a href="http://www.floridahealth.gov">www.floridahealth.gov</a>. Essential services must continue to follow safety guidelines issued by the CDC and OSHA and, if necessary, employee screening or use of personal protective equipment should continue.</p> <ul style="list-style-type: none"><li>• Businesses may submit an online inquiry to the FLDEM requesting confirmation that they are an essential service. Businesses not currently deemed as providing essential services can submit an application, available <a href="#">here</a>, to the FLDEM to have their business added to the approved list of essential services.</li><li>• Senior citizens and individuals with a significant underlying medical condition are strongly encouraged to avoid crowds and take measures to limit the risk of exposure to COVID-19. All persons are encouraged to avoid congregating in groups larger than 50 persons.</li><li>• Persons entering FL from an area with substantial community spread of COVID-19, must (i) self-quarantine for the lesser of 14 days and such person's departure from FL (excluding, among others, persons performing health or infrastructure response, persons involved in any commercial activity, and students traveling for the purpose of academic work, internships, sports training or any other activity approved by the educational institution) and (ii) inform any individual in FL with whom they have had direct physical contact in the past 21 days that they traveled from an area with substantial community spread. Each person required to self-quarantine under the FL order is responsible for all associated costs of such self-quarantine. There is no process to apply for an exemption from these self-quarantine requirements.</li><li>• Local authorities are permitted to adopt requirements for businesses, operations and venues that are stricter than those provided in FL order 20-112.</li></ul>

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		<ul style="list-style-type: none"><li>FL orders 20-91 and 20-92 are superseded and FL order 20-112 Section 2 is superseded. The FL order further supersedes any conflicting provisions of FL order 20-112 Section 3C. (gyms) and Section 4 (retail and museums) and FL order 20-123 including Section 1.B. (retail), C. (museums) and D. (gyms).</li></ul>
GA	<p>Order Links:</p> <p><a href="#">GA COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order 06.11.20.01 (6/11/20)</a></p> <p>Guidance Links:</p> <p><a href="#">GA COVID-19 Resource Page</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p> <p><a href="#">GA Guidance and FAQs</a></p>	<ul style="list-style-type: none"><li><b>Effective Period: June 16 through June 30, 2020.</b></li><li>The GA order generally allows businesses to reopen (including concerts, live performances and conventions effective July 1, 2020), subject to compliance with the health and safety requirements set forth in the GA order.</li><li>The GA order requires all persons who are at higher risk of severe illness due to contracting COVID-19 (e.g., persons who are immunocompromised, with obesity or with certain medical conditions) to shelter in place through June 30, 2020. However, such persons are allowed to work for Critical Infrastructure or perform minimum necessary activities to maintain the value of a business that is not Critical Infrastructure. Persons over 65 years old are no longer required to shelter-in-place.</li><li>“Critical Infrastructure” includes all workers and businesses included in versions 1.0, 2.0 and 3.0 of the CISA guidelines released on March 19, 2020, March 28, 2020 and April 17, 2020, and those suppliers which provide essential goods and services to the critical infrastructure workforce as well as entities that provide legal services, home hospice and non-profit organizations that offer food distribution or other health or mental health services. The GA order does not provide businesses with the ability to request designation as Critical Infrastructure, although the GA Department of Economic Development is authorized to issue guidance to a business regarding its status as Critical Infrastructure.</li><li>Critical Infrastructure that continue in-person operation are to implement measures which mitigate the exposure and spread of COVID-19 among its workforce. Such measures include, among others, (i)</li></ul>

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		<p>screening workers for symptoms; (ii) enhancing sanitation and disinfecting common surfaces; (iii) implementing teleworking and staggered shifts for all possible workers; (iv) delivering intangible services remotely wherever possible; (v) placing notices that encourage hand hygiene at the entrance to the workplace and in other workplace areas where they are likely to be seen; and (vi) suspending the use of PIN pads and credit card signatures to the extent such suspension is permitted by agreements with credit card companies and credit agencies.</p> <ul style="list-style-type: none"><li>• All businesses that are not Critical Infrastructure must implement similar measures to those outlined above for Critical Infrastructure to mitigate the exposure and spread of COVID-19 among its workforce. In addition to such measures and the measures described in the immediately preceding bullet, such non-Critical Infrastructure businesses must (i) for retailers and service providers, provide for alternative points of sale outside of buildings, (ii) increase physical space between workers and customers, and (iii) increase physical space between workers' worksites to at least six feet.</li><li>• Gatherings of more than 50 persons are permitted if their grouping is transitory or incidental or if their grouping is the result of being spread across more than one single location.</li><li>• Additional sector-specific requirements for businesses listed in the GA order (e.g., 50% fire capacity occupancy or 8 patrons per 1,000 square feet for retail businesses) must be complied with.</li><li>• All businesses that continue in-person operations should also (i) provide Personal Protective Equipment (as defined in the GA order) as available and appropriate to the function and location of the worker within the business location, (ii) provide disinfectant and sanitation products for workers to clean their workspace, equipment and tools, and (iii) increase physical space between workers' worksites to at least six feet. In instances where persons are working outdoors without regular contact with other persons (e.g., delivery</li></ul>

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		<p>services, landscaping, etc.), such persons shall only be required to practice Social Distancing and implement sanitation processes in accordance with CDC guidelines.</p> <ul style="list-style-type: none"><li>• County and municipal governments are authorized to make, amend and rescind such orders, rules and regulations as may be necessary for emergency management purposes and to supplement the GA order, but such orders, rules and regulations shall not be inconsistent with the GA order or any other order by the governor or state agency. Any order, rule or regulation that is promulgated by county and municipal governments that are more or less restrictive than the terms of the GA order shall be considered inconsistent. The operation of Critical Infrastructure shall not be impeded by county, municipal, or local ordinance.</li><li>• The GA order controls in the event of any conflict between the provisions of the GA order with the provisions of any prior Executive Orders or Agency Administrative Orders. In the event of any conflict, the provisions of a quarantine or isolation order issued by the GA Department of Public Health will control. The GA order does not limit, infringe, suspend or supplant any judicial order or judgment.</li><li>• Law enforcement officers are permitted to mandate the closure of any non-compliant business after providing reasonable notice to the business and issuing at least two citations for violations. Enforcement of any county or municipal ordinance or order that is more or less restrictive than the GA order is suspended.</li></ul>

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HI	<p>Order Links:</p> <p><a href="#">HI COVID-19 Orders Homepage</a></p> <p><a href="#">Third Supplementary Proclamation (3/23/20)</a></p> <p><a href="#">Order for Self-Quarantine (3/21/20)</a></p> <p><a href="#">Fifth Supplementary Proclamation (4/16/20)</a></p> <p><a href="#">Sixth Supplementary Proclamation (4/25/20)</a></p> <p><a href="#">Seventh Supplementary Proclamation (5/5/20)</a></p> <p><a href="#">Seventh Supplementary Proclamation (5/5/20)</a></p> <p><a href="#">Eighth Supplementary Proclamation (5/18/20)</a></p> <p><a href="#">Ninth Supplementary Proclamation (6/10/20)</a></p> <p>Guidance Links:</p> <p><a href="#">HI COVID-19 Resource Page</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: Phase 2: May 18, 2020; Indefinite. The self-quarantine requirements are effective from May 5 through June 30, 2020. The Emergency Period is in effect through July 31, 2020.</b></li><li>• On May 5, 2015, the HI Governor began reopening HI's economy pursuant to the 7<sup>th</sup> Supplementary Proclamation (the "<a href="#">7<sup>th</sup> Proclamation</a>"). On May 18, 2020, the HI Governor issued the 8<sup>th</sup> Supplementary Proclamation (the "<a href="#">8<sup>th</sup> Proclamation</a>") pursuant to which the HI Governor announced that HI would reopen its economy pursuant to a four-phase reopening plan. As of May 18, 2020, HI was in Phase 2 of its reopening plan with the state gradually allowing medium-risk businesses such as churches, gyms, museums, theaters, restaurants and hair salons to begin operations in June. On June 10, 2020, the HI Governor signed the 9<sup>th</sup> Supplementary Proclamation (the "<a href="#">9<sup>th</sup> Proclamation</a>"), which extends the Emergency Period through July 31, 2020 and lifts the quarantine order for inter-island travel effective June 16, 2020.</li><li>• HI has not yet established the commencement dates for Phases 3 and 4; however, each phase will last a minimum of two weeks during which time HI will monitor the effects of the reopening before moving to the next phase. Decisions on moving between phases will be made by the HI Governor and Mayors and will depend on certain public health metrics such as the severity and prevalence of new cases and the capacity of healthcare supply, contact tracing and diagnostic testing. Stricter response measures may be implemented and HI may revert to an earlier phase depending on health, economic and community-based indicators. Counties may move through the reopening phases independent of one another and may relax stricter local orders at their own pace in coordination with the HI Governor's office.</li><li>• During all reopening phases, open and reopening business must comply with CDC, industry and regulatory guidelines related to COVID-19 in addition to any phase-specific health and safety measures (discussed below). In addition, during Phases 1 and 2, open and reopening businesses and operations must be conducted through telework whenever possible. During the "Stay at Home" portion of Phase 1, all HI residents are required to remain at home except for essential activities and all places of public gathering, whether indoors or outdoors, were closed to the public. During the "Safer at Home" portion of Phase 1 and Phase 2, gatherings of greater than 10 persons are prohibited unless exempted by the 8<sup>th</sup> Proclamation. In</li></ul>
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	<p><a href="#">CISA Memorandum on Identification of Critical Infrastructure Workers</a></p> <p><a href="#">CDC Guidance: Cloth Face Covers</a></p> <p><a href="#">HI “Beyond Recovery” Reopening Presentation</a></p> <p><a href="#">HI Governor Reopening Memo</a></p>	<p>addition, during the “Safer at Home” portion of Phase 1 and Phases 2 and 3, high-risk populations, as defined by the CDC <a href="#">here</a> (e.g., persons over 65 or who are otherwise immunocompromised), are recommended to stay at home.</p> <ul style="list-style-type: none"><li>• During the “Stay at Home” portion of Phase 1, only essential businesses are permitted to operate. During the “Safer at Home” portion of Phase 1, in addition to essential businesses, the following businesses, among others, are permitted to operate: (i) agriculture (non-food); (ii) auto dealerships; (iii) car washes; (iv) pet grooming services; (v) observatories and support facilities; (vi) retail and repair services; and (vii) retail and repair services in shopping malls (play areas and entertainment areas must remain closed). During Phase 1, all operating businesses must comply with the physical distancing and Safe Practices (each as discussed below).</li><li>• During the Emergency Period, all businesses permitted to operate during Phase 1 are required to follow the universal and applicable sector-specific guidelines set forth on Exhibit G to the 7<sup>th</sup> Proclamation. The universal guidelines include, among others, (i) to the extent possible, requiring customers to wait in their cars for employees to bring out merchandise; (ii) posting signs throughout the area reminding visitors and employees to practice social distancing and hand washing; (iii) training employees on the importance of frequent hand washing; (iv) providing employees frequent opportunities to wash hands; (v) dismissing employees with symptoms of COVID-19 as soon as possible to self-isolate or seek medical attention; and (vi) denying entry to the business to anyone visibly displaying symptoms of COVID-19.</li><li>• During Phase 2, the following businesses, among others, are permitted to reopen subject to complying with physical distancing and Safe Practices: (i) businesses or operations that are part of the federal critical infrastructure sectors, as set forth in Exhibit B to the 9<sup>th</sup> Proclamation, and (ii) the businesses or operations</li></ul>



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		<p>operating in each county in accordance with the State Roadmap to Recovery and Resilience, as set forth in Exhibit G to the 9<sup>th</sup> Proclamation.</p> <ul style="list-style-type: none"><li>• Businesses subject to HI's physical distancing requirements must, among other things, (i) determine the maximum number of customers that may be accommodated while maintaining physical distancing and limiting the number of customers in a facility to the maximum number at any time, (ii) ensure customers wear a face covering as described and recommended by the CDC or as required by any county order while waiting to enter and while at any business or operation, (iii) make available hand sanitizer and sanitizing products to employees and customers, (iv) implement processes to safeguard elderly and high-risk customers, (v) post online whether a facility is open and how best to reach the facility and continue services by phone or remotely, (vi) provide, if feasible, online ordering and purchase of goods, customer pickup of orders at a location outside the facility or delivery to customers, and (vii) post a sign at the entrance of the facility informing customers and employees to avoid entering if they do not feel well, maintain a six-foot distance from one another, sneeze and cough into their elbow and not shake hands or engage in unnecessary physical contact.</li><li>• Businesses subject to HI's Safe Practices must, among other things, (i) have hand sanitizer/hand washing facilities available for use by employees and the public, (ii) ensure employees remain home if ill, (iii) ensure cloth face coverings are worn at all times by employees, (iv) regularly clean and disinfect high-touch areas, and (v) ensure six feet of separation is maintained to the fullest extent possible.</li><li>• Essential businesses and operations are those included in the CISA critical infrastructure guidelines, as updated, or designated by the Director of Hawaii's Emergency Management Agency, in addition to an expanded list that includes, among others, (i) healthcare services and facilities, (ii) stores that sell groceries and medicine, (iii) food, beverage, cannabis production and agriculture, and (iv) manufacture, distribution,</li></ul>

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		<p>and supply chain for critical products and industries. HI does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Business and Operation”.</p> <ul style="list-style-type: none"><li>• During Phases 1 and 2, persons may travel to engage in minimum basic operations of open and reopening businesses, including the minimum necessary to maintain the value of inventory, ensure security, process payroll and employee benefits, and related functions, as well as the minimum necessary activities to facilitate employees of the business being able to continue to work remotely from their residences.</li><li>• During Phases 1 and 2, all persons entering HI are required to self-quarantine in a designated quarantine location for a period of 14 days or the duration of such person’s stay in HI, whichever is shorter (except, during Phase 2, persons entering HI by recreational boats which have been at sea for at least 14 consecutive days and have no persons on board who are ill or are exhibiting symptoms of COVID-19). Persons who require paid or commercial lodging while subject to the mandatory self-quarantine will designate a hotel or motel as their designated quarantine location. Those persons entering HI to perform critical infrastructure functions will be subject to self-quarantine but may break quarantine to perform necessary functions (Phase 1) or critical infrastructure functions (Phase 2) so long as they wear appropriate protective gear and follow safe practices.</li><li>• Persons under quarantine are not permitted to leave the designated quarantine location except for medical emergencies or to seek medical care and are responsible for all costs associated with their quarantine. Only physicians, healthcare providers or other visitors authorized by the Director of the Hawaii Emergency Management Agency are allowed to enter the designated quarantine location. Person’s subject to HI’s self-quarantine requirement are responsible for all costs associated therewith. There is no process to apply for an exemption from these self-quarantine requirements. The 8<sup>th</sup> Proclamation extended the self-quarantine requirements for travelers to HI through June 30, 2020.</li></ul>

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		<ul style="list-style-type: none"><li>• According to the 9<sup>th</sup> Proclamation, all hosts of any guest in HI will be responsible for ensuring their guests abide by the mandatory self-quarantine. It is the host's duty to ascertain the period of self-quarantine for their guests and to determine whether or not their guests remain confined to their designated quarantine location throughout the period of self-quarantine. Car sharing services cannot rent or provide cars to anyone who is subject to a self-quarantine.</li><li>• All counties are required to obtain the approval of the HI Governor or the approval of the Director of HI Emergency Management Agency, prior to issuing any emergency order, rule or proclamation. In the event of inconsistency or conflict between Section III of the 7<sup>th</sup> Proclamation or the 8<sup>th</sup> Proclamation and any county order, the relevant documents shall be read to allow a county maximum flexibility to exercise its emergency management authority. In addition, in the event of any inconsistency, conflict or ambiguity between the Fifth Supplementary Proclamation and any county emergency order, rule, directive or proclamation, the relevant documents shall be read to allow a county maximum flexibility to exercise its respective emergency authority.</li></ul>
ID	<p>Order Links:</p> <p><a href="#">ID COVID-19 Orders Homepage</a></p> <p><a href="#">Order of the Director - Stage 3 (5/30/20)</a></p> <p>Guidance Links:</p> <p><a href="#">ID COVID-19 Resource Page</a></p> <p><a href="#">Guidelines for Opening up Idaho</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: May 1, 2020; Indefinite.</b></li><li>• Pursuant to the ID plan of reopening available <a href="#">here</a> (the "Reopening Plan"), ID permits all businesses, other than those expressly directed to remain closed, to reopen. Reopening businesses must comply with the reopening protocols governing each of the five reopening stages.</li><li>• The Initial Stage took place before May 1, 2020. Stage 1 was conducted from May 1, 2020 through May 15, 2020. Stage 2 was conducted from May 16, 2020 through May 29, 2020. The ID Governor issued an order to begin Stage 3 effective May 30, 2020, which order is in effect indefinitely. Stage 4 is expected to take place from June 13, 2020 – June 26, 2020.</li></ul>

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	<p><a href="#">Business-Specific Protocols for Opening</a></p> <p><a href="#">Stages of Reopening</a></p> <p><a href="#">CDC Guidance – People Who Are At Higher Risk</a></p>	<ul style="list-style-type: none"><li>• Under the Reopening Plan, certain syndromic, epidemiological and healthcare (e.g., downward trend in COVID-19 cases and ability to treat patients without needing to use crisis standards of care) criteria must be satisfied before ID authorizes advancing to the next stage. If trends move in the wrong direction or there is evidence that a stage has adversely impacted rates, stages may be extended or reversed.</li><li>• During all reopening stages, employers should continue to, among other things, (i) develop and implement social distancing measures; (ii) provide adequate sanitation and personal hygiene for employees, vendors, and patrons; (iii) identify how personal use items such as masks, face coverings, and gloves may be required by employees, vendors, and/or patrons; and (iv) on a case-by-case basis, include other practices appropriate for specific types of businesses (e.g., screening employees for illness/exposures upon work entry, requiring non-cash transactions, etc.) and such other protocols established under the Reopening Plan.</li><li>• All open and reopening businesses must adhere to Social Distancing Requirements and Sanitation Requirements, which include (i) washing hands with soap and water for at least 20 seconds as frequently as possible or using hand sanitizer; (ii) covering coughs or sneezes (with the sleeve or elbow, not hands); (iii) regularly cleaning high-touch surfaces; and (iv) not shaking hands.</li><li>• During the Initial Stage, Stage 1 and Stage 2, vulnerable individuals (i.e., persons who are at high-risk for severe illness, as defined by the CDC <a href="#">here</a>, including, among others, people 65 and older and persons with underlying medical conditions) should continue to self-isolate. Under Stage 3, vulnerable individuals may resume public interactions but should practice physical distancing and wear face coverings or masks while in public and should minimize exposure to social settings where distancing may not be practical. Vulnerable individuals that do not feel comfortable resuming public interactions are strongly encouraged to stay at home.</li><li>• Under Stage 1, (i) employers continue to encourage telework, where possible, and should return employees to work in phases, if physical distancing, personal protections and sanitation are feasible; (ii) special</li></ul>

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		<p>accommodations should be made for vulnerable employees who are unable to work from home; (iii) non-essential businesses, other than those directed to remain closed, should implement and follow plans for reopening demonstrating ability to meet business protocols; and (iv) minimize non-essential travel and adhere to CDC post-travel self-isolation guidelines, available <a href="#">here</a>.</p> <ul style="list-style-type: none"><li>• Stage 2 protocols are consistent with Stage 1 protocols; provided that all open businesses should continue to follow their reopening plans. Gatherings of more than 10 people should be avoided and people participating in gatherings of 10 or fewer people should adhere to Social Distancing and Sanitation Requirements (as defined in the ID order).</li><li>• Under Stage 2, the following businesses are required to remain closed, except to perform Minimum Basic Operations: (i) bars/nightclubs and (ii) large venues. Restaurants may reopen if their reopening plans are submitted for approval by local health districts and gyms/recreation facilities and hair salons may reopen if they meet business protocols. Social Distancing and Sanitation Requirements remain, which means restaurants will have to limit seating capacity to 50%. Under Stage 3, bars and movie theaters may operate with diminished occupancy. Under Stage 4, large venues can operate under limited physical distancing protocols.</li><li>• Minimum Basic Operations are (i) the minimum necessary activities to maintain the value of the business's inventory, ensure security, payroll and employee benefits or related functions, (ii) the minimum necessary activities to facilitate employees of the business being able to work remotely from their residences, and (iii) the minimum necessary activities to prepare the business to reopen at such time as deemed appropriate, including sanitization, obtaining personal protective equipment, and setting up procedures to ensure compliance with Social Distancing and Sanitation Requirements. Employees must comply with Social</li></ul>

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		<p>Distancing and Sanitation Requirements, to the extent possible, while carrying out Minimum Basic Operations.</p> <ul style="list-style-type: none"><li>• Stage 3 protocols are consistent with Stage 2 protocols, provided that (i) non-essential travel can resume to locations that allow it and that do not have ongoing transmission and whose employees adhere to CDC post-travel self-isolation guidelines and (ii) gatherings of more than 50 people should be avoided and people participating in gatherings of 50 or fewer people should adhere to Social Distancing and Sanitation Requirements (as defined in the ID order).</li><li>• Stage 4 protocols are consistent with Stage 3 protocols, provided that employers may resume unrestricted staffing of worksites, but continue to practice physical distancing, personal protection and sanitation for protection of workers.</li><li>• Persons entering ID from another country or from an area outside ID with substantial community spread of COVID-19 or case rates higher than ID are strongly encouraged to self-quarantine for the lesser of 14 days or the duration of such person's visit if less than 14 days. All costs associated with such self-quarantine are paid by the individual. Persons who (i) have tested positive for COVID-19, (ii) are presumptively diagnosed with COVID-19 or (iii) are exhibiting symptoms identified in the CDC's screening guidance may only enter ID if under medical orders for the purposes of medical care, are being transported by emergency personnel, are being driven directly to a medical provider for purposes of medical care, or are a resident of ID.</li><li>• Individuals are permitted to report violations of the ID order to local authorities.</li><li>• Cities, counties and public health districts may enact more stringent health orders than those set out in the ID order.</li></ul>

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IL	<p>Order Links:</p> <p><a href="#">IL COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order 2020-07 (3/16/20)</a></p> <p><a href="#">Executive Order 2020-10 (3/20/20)</a></p> <p><a href="#">Executive Order 2020-18 (4/1/20)</a></p> <p><a href="#">Executive Order 2020-32 (4/30/20)</a></p> <p><a href="#">Executive Order 2020-38 (5/29/20)</a></p> <p>Guidance Links:</p> <p><a href="#">IL COVID-19 Resource Page</a></p> <p><a href="#">IL Department of Public Health Resource Page</a></p> <p><a href="#">CISA Guidelines Identifying Critical Infrastructure During the COVID-19 Pandemic</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: May 29, 2020; Indefinite.</b></li><li>• On May 5, 2020, IL published a “Restore Illinois” reopening plan for businesses. Reopening in IL will take place in phases and be assessed on a region-by-region basis. The status of each region with respect to the reopening is available <a href="#">here</a>. All regions in IL are currently in Phase 3. The decision as to whether a region may move from one phase to another will depend on certain health metrics such as case positivity rate and hospital capacity benchmarks. Each phase in the IL reopening plan states which categories of businesses and services may reopen.<ul style="list-style-type: none"><li>• Phase 1 entails strict stay at home and social distancing guidelines.</li><li>• In Phase 2, non-essential retail stores can reopen for curbside pick-up and delivery and people must wear face coverings.</li><li>• In Phase 3, manufacturing, offices, retail, barbershops and salons can reopen to the public with capacity limits and safety precautions, restaurants and bars may resume limited operations for outdoor seating, and all state parks will reopen, however, face coverings and social distancing requirements remain. Sector-specific Phase 3 guidelines can be found <a href="#">here</a>.</li><li>• In Phase 4, gatherings of up to 50 people are allowed, restaurants and bars can reopen, and travel may resume, however, face coverings and social distancing requirements remain.</li><li>• In Phase 5, the economy fully reopens with safety precautions continuing.</li></ul></li><li>• If an individual is over two years old and can medically tolerate wearing a face covering, such individual must wear a face covering over his or her nose and mouth when in a public place anytime that he or she is unable to maintain a six-foot social distance. Businesses may require an individual to temporarily remove a</li></ul>

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	<p><a href="#">Essential Businesses and Operations FAQs</a></p> <p><a href="#">IL Department of Public Health Guidance on Workplace Health and Safety</a></p> <p><a href="#">IL Department of Public Health Guidance on Face Covering Use</a></p> <p><a href="#">IL Department of Human Rights Face Covering FAQs for Businesses</a></p> <p><a href="#">IL Reopening Plan</a></p> <p><a href="#">IL Phase 3 Reopening Guidelines</a></p> <p><a href="#">IL Reopening FAQs</a></p>	<p>face covering for identification purposes. Persons at high risk of severe illness from COVID-19, including elderly people and those with a health condition that may make them vulnerable, are urged to stay in their residence. Any gathering of more than 10 people is prohibited unless exempted by the IL order (e.g., in connection with the free exercise of religion).</p> <ul style="list-style-type: none"><li>• Essential Businesses and Operations are permitted to maintain in-person operations, subject to social distancing requirements. Essential Businesses and Operations are those included in the CISA critical infrastructure guidelines, Healthcare and Public Health Operations, Human Services Operations, Essential Governmental Functions and Essential Infrastructure (each as defined in the IL order), in addition to an expanded list that includes, among others, (i) stores that sell groceries and medicine; (ii) food, beverage, cannabis production and agriculture; (iii) supplies to work from home; and (iv) supplies for Essential Businesses and Operations. The IL order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Business and Operation”.</li><li>• All businesses are permitted to continue Minimum Basic Operations (subject to complying with social distancing requirements), which include the minimum necessary activities to (i) maintain the value of the business’s inventory, preserve the condition of the business’s physical plant and equipment, ensure security, process payroll and employee benefits, or for related functions; and (ii) facilitate employees of the business being able to work remotely from their residences.</li><li>• Businesses in operation must adhere to social distancing and public health requirements set forth in the IL order, including, among others, (i) designating with tape or other means six-foot spacing for employees and customers to maintain appropriate distance, (ii) implementing separate operating hours for elderly and vulnerable customers, (iii) evaluating which employees are able to work from home and encouraging the facilitation of remote work when possible, (iv) providing employees with appropriate face coverings and requiring that employees wear face coverings where maintaining a six-foot social distance is not possible</li></ul>



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		<p>(and providing employees with other PPE in addition to face coverings where work circumstances require), and (v) posting <a href="#">guidance</a> from the IL Department of Public Health and from the Office of the IL Attorney General regarding workplace safety during the COVID-19 emergency.</p> <ul style="list-style-type: none"><li>• In addition, businesses must follow guidance provided by the IL Department of Commerce and Economic Opportunity, the IL Department of Public Health, local public health departments and the Workplace Rights Bureau of the Office of the IL Attorney General with respect to Social Distancing Requirements. Businesses are prohibited from retaliating against an employee for disclosing information where the employee has reasonable cause to believe that the information discloses a violation of the IL order.</li><li>• Retail stores must, in addition to the requirements outlined above, (i) cap occupancy at 50% of store capacity, or, alternatively, at the occupancy limits based on store square footage set by the IL Department of Commerce and Economic Opportunity; (ii) communicate with customers through in-store signage and public service announcements about social distancing requirements; and (iii) discontinue use of reusable bags. Further guidance for retail can be found <a href="#">here</a>.</li><li>• Manufacturers must, in addition to the requirements outlined above, (i) stagger shifts; (ii) reduce line speeds and operate only essential lines; (iii) ensure that all spaces where employees may gather, including locker rooms and lunchrooms, allow for social distancing; and (iv) downsize operations to the extent necessary for social distancing and a safe workplace. Further guidance for manufacturing can be found <a href="#">here</a>.</li><li>• Office buildings must, in addition to the requirements outlined above, (i) consider implementing capacity limits where the physical space does not allow for social distancing and (ii) develop and prominently post plans and signage to ensure social distancing in shared spaces. Further guidance for office buildings can be found <a href="#">here</a>.</li></ul>

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		<ul style="list-style-type: none"><li>• Restaurants and bars may provide food and beverage for curbside pickup and delivery. Effective May 29, 2020, restaurants and bars may permit outdoor on-premises food and beverage consumption subject to the requirements outlined above and sector-specific <a href="#">guidance</a>.</li><li>• Fitness and exercise gyms may operate personal training sessions involving one trainer and one customer, outdoor training in groups no larger than 10 with social distancing, sale of retail merchandise, and onsite filming or streaming of remote classes conducted by a single trainer, subject to the requirements outlined above and sector-specific <a href="#">guidance</a>.</li><li>• Personal service facilities (e.g., spas, hair salons, nail salons, tattoo parlors) may reopen but must ensure the use of face coverings, implement capacity limits, and follow sector-specific <a href="#">guidance</a>.</li><li>• Businesses offering outdoor recreation, youth day camps, and youth sports may reopen but must ensure the use of face coverings, adhere to social distancing requirements, and follow sector-specific <a href="#">guidance</a>.</li><li>• Places of public amusement must remain closed to the public.</li><li>• The IL order does not modify any existing legal authority that allows (i) the state, any county or any local government body to order a quarantine or isolation that may require an individual to remain inside a particular residential property or medical facility for a limited period of time or any closure of a specific location for a limited period of time, or (ii) a county or local government body to enact provisions stricter than those in the IL order. Nothing in the IL order shall be construed as an exercise of any authority to order any quarantine, isolation or closure.</li></ul>

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IN	<p>Order Links:</p> <p><a href="#">IN COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order 20-18 (4/6/20)</a></p> <p><a href="#">Executive Order 20-22 (4/20/20)</a></p> <p><a href="#">Executive Order 20-10 (4/23/20)</a></p> <p><a href="#">Executive Order 20-26 (5/1/20)</a></p> <p><a href="#">Executive Order 20-28 (5/22/20)</a></p> <p><a href="#">Executive Order 20-29 (5/31/20)</a></p> <p><a href="#">Executive Order 20-32 (6/12/20)</a></p> <p><a href="#">Executive Order 20-35 (7/1/20)</a></p> <p>Guidance Link:</p> <p><a href="#">IN COVID-19 Resource Page</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: July 3, 2020 through July 17, 2020.</b></li><li>• On May 1, 2020, IN began implementing its 5-stage “Roadmap to Reopen Plan” by announcing stages 1 and 2. Stage 3 was announced on May 22, 2020 (with stages 4 and 5 to follow). Stage 1 ran from May 1, 2020 to May 4, 2020, stage 2 ran from May 4, 2020 to May 22, 2020, stage 3 ran from May 22, 2020 to June 13, 2020, stage 4 ran from June 13, 2020 to July 3, 2020 and stage 5 was scheduled to begin on July 4, 2020. However, because the percentage of positive cases in Indiana has increased and there has been increased COVID-19 spread throughout the United States, the state is refraining from transitioning fully into stage 5 and instead is moving into a stage 4.5, which generally runs from July 4, 2020 through July 17, 2020.</li><li>• Counties will enter different stages at different times depending on an assessment of certain criteria relating to the impact of COVID-19 in the applicable county. All Indiana counties, except for Elkhart county, are permitted to transition to stage 4.5 and at such time must adhere to the directives described below. For Elkhart county, the IN shutdown order 20-32 will remain in effect for all businesses within such county (with certain businesses permitted to be open).</li><li>• In stage 4.5, all gatherings may have up to 250 people provided that social distancing requirements can be accomplished and other sanitation measures are implemented. Hosts are encouraged to ensure a health screening process for attendees is instituted. For venues with multiple, clearly separated areas (e.g., banquet rooms or sports fields) each separate area may have up to 250 people per gathering, subject to certain requirements, including, among others, (i) attendees of the separate gatherings do not commingle, (ii) each gathering ensures six feet of separation between individuals or household units and (iii) there are separate (and adequate) designated restrooms for each gathering. Multi-day gatherings are strongly discouraged.</li></ul>

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		<ul style="list-style-type: none"><li>• All open and reopening businesses must develop a plan to safeguard customers and employees, which plan must, among other requirements, (i) institute an employee health screening process, and (ii) comply with social distancing and other requirements described in the IN order and established by the CDC, such as providing separate operating hours for vulnerable populations. In addition, all businesses are encouraged to take various other measures to combat the spread of COVID-19 set forth in the IN order, including, among others, allowing as many employees as possible to work from home. All businesses must also comply with the safety and health standards established by IN OSHA.</li><li>• All open and reopening businesses must develop a plan to safeguard customers and employees, which plan must, among other requirements, (i) institute an employee health screening process, and (ii) comply with social distancing and other requirements described in the IN order and established by the CDC, such as providing separate operating hours for vulnerable populations. In addition, all businesses are encouraged to take various other measures to combat the spread of COVID-19 set forth in the IN order, including, among others, allowing as many employees as possible to work from home. All businesses must also comply with the safety and health standards established by IN OSHA.</li><li>• When a county enters into stage 4.5:<ul style="list-style-type: none"><li>• Retail businesses may remain open subject to compliance with the general requirements for open businesses described above at 100% occupancy. Malls may also open at 100% occupancy in common areas surrounding retail businesses. Retail businesses are encouraged to limit their hours of operation and consider implementing separate operating hours for vulnerable customers, and it is recommended that employees and customers wear face coverings.</li><li>• Restaurants providing in-person dining may remain open, subject to compliance with the general requirements for open businesses described above, and certain additional restrictions, including,</li></ul></li></ul>

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		<p>among others, (i) limiting facilities to 75% seating capacity, (ii) spacing tables and booths six feet apart and (iii) screening employees for COVID-19 symptoms before allowing them to return to work. Live music is permitted and bar areas may reopen at 50% occupancy.</p> <ul style="list-style-type: none"><li>• Bars, taverns, wineries and breweries are permitted to open up to 50% occupancy in any segregated area of the facility provided that social distancing can be achieved.</li><li>• Other retail food establishments, such as convenience stores, gas station and grocery stores with self-service drink stations must provide cups, lids and straws to customers, prohibit the use of the customer's own mug or glass and prohibit refills. Self-service food stations offering non-prepackaged food items must be accessed by customers using disposable or other single-use serving items.</li><li>• Personal services may remain open subject to compliance with the general requirements for open businesses described above, and certain additional restrictions, including, among others, that (i) employees and customers (to the extent practicable) wear face masks and (ii) workstations will be cleaned after each customer and spaced to achieve social distancing. Services by appointment are preferred.</li><li>• Places of public amusement may open subject to compliance with the general requirements for open businesses described above. Drive-in theaters may open with self-service drinks with cups, lids and straws supplied by employees, but no refills. Self-service food stations are not permitted. Movie theaters, concert stages, nightclubs and other similar venues may open at 50% occupancy provided social distancing can be achieved and maintained. Amusement parks, water parks, aquariums, zoos, museums, and other similar places of amusement are permitted to open at 50%</li></ul>

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		<p>occupancy provided social distancing can be achieved and maintained and sanitation measures are implemented.</p> <ul style="list-style-type: none"><li>• Gyms and fitness centers may open subject to the following restrictions: (i) employees must wear face coverings and be screened for COVID-19 symptoms, (ii) the number of customers/clients in a facility may not exceed 50% of maximum occupancy, (iii) equipment must be spaced to achieve social distancing requirements, (iv) equipment or areas touched after each use must be cleaned before reuse and (v) classes must be limited to 50% of room occupancy provided social distancing requirements are also met.</li><li>• Recreational sport facilities, such as community pools (public and private), golf courses, mini-golf, driving ranges, batting cages, baseball and soccer fields, tennis and basketball courts and similar venues may open and be used for non-contact sports subject to social distancing requirements and sanitation measures. Bowling alleys and skating rinks may open at 50% occupancy provided social distancing can be achieved and maintained. Non-contact sports may conduct practices, games or tournaments provided that before games or tournaments commence, the host has in place, and submits to the local health department and posts publicly a COVID response plan outlining the steps being taken to ensure social distancing, increased sanitization and overall protection of competitors, staff and spectators. As of June 19, 2020, contact sports may engage in practices, games or tournaments provided that the host has in place and, at least 72 hours in advance of any game or tournament, submits to the local health department and posts publicly a COVID response plan outlining the steps being taken to ensure social distancing, increased sanitization and overall protection of competitors, staff and spectators.</li><li>• Childcare programs may open, but are cautioned to take measures and institute safeguards to ensure a safe environment for their employees, children and families. Youth day camps, including</li></ul>

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		<p>overnight camps, may open, provided that such camps establish employee and camper screening procedures and implement daily health assessments for employees. Face coverings are recommended for adults and campers over the age of two, and it is recommended that the camps follow CDC guidance or applicable statutes related to adult-to-children ratios.</p> <ul style="list-style-type: none"><li>• Educational institutions may open to facilitate distanced learning, performing crucial research, or performing essential function, provided that social distancing of six-feet per person is maintained. Such institutions must adhere to enhanced sanitation measures. Notwithstanding the foregoing, all facilities for K-12 educational institutions will remain closed for education and school-sponsored activities through June 30, 2020, but may reopen on July 1, 2020 for education. School-sponsored extracurricular activities may not resume until July 6, 2020.</li><li>• Fairs, festivals, parades, carnivals and similar places of amusement may reopen, and if indoor, at no more than 50% of occupancy. Whether indoor or outdoor, these facilities must ensure social distancing can be achieved and maintained and sanitation measures are implemented. Face coverings are strongly recommended.</li><li>• Conventions may resume but are subject to the “Gatherings and Meetings” requirements of the IN shutdown order 20-32. In particular, there may be no more than 250 people per site or venue provided social distancing requirements can be achieved and maintained and other sanitation measures are implemented at the site where the convention occurs. Face coverings are strongly recommended and convention planners are encouraged to ensure a health screening process for staff and attendees is instituted.</li><li>• Professional services and other office-based businesses should be conducted virtually, wherever possible, but where on-site work is necessary, the return of staff should be in phases and such businesses must</li></ul>

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		<p>ensure social distancing and other mitigation measures are employed and open and operate subject to the general requirements for open businesses described above.</p> <ul style="list-style-type: none"><li>• The IN order lists businesses that generally track the Essential Business and Operations categories, as well as Human Services Operations and Infrastructure Businesses, that can continue to be open and operate subject to compliance with the general requirements for open businesses described above.</li><li>• Healthcare and Public Health Operations and Governmental Functions are permitted to continue to be open and operate subject to compliance with different and less stringent requirements. Non-hospital health care providers such as dental facilities are subject to existing restrictions and will be subject to re-evaluation every 7 days.</li><li>• People at high-risk of severe illness from COVID-19 (including those 65 and above and those who are sick or have underlying medical issues) are urged to stay in their residence to the extent possible, except as necessary to seek medical care.</li><li>• All businesses (open or closed) are allowed to have workers strictly necessary to conduct minimum basic operations to maintain the value of inventory, preserve the condition of their physical plants and equipment, ensure security, process payroll and employee benefits, or for related functions, or facilitate the ability of other workers to work remotely.</li><li>• Essential Businesses and Operations are those included in the March 28, 2020 CISA critical infrastructure guidelines, in addition to an expanded list that includes, among others, (i) retail businesses providing the necessities of life; (ii) critical trades; (iii) mail, post, shipping, logistics, delivery and pick-up services; and (iv) manufacture, distribution and supply chain for critical products and industries. Yardwork, gardening, planting and landscaping at residential, commercial and industrial properties and farms are permitted. Plant</li></ul>



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		<p>nurseries and garden centers may remain open so long as they comply with social distancing and sanitation of applicable areas and other mitigation measures to protect employees and the public. Pet grooming may occur at a pet salon or store or by mobile unit, but not inside of a home. The IN order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Business Operation”.</p> <ul style="list-style-type: none"><li>• The IN order directs enforcement actions against non-compliant businesses, including: (i) issuing a verbal order to cease the unsafe practice so an owner of a business has an opportunity to comply, (ii) if a business fails to comply, then the IN State Department of Health (“<u>ISDH</u>”) will issue an order to cease the unsafe practice, (iii) if a business continues operation in an unsafe manner despite such an order, the ISDH shall issue an order to close the business, and (iv) if an order to close a business is issued, the business shall be reported to the IN Secretary of State and any other licensing, permitting or certifying board, commission or other entity for consideration of revocation proceedings. Once an order to close a business is issued, the matter should be considered for referral to the local prosecuting attorney. In addition, the IN Alcohol Tobacco Commission may revoke an alcoholic beverage permit held by any business that does not comply with the IN order and may consider such non-compliance at the time such permit is due for renewal. The IN Enforcement Response Team is responsible for responding to and investigating violations of the IN order, other than unsafe workplace conditions, which are under the jurisdiction of IN OSHA.</li><li>• No local ordinance, directive or order of any local government entity pertaining to COVID-19 may contradict or impose less restrictive requirements than those set forth in the IN order, or else that ordinance, directive or order will be void and of no force or effect. Unless prohibited by the IN order, local ordinances, directives and orders may be more restrictive than IN orders 20-28 and 20-32. IN order 20-32 is extended and remains in full force and effect.</li><li>• The IN order does not prevent IN, the ISDH or local health departments from issuing and enforcing isolation, quarantine or closure orders for specific individuals or specific locations.</li></ul>

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IA	<p>Order Links:</p> <p><a href="#">IA COVID-19 Orders Homepage</a></p> <p><a href="#">Proclamation of Disaster Emergency (3/19/20)</a></p> <p><a href="#">Proclamation of Disaster Emergency (3/26/20)</a></p> <p><a href="#">Proclamation of Disaster Emergency (4/2/20)</a></p> <p><a href="#">Proclamation of Disaster Emergency (4/6/20)</a></p> <p><a href="#">Proclamation of Disaster Emergency (4/24/20)</a></p> <p><a href="#">Proclamation of Disaster Emergency (4/27/20)</a></p> <p><a href="#">Proclamation of Disaster Emergency (5/6/20)</a></p> <p><a href="#">Proclamation of Disaster Emergency (5/13/20)</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 17, 2020 through June 17, 2020.</b></li><li>• The following businesses, among others, may reopen: (i) restaurants; (ii) fitness centers, health clubs, health spas and gyms; (iii) enclosed malls; (iv) other retail establishments; (v) salons; (vi) barbershops; (vii) medical spas (provided that they comply with additional requirements set forth in the IA proclamation); (viii) tanning facilities (viii) massage therapy establishments; (ix) tattoo establishments; (x) race tracks (provided no spectators may attend in person until June 1, 2020); (xi) farmers markets; and (xii) movie theaters.</li><li>• Beginning on May 28, 2020, bars, including wedding reception venues, wineries, breweries, distilleries, country clubs, and social or fraternal clubs, may reopen or remain open to serve food and beverages on premise.</li><li>• Beginning on June 1, 2020, the following businesses, among other, may reopen: (i) outdoor performance venues; (ii) casinos and gaming facilities; (iii) amusement facilities (e.g., bingo halls, bowling alleys and amusement parks); and (iv) skating rinks and skate parks.</li><li>• The foregoing businesses must comply with the requirements set forth in the IA proclamation, including, among others, (i) limiting capacity to 50% of maximum occupancy (except for medical spas, tanning facilities, massage therapy establishments and tattoo establishments), (ii) implementing reasonable measures to ensure social distancing, (iii) increasing hygiene practices, and (iv) implementing other public health and other measures to reduce the risk of transmission of COVID-19 specified in the IA proclamation and consistent with guidance issued by the IA Department of Public Health (and, in the case of restaurants, the IA Department of Inspections and Appeals).</li></ul>

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	<p><a href="#">Proclamation of Disaster Emergency (5/20/20)</a></p> <p><a href="#">Proclamation of Disaster Emergency (5/26/20)</a></p> <p>Guidance Links:</p> <p><a href="#">IA COVID-19 Resource Page</a></p> <p><a href="#">IA Department of Public Health Guidance for Business and Organizations</a></p> <p><a href="#">IA Department of Inspections and Appeals Guidance</a></p>	<ul style="list-style-type: none"><li>• Vulnerable individuals, including those with preexisting medical conditions and those older than 65, are strongly encouraged to limit activities outside their home, including visits to businesses and other persons are encouraged to limit their in-person interactions with such vulnerable individuals.</li><li>• Mass gatherings of more than 10 people continue to be prohibited through May 31, 2020 (subject to certain exceptions such as spiritual and religious gatherings to the extent compliant with certain requirements in the IA proclamation). Beginning on June 1, 2020, mass gatherings of more than 10 persons may be held, subject to compliance with the requirements set forth in the IA proclamation.</li><li>• Except under limited circumstances provided for in the IA proclamation relating to outpatient surgeries and subject to compliance with requirements specified in the IA proclamation, all non-essential or elective surgeries and procedures are prohibited.</li></ul>
KS	<p>Order Links:</p> <p><a href="#">KS COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order No. 20-16 (3/28/20)</a></p> <p><a href="#">Executive Order No. 20-24 (4/16/20)</a></p> <p><a href="#">Executive Order No. 20-25 (4/17/20)</a></p> <p><a href="#">Executive Order No. 20-28 (4/30/20)</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: May 4, 2020 until rescinded, or until the statewide State of Disaster Emergency relating to COVID-19 expires, whichever is earlier.</b></li><li>• On May 4, 2020, KS began reopening businesses pursuant to the “Ad Astra Reopen Kansas Framework,” under which businesses will be permitted to reopen in phases, with Phase 2 occurring no earlier than May 18, 2020, Phase 3 occurring no earlier than June 1, 2020 and Phase Out occurring no earlier than June 15, 2020. Throughout each phase, KS will evaluate certain metrics (including, among others, the state of disease spread and number of new COVID-19 spread), and, if appropriate, set a new regulatory baseline</li></ul>

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	<p><a href="#">Executive Order No. 20-29 (4/30/20)</a></p> <p>Guidance Links:</p> <p><a href="#">KS COVID-19 Resource Page</a></p> <p><a href="#">Ad Astra Reopen Kansas Framework</a></p> <p><a href="#">Kansas Reopening FAQs</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p> <p><a href="#">KS Department of Health and Environment</a></p>	<p>for KS and state governments to move into the next phase. KS Orders 20-16, 20-24 and 20-25 were declared to be no longer in effect, except for the list of essential functions in KS Order 20-16.</p> <ul style="list-style-type: none"><li>• Under KS Order No. 20-29, all businesses, activities and venues not prohibited pursuant to such order, as described below, may reopen, provided that: (i) at least 6 feet of distance is maintained between customers/groups of customers (including by use of physical barriers between seated customers in dining establishments to prevent virus spread); (ii) they follow fundamental cleaning and public health practices set out at <a href="#">covid.ks.gov</a>; (iii) they avoid situations where more than 10 individuals are in a single location and unable to generally maintain 6 feet of distance from others; and (iv) they follow industry-specific guidelines set out at <a href="#">covid.ks.gov</a> (following any best-practices guidance from their specific business sector is strongly encouraged).</li><li>• Businesses are also strongly encouraged to follow the guidance attached to the KS order, which includes among others, the following items: (i) continue to encourage telework whenever possible; (ii) avoid gatherings of more than 10 employees where unable to generally maintain 6 feet of distance from each other; (iii) minimize non-essential travel and adhere to CDC and KDHE guidelines regarding isolation/quarantine following travel to high-risk areas; and (iv) strongly consider special accommodations for personnel who are members of the vulnerable population.</li><li>• During Phase 1, the following businesses may <u>not</u> reopen, unless repurposed for use in an essential function as described below: (i) bars/nightclubs (unless already operating curbside and carryout services); (ii) non-tribal casinos; (iii) theaters, museums, and other indoor leisure spaces; (iv) fitness centers, gyms, swimming pools and organized sports facilities and tournaments; and (v) personal service businesses that cannot avoid close contact.</li></ul>

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		<ul style="list-style-type: none"><li>• Certain activities and venues listed in the KS order, such as community centers and outdoor and indoor large entertainment venues with capacity of 2,000 or more, must remain closed unless repurposed for use in an essential function. Activities and venues not prohibited by the KS order can open if they comply with the following: (i) maintain at least 6 feet of distance between individuals or groups, (ii) follow fundamental cleaning and public health practices (compliance with sector-specific best practices is strongly encouraged), and (iii) avoid instances where groups of more than 10 are in one location and are unable to maintain a 6-foot distance with only infrequent or incidental moments of closer proximity in order to limit mass gatherings where physical distancing cannot be maintained.</li><li>• The Kansas Essential Function Framework (“<u>KEFF</u>”) identifies four broad functions of activities: (i) KEFF 100 Connect, which includes, among other functions, the operation and provision of IT, cable, internet, cybersecurity, navigation, radio, satellite, and wired and wireless telephone networks and related services; (ii) KEFF 200 Distribute, which includes, among other functions, the distribution and transmission of electricity and the maintenance of supply chains for Essential Functions and Critical Infrastructure (as defined by DHS); (iii) KEFF 300 Manage, which includes, among other functions, (a) the development and maintenance of public works and support services for essential functions, (b) the education and training of essential functions personnel, (c) the provision and maintenance of critical infrastructure (including the construction of buildings and the production and distribution of construction materials), (d) the provision of capital markets, investment activities, consumer and commercial banking services, insurance services, medical care services and payment services, and (e) the storage of fuel and the maintenance of reserves; and (iv) KEFF 400 Supply, which includes, among other functions, the production and/or the provision of fuels, electricity, water, agricultural products and services, chemicals, metals and materials, and housing.</li><li>• While local governments may implement more restrictive orders, they must continue to allow the performance of essential functions identified in the KEFF. However, local orders may affect essential</li></ul>

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		<p>functions so long as they do not significantly disrupt performance of essential functions. Local governments should continue to allow the essential functions listed in KS Order No. 20-16.</p> <ul style="list-style-type: none"><li>• Individuals or entities who are uncertain whether they perform functions exempted from the KS order may email <a href="mailto:KEFF@ks.gov">KEFF@ks.gov</a> to determine whether their functions are deemed essential. The determination as to whether an individual or organization performs an essential function under the KEFF is generally left to local governments, but any individual or business who previously received confirmation from KS that it performs essential functions under KS Order 20-16 (prior to its expiration) will continue to be deemed essential during the reopening phases.</li><li>• Nothing in the KS order restricts the Secretary of Health and Environment's authority to make isolation, quarantine, or other orders restricting movement as necessary to respond to worsening local conditions.</li><li>• Law enforcement officers enforcing the KS order should use their discretion, consult with legal counsel and consider the totality of the circumstances as they determine appropriate enforcement actions.</li><li>• Local governments retain any authority to issue or enforce equally or more restrictive orders, including isolation or quarantine orders or other orders restricting movement as needed to respond to worsening local conditions.</li><li>• KS Order No. 20-29 should be read in conjunction with previous executive orders regarding COVID-19 that remain in effect, and supersedes any contrary provisions contained in previous orders.</li></ul>
KY	<p>Order Links:</p> <p><a href="#">KY COVID-19 Orders Homepage</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 23, 2020; Indefinite.</b></li></ul>

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	<p><a href="#">Executive Order 2020-246 (3/22/20)</a></p> <p><a href="#">Executive Order 2020-257 (3/25/20)</a></p> <p><a href="#">Executive Order 2020-277 (4/9/20)</a></p> <p><a href="#">Executive Order 2020-323 (5/8/20)</a></p> <p><a href="#">Executive Order 2020-398 (5/20/20)</a></p> <p><a href="#">Executive Order 2020-415 (5/22/20)</a></p> <p><a href="#">KY Cabinet Order of March 17, 2020 (Business Closures)</a></p> <p><a href="#">KY Cabinet Order of May 11, 2020 (Minimum Requirements)</a></p> <p><a href="#">KY Cabinet Order of May 11, 2020 (Industry Reopening Guidelines)</a></p> <p><a href="#">KY Cabinet Order of May 20, 2020 (Requirements for Retail Business)</a></p> <p><a href="#">KY Cabinet Order of May 22, 2020 (Requirements for Restaurants)</a></p>	<ul style="list-style-type: none"><li>• Pursuant to KY Order 2020-323, KY commenced its “Healthy at Work” phased reopening plan on May 11, 2020.</li><li>• Decisions on moving between phases will depend on KY continuing to satisfy certain criteria, including, among others, (i) 14 days of decreasing COVID-19 cases, (ii) increased testing capacity on contact tracing, (iii) availability of personal protective equipment, (iv) ability to protect at-risk populations, (v) ability to social distance and follow CDC guidance on gatherings, (vi) preparedness for future spikes and (vii) status of vaccine and treatment.</li><li>• All open and reopening businesses must meet KY’s Minimum Requirements, available <a href="#">here</a>, in addition to any applicable industry-specific requirements available <a href="#">here</a>, before reopening. Life-Sustaining Businesses that have remained operating are expected to meet KY’s Minimum Requirements by no later than May 11, 2020.</li><li>• Minimum Requirements include, among others, (i) continuing telework, where possible, with employees able to work from home being required to do so; (ii) enforcing social distancing among employees unable to telework; (iii) ensuring, to the greatest extent practicable, that employees wear cloth facemasks, which must be provided by such employer at no cost to employees (provided that individuals for whom wearing a face covering would create a serious health or safety hazard or where an employee is working alone or in an area with more than six feet of social distancing are not required to wear a face covering); (iv) sanitizing frequently touched surfaces in accordance with CDC guidelines, available <a href="#">here</a>; (v) requiring daily temperature and health checks; (vi) ensuring employees with COVID-19 symptoms are tested within 36 hours; (vii) making special accommodations for employees and customers at higher risk for severe illness, as identified by the CDC <a href="#">here</a> (e.g., persons 65 and older or who are otherwise immunocompromised); and</li></ul>

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	<p><a href="#">KY Cabinet Order of May 22, 2020 (Requirements for Public-Facing Businesses)</a></p> <p>Guidance Links:</p> <p><a href="#">KY COVID-19 Resource Page</a></p> <p><a href="#">Non-Compliance Reporting</a></p> <p><a href="#">KY Public Health Social Distancing Guidance</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p> <p><a href="#">KY Healthy at Work Plan</a></p> <p><a href="#">KY Healthy at Work FAQ</a></p> <p><a href="#">KY Healthy at Work: Requirements for Retail Businesses</a></p> <p><a href="#">KY Healthy at Work: Requirements for Restaurants</a></p> <p><a href="#">KY Healthy at Work: Gatherings of Up to Ten People</a></p>	<p>(viii) designating a “Healthy at Work” officer who is responsible for a business’s compliance with KY COVID-19 health and safety requirements.</p> <ul style="list-style-type: none"> <li>• Examples of industry-specific requirements include, among others, the following: (i) in the case of construction, such operations are encouraged to create phased plans for returning to sites, (ii) in the case of manufacturing, distribution and supply chain businesses, installing sneeze guards and temporarily eliminating the use of any high-touch time clock systems, and (iii) in the case of office-based businesses, ensuring employees use digital rather than paper formats, to the greatest extent practicable.</li> <li>• In addition, open and reopening businesses should encourage customers to wear masks and may refuse to serve any customer who is not wearing a mask.</li> <li>• Beginning May 11, 2020, the following non-Life-Sustaining Businesses, among others, are permitted to reopen: (i) manufacturing, distribution and supply chain businesses, including those listed under paragraphs 1.l and 1.p of KY Order 2020-257, (ii) vehicle and vessel dealerships, (iii) horse racing tracks, provided that in-person spectators are prohibited, and (iv) office-based businesses, subject to a 50% capacity limit.</li> <li>• Beginning May 20, 2020, all in-person retail businesses (excluding public-facing, non-retail businesses that encourage public congregation (e.g., entertainment venues and recreational facilities, among others)) are permitted to reopen, subject to compliance with Minimum Requirements and industry-specific requirements, available <a href="#">here</a>, which include, among others, limiting customer occupancy to 33% of maximum capacity and implementing designated shopping hours for vulnerable persons.</li> <li>• Beginning May 22, 2020, restaurants are permitted to open for onsite consumption, subject to compliance with the Minimum Requirements and industry-specific requirements, available <a href="#">here</a>, which include, among</li> </ul>



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		<p>others, limiting customer occupancy to 33% of maximum capacity and limiting party size to 10 people and restricting individual table seating to those living within the same household.</p> <ul style="list-style-type: none"><li>• Beginning May 25, 2020, certain public-facing businesses, including cosmetology businesses; hair salons and barbershops; massage therapy businesses; nail salons, tanning salons; and tattoo parlors are permitted to reopen, subject to compliance with the Minimum Requirements and respective business-specific requirements, available <a href="#">here</a> which include, among others, limiting client occupancy to 33% of the occupational capacity of the facility.</li><li>• All businesses are allowed to conduct Minimum Basic Operations, which are the minimum necessary activities to maintain the value of the business's inventory, preserve the condition of the business's physical plant and equipment, ensure security, process payroll and employee benefits, facilitate telecommuting, and other related functions.</li><li>• Life-Sustaining Businesses (as defined in KY Order 2020-257) are those included in the CISA guidelines, as updated, in addition to an expanded list of, among other things, (i) Life-sustaining Retail; (ii) food, beverage and agriculture; (iii) gas stations, transportation and businesses needed for transportation; (iv) Construction; (v) shipping, logistics, delivery and pick-up services; (vi) supplies for Life-Sustaining Businesses; and (vii) manufacture, distribution and supply chain for critical products and industries (capitalized terms are defined in the KY order). The KY order does not provide businesses with the ability to apply for a designation as a "life-sustaining retail business".</li><li>• Life-sustaining retail businesses (as defined in KY Order 2020-257) shall limit the number of shoppers allowed to enter such business to one adult member per household; provided that such person may be accompanied by minors and other adult members of the same household who cannot be left without supervision or care because of their age or disability/impairment.</li></ul>

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		<ul style="list-style-type: none"><li>• Under KY Order 2020-277, an employee removed from work by a physician due to occupational exposure to COVID-19 (i.e., there is a causal connection between the conditions under which the work is performed and COVID-19) is entitled to temporary total disability payments during the period of removal, payable from the first day the employee is removed from work. Removal of the following workers, among others, from work by a physician is presumed to be due to occupational exposure to COVID-19: (i) employees of a healthcare entity, (ii) first responders, (iii) grocery workers and (iv) postal service workers. KY Order 2020-277 applies to all insurance carriers providing workers' compensation insurance coverage in KY, self-insured groups and any employer carrying its own risk and authorized to self-insure in KY. Payment by the employer or its payment obligor does not waive the employer's right to contest its liability for the claim or other benefits to be provided.</li><li>• KY permits residents to report establishments that are not complying with the state's shutdown or reopening orders, including work-from-home instructions and social distancing procedures. Reports can be made online at <a href="https://secure.kentucky.gov/formservices/Labor/KYSAFER">https://secure.kentucky.gov/formservices/Labor/KYSAFER</a> or by phone at 1-833-KYSAFER.</li><li>• Violations of KY Order 2020-323 could subject such violating business to closure, in addition to other penalties.</li><li>• All prior Executive Orders, other than those specifically rescinded, and Orders issued by Cabinets pursuant to KY Order 2020-215, remain in full force and effect, except to the extent they conflict with KY Order 2020-323. KY Order 2020-398 rescinds KY Orders 2020-246 and 2020-275 and KY Order 2020-415 rescinds KY Order 2020-315.</li></ul>

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		<ul style="list-style-type: none"><li>Additional guidance and modifications to the KY order may be provided by the Governor's Executive Cabinet, the Commissioner of Public Health, the Director of the Division of Emergency Management and the Director of the KY Office of Homeland Security.</li></ul>
LA	<p>Order Links:</p> <p><a href="#">LA COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Department Proclamation Number 58 JBE 2020 (5/14/20)</a></p> <p><a href="#">Executive Department Proclamation Number 74 JBE 2020 (6/4/20)</a></p> <p><a href="#">Executive Department Proclamation Number 83 JBE 2020 (6/25/20)</a></p> <p>Guidance Links:</p> <p><a href="#">LA COVID-19 Resource Page</a></p> <p><a href="#">CISA Guidelines Identifying Critical Infrastructure During the COVID-19 Pandemic</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p>	<ul style="list-style-type: none"><li><b>Effective Period: Phase 2 Order June 26, 2020 through July 24, 2020.</b></li><li>On May 14, 2020, the LA Governor issued Proclamation Number 58 JBE 2020 to commence the phased reopening of LA. Proclamation 58 JBE 2020, effective May 15, 2020, replaces LA's stay at home order, which expired on May 15, 2020. LA's phased reopening will follow the reopening plan set out in the White House's "Opening Up America Again" guidelines. Phase 2 of LA's reopening commenced on June 5, 2020, pursuant to Proclamation Number 74 JBE 2020. The Resilient Louisiana Commission (the "<a href="#">Commission</a>") and industry task forces set up by the Commission are permitted to develop additional Phase 2 guidance that is considered incorporated into the LA reopening order upon approval by the LA Governor. On June 25, 2020, the LA Governor issued Proclamation Number 83 JBE 2020, extending Phase 2 through July 24, 2020.</li><li>Under Phase 2, businesses included in the CISA 3.1 critical infrastructure guidelines may remain in full operation; provided that owners and employees thereof shall maintain moderate social distancing between themselves and members of the public and shall wear face coverings at all times if interacting with the public. In addition, the following businesses, among others, are permitted to continue operations during Phase 2: (i) restaurants, cafes, coffee shops and bars, (ii) beauty shops, salons and barber shops, (iii) shopping malls, (iv) churches, (v) casinos, (vi) gyms and fitness centers and (vii) all other businesses or organizations (other than amusement and water parks, children's indoor play centers, contact sports, concert and music halls and sleep-away camps), in each case, subject to, among other things, (a) 50% occupancy limits (including employees and members of the public); provided that bars are subject to a 25% occupancy limit, (b)</li></ul>

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	<a href="#">Extension of Stay at Home Order</a> <a href="#">White House Reopening Plan</a> <a href="#">Phase One Reopening News Release</a> <a href="#">Roadmap to a Resilient Louisiana</a>	<p>maintaining social distance, (c) closing waiting areas and lobbies and (d) following applicable guidance from the LA Fire Marshal, available <a href="#">here</a>, and the LDH with regard to sanitization and disinfection, available <a href="#">here</a>.</p> <ul style="list-style-type: none"><li>• Effective May 1, 2020, all businesses and organizations shall require that public-facing owners and employees wear a face covering.</li><li>• LA residents are encouraged to stay home as much as possible. LA residents at higher risk of severe illness from COVID-19, as designated by the CDC (e.g., persons over 65, who have a history of lung disease or who are otherwise immunocompromised, among others) should stay at home and only leave for essential activities.</li><li>• Any business remaining closed under the LA order may submit a reopening plan with specific proposals for occupancy and sanitization to the State Fire Marshal, who is authorized to approve a reopening plan and allow for reopening or may provide guidance necessary for a reopening in Phase 3; provided that no occupancy limits authorized by the State Fire Marshal may exceed 50% occupancy. Businesses required to remain closed under the LA order are not prohibited from conducting necessary activities such as payroll, cleaning services, maintenance or upkeep as necessary.</li><li>• The LA state of emergency remains in existence to permit the chief law enforcement officers of any political subdivision to (in order to protect life and property and bring the emergency situation under control) promulgate orders for any provision therein, including a local curfew from 10:00 p.m. to 5:00 a.m. The LA order is otherwise silent on whether it supersedes any prior orders and whether local governments may enact more stringent measures.</li></ul>

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ME	<p>Order Links:</p> <p><a href="#">ME COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order 14 (3/18/20)</a></p> <p><a href="#">Executive Order 19 (3/24/20)</a></p> <p><a href="#">Executive Order 28 (3/31/20)</a></p> <p><a href="#">Executive Order 34 (4/3/20)</a></p> <p><a href="#">Executive Order 49 (4/29/20)</a></p> <p>Guidance Links:</p> <p><a href="#">ME COVID-19 Resource Page</a></p> <p><a href="#">Essential/Non-Essential Business List</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p> <p><a href="#">ME Center for Disease Control and Prevention</a></p> <p><a href="#">COVID-19 Prevention Checklists</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 25, 2020 through May 31, 2020. The “Together We are Maine: Restarting Maine’s Economy Plan” (the “<u>Restarting Plan</u>”) is effective from May 1, 2020.</b></li><li>• Pursuant to the Restarting Plan, ME businesses will be permitted to reopen at various stages; provided, that such businesses comply with the reopening protocols governing the reopening phase applicable to such businesses. The four reopening stages are expected to take place as follows: Stage 1 (May), Stage 2 (June), Stage 3 (July - August), Stage 4 (TBD). The ME CDC will track, among other things, the following metrics such as COVID-19 cases and the hospital system’s capacity when determining whether or not to advance to the next stage. ME will halt progress or return to an earlier stage if the COVID-19 situation worsens in response to a reopening stage.</li><li>• For each stage of the Restarting Plan, the Department of Economic and Community Development (the “<u>DECD</u>”) will release general and sector-specific checklists that provide best practices related to, among other things, physical distancing, hygiene, personal protection, and maintenance of a clean workplace. In order to reopen, businesses must commit to complying with the stage-specific reopening requirements set forth on the applicable DECD checklists. Businesses seeking to reopen must complete a checklist compliance form available online <a href="#">here</a>. Compliant businesses will receive a certifying badge for public posting/display and such business’s name will be posted on the DECD’s website. The DECD’s website, available <a href="#">here</a>, contains the Stage 1 checklists.</li><li>• Under Stage 1, (i) if employees are able to work from home, they should continue to do so, (ii) professional services (e.g., legal services) should continue to be done remotely, and (iii) construction firms should deploy additional Personal Protective Equipment and other safety measures on job sites. During Stage 1, the following businesses, among others, may reopen: (a) drive-in theaters, (b) health care from ME licensed</li></ul>

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	<p><a href="#">CDC Cloth Face Covering Guidance</a></p> <p><a href="#">The Restarting Plan</a></p> <p>Designation Link:</p> <p><a href="#">Application for Essential Business Designation</a></p> <p>Compliance Link:</p> <p><a href="#">Checklist Compliance Form</a></p>	<p>providers, (c) certain, outdoor recreation, (d) barber shops and hair salons and (e) auto dealerships/car washes. In addition, gatherings of more than 10 people are prohibited.</p> <ul style="list-style-type: none"><li>• During Stage 2, employees in legal and professional fields may return to offices and the following businesses, among others, may reopen (i) restaurants and lodging (only to ME residents and out-of-state persons who have completed quarantine), (ii) gyms and nail technicians, (iii) certain additional outdoor recreation and (iv) all retail businesses. In addition, gatherings of more than 50 people are prohibited.</li><li>• Stage 3 is consistent with Stage 2; provided that bars and additional outdoor recreation and personal services (e.g., spas, tattoo and piercing parlors, etc.), among others, may reopen.</li><li>• During Stage 4, all businesses are permitted to reopen provided that they operate with appropriate to be identified safety modifications.</li><li>• Essential Businesses and Operations are those (i) included in the CISA critical infrastructure guidelines dated March 19, 2020, (ii) listed on ME's COVID-19 Resource Page and (iii) an expanded list of, among others, (a) food processing/agriculture; (b) industrial manufacturing; (c) construction/maintenance of essential infrastructure and essential home repair; (d) hardware/auto repair; (e) shipping outlets; (f) grocery, convenience and household goods stores; (g) gas stations/laundromats; and (h) truck delivery and distribution of goods. ME allows businesses to request an opinion from the DECD to be deemed essential. Essential Businesses and Operations are permitted to continue operations, subject to complying with existing health and safety measures.</li><li>• All businesses are permitted to conduct Minimal Operations that are limited to (i) taking orders by remote means and preparing such orders by delivery, (ii) maintaining the value of their inventory, (iii) preserving the condition of their physical plant and equipment, (iv) ensuring security and (v) processing payroll, employee</li></ul>

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		<p>benefits and related functions. In addition, until permitted to reopen under the Restarting Plan, Non-Essential Businesses and Operations may continue those activities that: (a) do not allow customer, vendor or other in-person contact; (b) do not require more than 10 workers to convene in a space where social distancing is not possible; and (c) are facilitated to the maximum extent practicable by employees working remotely.</p> <ul style="list-style-type: none"><li>• Retailers constituting Essential Businesses and Operations that continue to remain open and that have retail space of (i) less than 7,500 square feet are limited to five persons; (ii) more than 7,500 and less than 25,000 square feet are limited to 15 persons; (iii) more than 25,000 and less than 50,000 square feet are limited to 50 persons; (iv) more than 50,000 and less than 75,000 square feet are limited to 75 persons; and (v) more than 75,000 square feet are limited to 100 persons and shall install protective shields between customers and checkout clerks. Neither the ME order nor the Restarting Plan has indicated whether retail businesses are subject to such limitations following the reopening of retail businesses during Stage 2.</li><li>• Essential stores shall (i) prioritize opportunities to offer and transact as much business as possible by curbside order-pick up or other like limited in-person contact method, and (ii) advertise and promote this method, including how to best reach the facility and continue services by telephone or remotely.</li><li>• All businesses are required to make all best efforts to implement and actively enforce social distancing requirements in and around their facilities, including (i) designating with signage, tape or by other means six-foot spacing for employees and customers to maintain appropriate distance; (ii) having hand sanitizer and sanitizing products readily available for employees and customers; (iii) implementing separate operating hours for elderly and vulnerable customers; and (iv) posting online whether a facility is open and how best to reach the facility (and continue services by phone or remotely).</li></ul>

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		<ul style="list-style-type: none"><li>Any person, resident or non-resident, traveling into ME must immediately self-quarantine for 14 days or for the balance of 14 days dating from the day of arrival, excepting when engaging in essential services, as defined in the ME order. The ME order's self-quarantine requirements remain in effect through Stage 3 of the Restarting Plan.</li><li>The ME order requires individuals to wear cloth face coverings in public settings where other physical distancing measures are difficult to maintain, including (i) indoor spaces that are accessible to the public, (ii) outdoor spaces where the public typically gathers in smaller areas and (iii) public transportation. Employers in settings that are not typically accessible to the public may determine the persons who should wear a cloth face covering at their workplace and shall permit any employee who wants to wear a covering to do so. Cloth face coverings are not required for, among others, children under age 2 and anyone who has trouble breathing or related medical conditions, or who is otherwise unable to remove the mask without assistance. Proof of such medical condition is not required, subject to any employer requests made in accordance with state or federal law.</li><li>The ME order extends Executive Orders 14, 19, 28 and 34. The ME order preempts any local ordinance or emergency order of the same subject matter that is less restrictive than or otherwise inconsistent with the ME order, provided that cities and towns have the right to create more restrictive orders.</li></ul>
MD	Order Links:  <a href="#">MD COVID-19 Orders Homepage</a>  <a href="#">Executive Order Number 20-06-10-01 (6/10/20)</a>	<ul style="list-style-type: none"><li><b>Effective Period: May 13, 2020; Indefinite.</b></li><li>Businesses, organizations, establishments and facilities that are not expressly closed under the MD order may reopen, subject to compliance with applicable Local Orders, applicable Secretary's Directives, applicable social distancing guidance published by the CDC and MDH, and orders issued by the applicable Local Health Officer. Retail businesses, organizations, establishments and facilities (including but not limited</li></ul>



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	<p><a href="#">Executive Order Number 20-05-29-01 (5/29/20)</a></p> <p><a href="#">Executive Order Number 20-04-15-01 (4/15/20)</a></p> <p>Guidance Links:</p> <p><a href="#">MDH COVID-19 Resource Page</a></p> <p><a href="#">Interpretive Guidance COVID19-04</a></p> <p><a href="#">Interpretive Guidance COVID19-05</a></p> <p><a href="#">Interpretive Guidance COVID19-06</a></p> <p><a href="#">Interpretive Guidance COVID19-07</a></p> <p><a href="#">Interpretive Guidance COVID19-08</a></p> <p><a href="#">Interpretive Guidance COVID19-13</a></p> <p><a href="#">Interpretive Guidance COVID19-14</a></p> <p><a href="#">CDC Business Response Guidance</a></p> <p><a href="#">OSHA Guidance on Preparing Workplaces for COVID-19</a></p>	<p>to those identified in Interpretive Guidance COVID19-14 as “<a href="#">Retail Establishments</a>”) must comply with face mask requirements set forth in Executive Order 20-04-15-01 (summarized below).</p> <ul style="list-style-type: none"> <li>• Effective as of 5:00 pm on June 19, 2020, (i) shopping centers in MD that have one or more enclosed pedestrian concourses may open to the general public; (ii) Indoor Recreation Establishments (as defined in the MD order) and Fitness Centers (as defined in the MD order) may open to the general public, subject to compliance with the maximum occupancy requirements in the MD order.</li> <li>• Subject to compliance with the social distancing and sanitation requirements in the MD order and any applicable Local Orders, restaurants, bars, nightclubs and other similar establishments that sell food or beverages for consumption on-premises and social and fraternal clubs with dining facilities (collectively, “<a href="#">Foodservice Establishments</a>”) may serve food and beverages to customers for consumption in outdoor seating areas, sell food and beverages that are promptly taken from the premises, and/or deliver food and beverages off premises.</li> <li>• Effective as of 5:00 pm on June 12, 2020, Foodservice Establishments may serve food and beverages to customers for consumption in indoor seating, subject to compliance with the requirements of the MD order.</li> <li>• Political subdivisions are to decide whether outdoor public spaces are to be open to the public (subject to consultation with the county health officer, requiring users to comply with applicable social distancing guidance from the CDC and MDH and other requirements in the MD order).</li> <li>• Except as permitted by the MD order, senior centers and theaters (other than drive-in theaters) are to remain closed.</li> <li>• The MD order permits staff and owners of businesses required to remain closed to be on-site for only the following purposes, provided that the following activities can be accomplished in a manner consistent with</li> </ul>

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	<a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a>	<p>all applicable guidance from the CDC, the MD Department of Health (“MDH”) and OSHA regarding social distancing and environmental cleaning and disinfection: (i) facilitating remote working by other staff; (ii) maintaining essential property; (iii) performing essential administrative functions, including, picking up mail and processing payroll; (iv) preventing loss of, or damage to property, including, preventing spoilage of perishable inventory; (v) caring for live animals; and (vi) continuing to sell products on a delivery pick-up basis.</p> <ul style="list-style-type: none"><li>• The MD order permits restaurants, bars, state-licensed manufacturers of alcohol and other entities holding licenses to manufacture or sell alcoholic beverages to deliver off-premises, or sell if promptly taken from the premises before consumption, alcoholic beverages in sealed containers to consumers, subject to compliance with social-distancing recommendations, conditions imposed by the Comptroller of MD, and other applicable legal requirements. State-licensed manufacturers of alcohol may (i) serve alcoholic beverages to consumers for consumption in outdoor seating areas, subject to compliance with face covering, social distancing and sanitation requirements included in the MD order, and (ii) directly ship alcohol to consumers upon request, subject to legal requirements included in the MD order.</li><li>• All businesses are urged to promote work-from-home arrangements to the greatest extent possible. Retail establishments that remain open are strongly encouraged to modify their operations to conduct as much business as possible remotely, and to limit in-person interactions where practicable (e.g., by providing for delivery or curbside pick-up).</li><li>• The Secretary of Health is authorized to issue directives to reduce the spread of COVID-19 in relation to any business that is allowed to be open to the general public.</li><li>• All customers over the age of 9 (or, if required by a business, over the age of 2 and in the case of beauty salons and barber shops allowed to open, customers over the age of 2) are required to wear Face Coverings</li></ul>

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		<p>(as defined in the MD order) while inside the enclosed area of any Retail Establishment or Foodservice Establishment (each as defined in the MD order), and adult customers accompanying children aged two through nine shall use reasonable efforts to cause those children to wear Face Coverings while inside the enclosed area of any Retail Establishment or Foodservice Establishment. All Retail Establishments and Personal Services Establishments shall require staff to wear Face Coverings while working in areas open to the general public and areas in which interactions with other staff are likely, and all Foodservice Establishments shall require staff who interact with customers (including, without limitation, delivery personnel) to wear Face Coverings while working. Under the MD order, single-use Face Coverings must be properly discarded in trash receptacles, and it is recommended that all reusable Face Coverings be cleaned frequently (at least daily).</p> <ul style="list-style-type: none"><li>• All Retail Establishments shall, in good faith and to the extent possible, (i) where any queue is expected to form, designate with signage, tape or by other means at least six-foot spacing for persons in line; (ii) sanitize, or provide customers with a means to sanitize, handles of carts and baskets; (iii) provide staff and customers with clean restrooms stocked with soap or sanitizer, and allow staff to wash their hands at least once every 30 minutes; and (iv) post signage at each entrance advising customers about requirements to wear Face Coverings.</li><li>• The MD order suspends any statute, rule or regulation of an agency of the State or a political subdivision that is inconsistent with the MD order to the extent of the inconsistency. However, political subdivisions may issue orders that are more restrictive than the MD order (i) requiring businesses to close/modify their operations and/or (ii) requiring individuals to remain indoors or refrain from congregating. To the extent that any interpretive guidance issued prior to Executive Order 20-05-13-01 is inconsistent with such order, such interpretive guidance is rescinded.</li></ul>

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MA	<p>Order Links:</p> <p><a href="#">MA COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order No. 33 (5/18/20)</a></p> <p><a href="#">Executive Order No. 37 (6/6/20)</a></p> <p>Guidance Links:</p> <p><a href="#">MA COVID-19 Resource Page</a></p> <p><a href="#">List of Essential Services</a></p> <p><a href="#">Essential Services FAQ</a></p> <p><a href="#">Reopening Massachusetts</a></p> <p><a href="#">Detailed Industry Reopening Plan</a></p> <p><a href="#">Self-Quarantine Requirement</a></p> <p>Designation Link:</p> <p><a href="#">Essential Designation Application</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: May 18, 2020; Indefinite.</b></li><li>• MA began reopening businesses pursuant to its four-phase reopening plan. Under MA Executive Order No. 37, Phase II commenced on June 8, 2020. MA has not yet established the commencement dates for Phases III and IV; however, each phase will last a minimum of three weeks with passage to subsequent phases determined based on stable or positive trends in the following public health indicators (i) COVID-19 positive test rate, (ii) number of individuals who have died from COVID-19, (iii) number of patients with COVID-19 in hospitals, (iv) healthcare system readiness, (v) testing capacity and (vi) contact tracing capabilities. If public health data trends are negative, specific industries, regions and/or all of MA may need to return to an earlier phase. The current status of the trends for the public health indicators is available <a href="#">here</a>.</li><li>• During Phase II, MA residents are required to follow the MA Department of Public Health's "Safer-at-Home" Advisory, available <a href="#">here</a>, which requires that, among other things, (i) persons over the age of 65 and people who have underlying health conditions remain at home except for essential errands, (ii) all MA residents may only leave home for, among other things, permitted work, and (iii) all MA residents are required to cover their face when they cannot maintain six feet of social distance in public. In addition, (a) during Phases I through III, high-risk populations (as defined by the CDC <a href="#">here</a> and including, among others, people 65 and older and persons with underlying medical conditions) should work from home if possible and should receive priority consideration for workplace accommodations; and (b) during Phases I and II, gatherings of people should not exceed 9 persons.</li><li>• All MA businesses (including individually listed business that are part of a larger corporation or entity) must develop a written control plan outlining how its workplace will comply with the mandatory safety standards for operating during the reopening period. Control plans do not need to be submitted to MA for approval but must be kept on-premises and made available in the case of an inspection or outbreak. A template for such control plan is available <a href="#">here</a>. In addition, all open businesses must sign and display MA's compliance</li></ul>

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		<p>attestation poster, available <a href="#">here</a>, indicating that such business is in compliance with MA's mandatory safety standards for workplaces (discussed below). All businesses must self-certify by taking the above actions in addition to following the general and sector-specific guidance applicable to such business (discussed below).</p> <ul style="list-style-type: none"><li>• During Phase I, the following businesses were permitted to open: (i) essential businesses, (ii) manufacturing, (iii) construction, (iv) lab space, (v) general use offices, and (vi) limited personal services (e.g., hair, pet grooming and car washes and retail (curbside fulfillment and pick-up services only)), in each case, subject to compliance with sector-specific guidelines (discussed below). In addition, during Phase I, (a) hospitals and community health centers may reopen on May 28, 2020 and (b) additional health care providers may reopen on May 25, 2020, in each case, only upon attestation that such operations can provide high-priority preventative care, pediatric care and treatment for high-risk patients and conditions.</li><li>• During Phase II, businesses designated as "Phase II enterprises" on Schedule A to MA order No. 37, and businesses that meet the following conditions, may reopen on June 8, 2020: (i) not previously permitted to open as an Essential Service or Phase I enterprise, (ii) not closed by any separate COVID-19 order, (iii) not excluded or excepted from MA order No. 37, and (iv) not designated as a Phase III or Phase IV enterprise on Schedule A to MA order No. 37. These Phase II enterprises include (a) retail stores, (b) restaurants (for outdoor table service), (c) hotels, motels, inns, and other short-term lodgings, (d) personal services provided at a fixed place of business or at a client location involving no close personal contact, and (e) warehouses and distribution centers.</li><li>• If public health data reflects continued positive progression, certain Phase II businesses will be able to provide additional services upon a further Phase II, Step 2 executive order. In Phase II, Step 2, restaurants may commence indoor table service and close contact personal services (e.g. nail care, massage parlors,</li></ul>

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		<p>tattoo services) may open their brick-and-mortar premises. Otherwise, Phase III and Phase IV enterprises must remain closed during Phase II.</p> <ul style="list-style-type: none"><li>• Phase II enterprises are required to self-certify that they are in compliance with all generally applicable COVID-19 workplace safety rules and sector-specific rules. A newly reopening Phase II enterprise must (i) bring the workplace into full compliance with all applicable COVID-19 workplace safety rules and sector-specific rules, (ii) complete the required self-certification and make such self-certification available for inspection, and (iii) post on the premises all public notices and advisories that are required to be displayed. Phase II enterprises have until June 15, 2020 to certify compliance. All businesses are to, in any event, immediately undertake best efforts to comply with all generally applicable COVID-19 workplace safety rules.</li><li>• In addition to complying with any applicable sector-specific guidance (discussed below), all businesses that are permitted to open during Phase I or II must follow MA's Mandatory Workplace Safety Standards, available <a href="#">here</a>, which require that all Phase I and II businesses, among other things, (i) ensure all persons, including employees, customers, and vendors remain at least six feet apart, to the greatest extent possible; (ii) establish protocols to ensure that employees can practice adequate social distancing; (iii) provide signage for safe social distancing; (iv) require face coverings or masks for all employees; (v) provide handwashing capabilities throughout the workplace and regularly sanitizing high-touch areas; (vi) provide training for employees regarding the social distancing and hygiene protocols; (vii) ensure employees who are displaying COVID-19-like symptoms do not report to work; (viii) establish a plan for employees who become ill from COVID-19 at work, and a return-to-work plan; and (ix) establish and maintain cleaning protocols specific to the business.</li><li>• All open and reopening businesses are subject to sector-specific requirements, available <a href="#">here</a>. The Director of Labor Standards and the Commissioner of Public Health shall issue, subject to the MA governor's approval, COVID-19 workplace safety rules for certain Phase II sectors to address particular circumstances</li></ul>

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		<p>and operational needs of such sectors. The Secretary of the Executive Office of Energy and Environmental Affairs, subject to the MA governor's approval, shall issue sector-specific safety measures to organized youth and adult amateur sports activities and will continue to issue workplace safety standards for outdoor recreational activities.</p> <ul style="list-style-type: none"><li>• During Phase III, bars, arts and entertainment (e.g., casinos, fitness centers, gyms and museums) and all other business activities (excluding nightclubs and large venues, but including ambulatory in-person routine care such as less urgent preventative services and care programs) may reopen. During Phase IV, all businesses are permitted to reopen.</li><li>• The restrictions in the MA order do not apply to certain businesses and organizations noted in Section 5 of MA order No. 37, including (among others), (i) any health care facility or licensed health care provider, (ii) licensed, approved or exempt child care programs, and (iii) facilities operated, contracted or licensed by the Department of Youth Services, Department of Mental Health, Department of Public Health or the Department of Developmental Services.</li><li>• COVID-19 essential businesses include, among others (i) healthcare; (ii) transportation and logistics; (iii) public works and infrastructure support services; (iv) communications and information technology; (v) critical manufacturing; and (vi) restaurants, bars and other retail establishments that sell food and beverage products to the public; provided that food and beverages are offered for take-out and delivery only and that such businesses follow the social distancing protocols set forth in the MA Department of Public Health Guidance, available <a href="#">here</a>.</li><li>• Beginning on March 27, 2020, all travelers arriving to Massachusetts are instructed to self-quarantine for 14 days. MA's self-quarantine requirement will remain in effect through at least Phases I and II of its reopening plan. Visitors are instructed not to travel to Massachusetts if they are displaying symptoms. Health care</li></ul>

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		<p>workers, public health workers, public safety workers, transportation workers and designated essential workers are exempt from this requirement. Visitors may request to be designated as essential by submitting the online form discussed above.</p> <ul style="list-style-type: none"><li>• The universal and sector-specific guidance set forth in Executive Order No. 37 supplements and does not displace health and safety rules issued by any Federal, State or Local authority acting within the scope of its lawful authority.</li><li>• The MA Department of Labor Standards, the MA Department of Public Health and applicable municipal boards of health shall implement and enforce the workplace safety rules established or authorized under Executive Order No. 37. No municipal or local authority should adopt or enforce any workplace health or safety rule addressing COVID-19 that is in addition to, stricter than, or are otherwise in conflict with any rule implemented or authorized in Executive Order No. 37.</li></ul>
MI	<p>Order Links:</p> <p><a href="#">MI COVID-19 Orders Homepage</a></p> <p><a href="#">MI Department of Health and Human Services Emergency Order</a></p> <p><a href="#">MI Department of Health and Human Services Emergency Rules</a></p> <p><a href="#">Executive Order 2020-100 (5/22/20)</a></p> <p><a href="#">Executive Order 2020-110 (6/1/20)</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 24, 2020; Indefinite.</b></li><li>• On May 7, 2020, MI published a “Safe Start” reopening plan for businesses. Reopening in MI will take place in phases and be assessed on a region-by-region basis. MI is currently in Phase 4. The decision as to whether a region may move from one phase to another depends on certain health metrics such as case positivity rate, testing and isolation capacity, hospital capacity benchmarks, availability of personal protective equipment for health care workers and MI’s economic condition. Each phase in the MI reopening plan states which categories of businesses and services may reopen.<ul style="list-style-type: none"><li>• Phase 1 entails strict stay at home and social distancing guidelines. Only critical infrastructure can remain open.</li></ul></li></ul>



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	<p><a href="#">Executive Order 2020-114 (6/5/20)</a></p> <p><a href="#">Executive Order 2020-115 (6/5/20)</a></p> <p><a href="#">Executive Order 2020-126 (6/17/20)</a></p> <p>Guidance Links:</p> <p><a href="#">MI COVID-19 Resource Page</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p> <p><a href="#">MI Order FAQs</a></p> <p><a href="#">MIDHHS FAQs</a></p> <p><a href="#">MI General FAQs</a></p> <p><a href="#">MI Face Covering Guidance</a></p> <p><a href="#">MI Safe Start Reopening Plan</a></p>	<ul style="list-style-type: none"><li>• In Phase 2, strict stay at home and social distancing guidelines remain. Only critical infrastructure can remain open, however lower-risk recreational activities are allowed.</li><li>• In Phase 3, specified lower-risk businesses can reopen (e.g., construction and manufacturing) subject to complying with strict workplace safety measures.</li><li>• In Phase 4, additional businesses can reopen subject to complying with strict safety measures.</li><li>• In Phase 5, most businesses can reopen subject to complying with strict mitigation measures.</li><li>• In Phase 6, all businesses may reopen subject to compliance with new safety guidance and procedures.</li></ul> <ul style="list-style-type: none"><li>• Effective June 1, 2020, Regions 1, 2, 3, 4, 5 and 7 of MI, as defined in MI order 2020-115, have transitioned to Phase 4.</li><li>• Effective June 10, 2020, Regions 6 and 8 of MI, as defined in MI order 2020-115, have transitioned to Phase 5 and are no longer subject to MI order 2020-110.</li><li>• Any work that is capable of being performed remotely must be performed remotely in Regions under Phase 4 and should be performed remotely in Regions under Phase 5. Any business that requires employees to leave home for work is subject to the rules on workplace safeguards in MI order 2020-114 or any order following from it.</li><li>• As part of Phase 4, workers necessary to perform retail activities (excluding spaces of public accommodation closed under MI order 2020-110) are permitted to resume in-person business activities; provided, that such stores must consider establishing curbside pick-up to reduce in-store traffic and mitigate outdoor lines. In</li></ul>

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		<p>addition, offices, restaurants and bars may resume in-person business activities under Phase 4, subject to capacity constraints and workplace standards set forth in MI order 2020-114.</p> <ul style="list-style-type: none"><li>• Businesses which may reopen in Phase 5 include, among others, (i) in-home services (e.g., cleaners, repair persons, painters), (ii) personal care services (e.g., barbers, cosmetologists, massage services), (iii) sports and entertainment facilities (e.g., arenas, cinemas, performance venues, amusement parks), and (iv) gyms, fitness centers, recreation centers, sports facilities, exercise studios, and like facilities. These businesses must follow sector-specific capacity constraints and workplace standards set forth in MI order 2020-114.</li><li>• Effective May 29, 2020, healthcare facilities (e.g., clinics, primary care physician offices, dental offices) may resume non-essential medical and dental procedures and veterinary facilities may resume non-essential veterinary services. These non-essential services are subject to workplace safety rules specified in MI order 2020-114, including, among others, limiting waiting-area occupancy and the number of appointments, adding special hours for highly vulnerable patients such as the elderly and those with chronic conditions, and conducting a screening protocol for all patients, including a temperature check and questions about COVID-19 symptoms.</li><li>• Effective June 4, 2020, retailers previously closed (excluding spaces of public accommodation closed under MI order 2020-110) and retailers previously open by appointment only are allowed to resume operations statewide.</li><li>• Effective June 4, 2020, restaurants, food courts, clubs and bars, among others, may reopen for outdoor and indoor seating in Regions 6 and 8 of MI, as defined in MI order 2020-115. Subsequently, effective June 8, 2020, these businesses may reopen for outdoor and indoor seating in Regions 1, 2, 3, 4, 5, and 7 of MI, as defined in MI order 2020-115. These businesses must adhere to the capacity constraints and workplace</li></ul>

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		<p>standards set forth in MI order 2020-114. Restrictions on these businesses do not apply to employees, contractors, vendors or suppliers who enter, use, or occupy such businesses in their professional capacity.</p> <ul style="list-style-type: none"><li>• Effective June 8, 2020, (i) day camps for children may reopen, (ii) outdoor public swimming pools may reopen at 50% capacity, and (iii) libraries and museums may reopen, subject to MI order 2020-114.</li><li>• Until June 13, 2020, spaces of public accommodation, including theaters, casinos, amusement parks and gyms, must remain closed (other than to employers, contractors, vendors and suppliers in their professional capacity).</li><li>• Effective June 15, 2020, non-essential personal care services are permitted to resume in-person operations statewide subject to capacity constraints and workplace standards set forth in MI order 2020-114.</li><li>• Critical infrastructure workers, workers who are allowed to perform resumed activities under the MI order, and workers who are necessary to conduct minimum basic operations are permitted to conduct in-person work and, while on premises, may only conduct operations permitted to resume under the MI order. Critical infrastructure workers are those listed in the March 19, 2020 CISA guidelines and other workers described in MI order 2020-96 (such as those supporting critical infrastructure supply chains). Workers performing resumed activities include those who process or fulfill remote orders and those who prepare a workplace for reopening or to follow workplace standards in MI order 2020-114. Workers who are necessary to conduct minimum basic operations are those workers whose in-person presence is strictly necessary to, among other things, maintain the value of inventory and equipment, ensure security, process transactions (including payroll and employee benefits), or facilitate the ability of other workers to work remotely.</li><li>• Businesses that require their employees to leave home for work must comply with certain general social distancing and health and safety measures, including, among others, (i) promoting remote work; (ii) providing</li></ul>

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		<p>and requiring masks to be worn when workers cannot maintain six feet of separation, and considering face shields when workers cannot maintain three feet of separation; (iii) adopting policies to prevent workers from entering the premises if they display respiratory symptoms or have had contact with a person with a confirmed diagnosis of COVID-19; (iv) providing COVID-19 training to employees; and (v) conducting daily screenings of all employees or contractors entering the workplace. In addition, businesses with a confirmed case of COVID-19 must immediately notify the local public health department and within 24 hours notify any co-workers, contractors or suppliers who may have come into contact with such employee. Employees with a confirmed or suspected case of COVID-19 can return to the workplace only after they are no longer infectious according to the latest <a href="#">CDC guidance</a> and they are released from any quarantine or isolation by the local public health department. Until July 15, 2020, food-selling establishments and pharmacies must also deploy additional strategies, as set forth in MI order 2020-126.</p> <ul style="list-style-type: none"><li>• Further, businesses that require employees to leave home for work must (i) develop a COVID-19 preparedness and response plan, consistent with OSHA guidance available <a href="#">here</a>, which plan must be made readily available (via website, internal network or by hard copy) to employees, labor unions, and customers by the end of the second week after such operation resumes in-person activities and (ii) designate one or more worksite supervisors, who may be an employee and who must remain on-site at all times when employees are present, to implement, monitor and report on the COVID-19 control strategies developed under such plan.</li><li>• Employers must maintain a written record of employee training, daily entry screening protocols and notifications sent to local public health departments and persons contacted following an employee having a confirmed case of COVID-19.</li><li>• Retail stores open for in-person sales (and libraries and museums) must follow certain additional guidelines specified in the MI order, including, among other things, marking 6-foot spacing lines outside the premises</li></ul>

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		<p>for customers waiting to enter. In addition, except in Regions 6 and 8, retail stores larger than 50,000 square feet must (i) limit the number of in-store customers to 4 per 1,000 square feet; and (ii) reserve at least two hours per week of dedicated shopping time for vulnerable populations such as persons over 60 and persons with chronic health conditions.</p> <ul style="list-style-type: none"><li>• Research laboratories and businesses in the construction and manufacturing industries must follow additional risk mitigation measures specified in the MI order, including, among others, conducting daily screenings (together with a temperature screening, if possible) of all individuals entering the worksite and creating dedicated entry points at worksites.</li><li>• Offices open for in-person activity must follow workplace safety guidelines specified in the MI order, including, among others, assigning dedicated entry points for all employees, spacing workspaces and staggering workspace usage, using virtual meetings whenever possible, and prohibiting all non-essential visitors.</li><li>• Restaurants and bars open for in-person activity must follow certain additional guidelines specified in the MI order, including, among others, limiting capacity to 50% of normal seating, closing waiting areas and asking customers to wait in their cars until seated, and closing the restaurant immediately if an employee shows symptoms of COVID-19 (defined as either the new onset of cough or new onset of chest tightness or two of the following: fever, chills, rigors, myalgia, headache, sore throat or olfactory/taste disorder(s)) until a deep clean has been performed consistent with <a href="#">CDC guidance</a>.</li><li>• MI requires protections for workers, including anti-retaliation directives, to protect employees whose ability to work is impacted by COVID-19. Employers are prohibited from discharging, disciplining or otherwise retaliating against such employees and must treat such employees as if they are on medical leave, including permitting such employees to remain on unpaid leave after all paid leave is exhausted. Employers may</li></ul>

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		<p>debit from an employee's accrued leave any hours of work missed as a result of COVID-19 and employers may discharge or discipline employees who do not return to work after the self-quarantine period has expired or in the event an employee has committed an unlawful act. Employees forfeit their protections under the MI order if they return to work prior to the end of any mandatory self-quarantine period.</p> <ul style="list-style-type: none"><li>• Food-selling establishments and pharmacies must accommodate employees who fall within a vulnerable population (e.g., people over 60, pregnant people, people with chronic conditions) by providing lower-exposure work assignments or giving them the option to take an unpaid leave of absence with a return date of July 15, 2020, or the end of the declared MI states of emergency and disaster, whichever is later. These requirements do not abrogate any employee's rights to disability benefits. Employees who take an unpaid leave of absence are encouraged to apply for unemployment benefits.</li><li>• Under the MI order, all persons must wear a face covering when in any enclosed public space (unless medically unable to tolerate a face covering). An individual may be required to temporarily remove a face covering upon entering an enclosed public space for identification purposes or while seated at a restaurant or bar. Businesses and building owners are permitted to deny entry to any individual who refuses to comply with the face covering requirement.</li><li>• Indoor social gatherings and events of up to 10 people (or 50 people if in a Region under Phase 5) are permitted. Outdoor social gatherings and events of up to 100 people (or 250 people if in a Region under Phase 5) are permitted as long as people not part of the same household maintain six feet of distance. This restriction does not apply to the incidental gathering of persons in a shared space (such as a factory floor, shopping mall or workplace). Outdoor parks, fitness classes, athletic practices, games and recreational facilities may open, provided that they make reasonable modifications to enable social distancing, equipment and supplies are shared to the minimum extent possible and subject to frequent and thorough disinfection</li></ul>

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		<p>and cleaning, and subject to guidance issued by the MI Department of Health and Human Services. Areas where social distancing cannot be maintained must be closed.</p> <ul style="list-style-type: none"><li>• In regions under Phase 5, theaters, nightclubs, bowling alleys, arcades, cinemas, sports arenas or similar venues may, if indoors, open to customers but only to the extent that the facility enables persons not of the same household to maintain six feet of social distance and limits capacity to the lesser of 250 persons or 25% of the facility's maximum capacity. In addition, concert spaces, race tracks, sports arenas, stadiums or similar venues, if outdoors, may open to customers but only to the extent that the facility enables persons of the same household to maintain six feet of social distance and limits capacity to the lesser of 500 persons or 25% of the facility's maximum capacity.</li><li>• Individuals may travel into MI (i) to return to a home or place of residence from outside the state and (ii) as required by law enforcement or a court order, including the transportation of children pursuant to a custody agreement. All other travel is prohibited, including all travel to vacation rentals. Local MI health departments are monitoring persons traveling into MI after they are referred for monitoring by the CDC airport quarantine stations to the MI Department of Health and Human Services. The local department of health staff contact the individual, assess their risk and supervise daily for health monitoring for 14 days after their last day of exposure. The local health department has legal authority to mandate quarantine and isolation measures. In addition, MI has set up designated quarantine facilities for people having a high-risk of infection.</li><li>• Violations of the MI order are subject to a civil monetary penalty of up to \$1,000 per day for each continuing violation. Law enforcement is authorized to bar access to businesses that fail to comply with the applicable procedures and restrictions in the MI order and the MI order FAQs. In addition, business operations that violate the health and safety rules set forth in MI order 2020-114 are deemed to have failed to provide a</li></ul>

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		<p>place of employment that is free from recognized hazards that are causing, or are likely to cause, death or serious physical harm to an employee, within the meaning of the MI Occupation Safety and Health Act.</p> <ul style="list-style-type: none"><li>The MI order generally does not supersede another executive order or directive that is in effect, except as specified therein or to the extent the MI order imposes more stringent limitations on in-person work, activities and interactions. MI orders 2020-69, 2020-96 and 2020-97 are rescinded.</li></ul>
MN	<p>Order Links:</p> <p><a href="#">MN COVID-19 Orders Homepage</a></p> <p><a href="#">Emergency Executive Order 20-04 (3/16/2020)</a></p> <p><a href="#">Emergency Executive Order 20-08 (3/18/2020)</a></p> <p><a href="#">Emergency Executive Order 20-18 (3/25/2020)</a></p> <p><a href="#">Emergency Executive Order 20-48 (5/1/2020) (rescinded as of May 18, 2020)</a></p> <p><a href="#">Emergency Executive Order 20-54 (5/13/2020)</a></p>	<ul style="list-style-type: none"><li><b>Effective Period: May 18, 2020 through June 1, 2020.</b></li><li>Workers for “Non-Critical Exempt Businesses” (as defined under Executive Order 20-48) may return to work upon their business’s implementation of a COVID-19 Preparedness Plan. Critical Sectors (as defined under Executive Order 20-48) may continue to operate in the manner provided under Executive Order 20-48. Except as specifically provided in Executive Order 20-56, Executive Order 20-48 is rescinded effective May 18, 2020.</li><li>Until June 1, 2020, all bars, restaurants and other places of public accommodation are required to close, provided that they may offer food using delivery and take-out services. No later than May 20, 2020, the MN Commissioners of Health, Employment and Economic Development, and Labor will publish a phased plan for reopening bars, restaurants, and other places of public accommodation.</li><li>As of May 18, 2020, certain outdoor recreational activities and associated facilities may reopen subject to compliance with the outdoor activity guidelines set forth in paragraph 6 of Executive Order 20-56, available <a href="#">here</a>, and the Outdoor Recreation Guidelines, available <a href="#">here</a>.</li><li>Non-Critical Exempt Businesses consist of, among others, (i) industrial and manufacturing businesses, (ii) office-based businesses, in each case other than associated, customer-facing retail and (iii) retail stores</li></ul>



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	<p><a href="#">Emergency Executive Order 20-55 (5/13/2020)</a></p> <p><a href="#">Emergency Executive Order 20-56 (5/13/2020)</a></p> <p>Guidance Links:</p> <p><a href="#">MN COVID-19 Resource Page</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p> <p><a href="#">MDH Public Health Guidelines</a></p> <p><a href="#">NAICS Critical Sectors List</a></p> <p><a href="#">CDC Resources for Businesses and Employers</a></p> <p><a href="#">COVID-19 Preparedness Plan Checklist for Businesses</a></p> <p><a href="#">COVID-19 Preparedness Plan Template</a></p>	<p>(including barbershops and salons) and other businesses that sell, rent, maintain and repair goods that can be picked up outside, without entering the place of business. Additional guidance on what constitutes a Non-Critical Exempt Business can be found on the MN Department of Employment and Economic Development's website <a href="#">here</a>.</p> <ul style="list-style-type: none"><li>• "Critical Sectors" include those sectors in version 3.0 of the CISA critical infrastructure guidelines, in addition to, among others, (i) critical manufacturing; (ii) commercial facilities/essential supply stores (which include, among others, workers supporting businesses that sell products, tools, materials or supplies necessary to (a) the Critical Sectors to continue their essential operations, (b) workers to work from home or (c) the maintenance of the safety, sanitation and essential operation of homes or residences); and (iii) minimum basic operations, including the minimum necessary activities to (a) maintain the value of a business's inventory, preserve the condition of a business's facilities, physical plant or equipment, ensure security, process payroll and employee benefits, or related functions, and (b) facilitate remote work by workers from their residences.</li><li>• All workers (including those working in a Critical Sector or Non-Critical Exempt Business) must work from home if they are able to do so.</li><li>• The MN order requires that all activities and work performed must be conducted in a manner that adheres to the MN Occupational Safety and Health Standards and the MN Department of Health and CDC Guidelines related to COVID-19, including social distancing and hygiene practices.</li><li>• People at risk of severe illness from COVID-19 (e.g., elderly people and those with underlying health conditions, among others) are strongly urged to stay home.</li></ul>

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	<p><a href="#">MN Department of Employment and Economic Development Safe Work Website</a></p> <p><a href="#">Outdoor Recreational Guidelines</a></p> <p><a href="#">Customer Facing Business Guidelines</a></p>	<ul style="list-style-type: none"><li>• In addition to providing for the implementation of MN OSHA Standards and CDC Guidelines in workplaces available on the MN Department of Employment and Economic Development's website <a href="#">here</a>, each Non-Critical Exempt Business's COVID-19 Preparedness Plan must: (i) require work from home whenever possible; (ii) ensure sick workers stay home; (iii) establish social distancing policies and procedures; (iv) establish employee hygiene and source control; (v) establish cleaning and disinfection protocols; (vi) contain a signature and certification by senior management that they will implement and follow the plan; and (vii) be disseminated in writing to all workers and posted in all of the business's workplaces in locations that will allow for it to readily be reviewed by worker or by electronic posting if physical posting is impracticable. A more detailed checklist of plan requirements is <a href="#">here</a>. A business may develop its own plan, or may use the plan template <a href="#">here</a>. While Non-Critical Exempt Businesses do not need to submit their plans for preapproval, they must make their plans available to regulatory authorities and public safety officers, including the MNDLI, upon request. In addition, the Preparedness Plans of all customer-facing businesses must adhere to additional guidelines set forth by the MN Retailer Association, <a href="#">here</a>, and all retail stores, malls and other businesses that sell, rent, maintain and repair goods must limit occupancy of their establishment to more than 50% of the maximum occupancy as determined by the fire marshal.</li><li>• Non-Critical Exempt Businesses must ensure that training is provided to workers on the contents of their Preparedness Plans and required procedures so that all workers are able to protect themselves and their co-workers. Such training should be easy to understand and available in the appropriate language and literacy level for all workers. Each Non-Critical Exempt Business should also take steps to supervise workers and ensure that workers understand and adhere to necessary precautions to prevent transmission. Non-Critical Exempt Businesses must maintain documentation demonstrating compliance with such business's training program and such documentation must be made available to regulatory authorities and public safety officers, including the MNDLI, upon request. In the event of a complaint or dispute related to a Non-Critical</li></ul>

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		<p>Exempt Business's Preparedness Plan, the MNDLI is authorized to determine whether the Plan adequately implements MN OSHA Standards and MN Department of Health and CDC guidelines in its workplaces.</p> <ul style="list-style-type: none"><li>• Employers must not discriminate or retaliate against workers who (i) communicate with management about occupation safety or health matters related to COVID-19 (such as the failure to develop a Preparedness Plan or to adequately implement MN OSHA Standards and MN Department of Health and CDC guidelines in its workplaces); (ii) wear personal protective equipment to protect against COVID-19 (provided that such personal protective equipment complies with industry standards and existing employer health policies); (iii) refuse to perform tasks such worker reasonably believes requires him or her to work in an unhealthy manner with COVID-19; provided that such worker has asked the employer to correct the hazardous condition and it has remained uncorrected; or (iv) has requested that the MNDLI inspect the workplace for violations of safety or health standards. Workers who (a) quit due to employer failure to correct a COVID-19 adverse work condition after notifying their employer of such condition and who have provided their employer an opportunity to cure such condition to no avail or (b) are subject to retaliatory terminations as a result of exercising the rights described in clauses (i) through (iv) of this bullet will not lose eligibility for unemployment insurance benefits. The MNDLI is authorized to receive complaints about violations of and to enforce clauses (i) through (iv) of this bullet, including through awards of backpay and compensatory damages.</li><li>• Gatherings of more than 10 people are prohibited (excluding, among other things, persons who are members of the same household and commercial activity by workers and customers of Critical and Non-Critical Businesses). All MN residents are strongly encouraged to wear face coverings and are strongly discouraged from unnecessary travel.</li></ul>

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		<ul style="list-style-type: none"><li>• The MN Commissioner of Human Rights is directed to issue guidance, as necessary, consistent with federal and state anti-discrimination laws, regarding employers' obligations to provide reasonable accommodations (e.g., work from home or use of leave) related to COVID-19 for qualified workers with disabilities.</li><li>• The MN order specifies that the MN Occupational Safety and Health Administration may issue citations, civil penalties, or closure orders to places of employment with unsafe or unhealthy conditions, and the MN Department of Labor and Industry may penalize employers that retaliate against employees who raise safety and health concerns.</li><li>• A worker who willfully violates the MN order is guilty of a misdemeanor and must upon conviction be punished by a fine not to exceed \$1,000 or by imprisonment for not more than 90 days. Any business owner, manager or supervisor who requires or encourages any of their employees to violate the MN order is guilty of a gross misdemeanor and upon conviction must be punished by a fine not to exceed \$3,000 or by imprisonment for not more than a year. In addition, for violations of the MN order, the MN Attorney General, as well as city and county attorneys, may seek any civil relief available pursuant to MN Statutes 2019, section 8.31, including civil penalties of up to \$25,000 per occurrence from businesses and injunctive relief.</li><li>• The MN order provides that any inconsistent rules or ordinances of any agency or political subdivision of MN are suspended during the pendency of the COVID-19 emergency.</li></ul>
MS	Order Links:  <a href="#">MS COVID-19 Orders Homepage</a>  <a href="#">Executive Order No. 1463 (3/24/20)</a>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 24, 2020 through May 24, 2020.</b></li><li>• The MS order allows all businesses to reopen generally (other than certain social, recreational and entertainment venues and businesses), subject to compliance with specified requirements to minimize person-to-person interactions and associated risk of transmission of COVID-19 set forth in the MS order.</li></ul>

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	<p><a href="#">Supplement to Executive Order 1463 (3/26/20)</a></p> <p><a href="#">Executive Order No. 1466 (4/1/20)</a></p> <p><a href="#">Executive Order No. 1473 (4/17/20)</a></p> <p><a href="#">Executive Order No. 1477 (4/24/20)</a></p> <p><a href="#">Executive Order No. 1478 (5/4/20)</a></p> <p><a href="#">Executive Order No. 1480 (5/8/20)</a></p> <p><a href="#">Executive Order No. 1483 (5/11/20)</a></p> <p>Guidance Links:</p> <p><a href="#">MS COVID-19 Resource Page</a></p> <p><a href="#">MSDH COVID-19 Guidance and Preventive Steps</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p> <p><a href="#">CDC Travel Guidance Page</a></p> <p><a href="#">CDC Reopening Guidance</a></p>	<ul style="list-style-type: none"><li>• All open (and reopening) businesses shall take all reasonable measures to ensure compliance with the MS Department of Health's and CDC's regulations, orders and guidelines to prevent the spread of COVID-19, including, among others, (i) social distancing, (ii) utilizing, to the maximum extent possible, work from home or telework, (iii) daily screening of employees and volunteers for COVID-19-related symptoms prior to their beginning a shift, and (iv) to the extent possible, making special accommodations for employees that are members of a vulnerable population (this includes individuals 65 or older and individuals with serious underlying health conditions (including those whose immune systems are compromised as such by chemotherapy). Non-essential business travel should be minimized and individuals should follow CDC guidelines regarding isolation following travel. Retail businesses must adopt reasonable measures to prevent the spread of COVID-19, including limiting in-store customers to 50% of capacity. The foregoing requirements are set forth in MS order No. 1477.</li><li>• Restaurants, salons and gyms are permitted to reopen subject to complying with the requirements provided in MS orders No. 1478 and 1480, including, among other things, (i) sanitizing the premises prior to resuming operations, (ii) ensuring compliance with MSDH and CDC health and safety requirements, (iii) implementing procedures for daily screenings of employees, (iv) requiring employees to wear appropriate PPE and (v) training employees in minimizing the spread of COVID-19. In the case of restaurants, such businesses must also, among other things, limit seating capacity to 50%, screen customers for illness upon entry and prohibit customers from congregating in waiting areas. In the case of salons, such businesses must also, among other things, (a) require customers to wear face coverings at all times (other than when receiving services that cannot be provided with a mask on), (b) require customers to wait outside the premises until called for screening prior to entry, (c) limit the number of customers in the salon to one customer per employee and (d) perform a daily deep cleaning of the premises. Businesses operating as gyms are also subject additional, industry-specific requirements in MS order No. 1480.</li></ul>

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		<ul style="list-style-type: none"><li>• In the case of Attala, Leake, Scott, Jasper, Shoba, Newton and Lauderdale Counties, all open and reopening businesses are subject to enhanced health and safety requirements similar to the universal enhanced requirements applicable to restaurants, salons and gyms, as summarized in the preceding bullet. In addition, all open and reopening retail businesses in each of the foregoing counties must, among other things, provide their public-facing employees with face coverings, which must be worn by employees while they are on duty and cleaned or replaced daily. Furthermore, all customers must be required to wear coverings while on a store's premises. These requirements are set forth in MS order No. 1483.</li><li>• All social, recreational and entertainment venues and businesses (e.g., movie theaters, bowling alleys and social clubs) must remain closed. Elective medical services may resume, subject to compliance with the MS order and guidance provided by the MS State Department of Health ("<a href="#">MSDH</a>"), including screening patients for COVID-19 symptoms, travel or recent exposure to COVID-19, and conserving disposable personal protective equipment.</li><li>• All businesses are allowed to conduct Minimum Operations, which are (i) those activities necessary for the business or operation to maintain the condition of facilities, premises and equipment, value of business inventory, payroll, employee benefits, security and to facilitate employees of the business or operation to continue to work remotely from their residences; and (ii) retail sales by non-Essential Businesses and Operations that are limited to drive-thru, curbside, and/or delivery services, provided that such non-essential business and operations implement precautions to ensure (a) that a minimum of six feet of separation between persons is maintained, (b) that gatherings of more than 10 people do not result therefrom, (c) regular and proper handwashing and personal hygiene and (d) adherence to the most recent regulations or guidelines issued by the MSDH and CDC.</li><li>• Essential Business or Operations, as defined in Executive Order 1463, are those sectors included in the CISA critical infrastructure guidelines, as updated, including an expanded list of businesses set forth in the</li></ul>

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		<p>MS order (including manufacturing of products used by any other Essential Business or Operation). The MS order does not provide businesses with the ability to apply for a designation as an “Essential Business or Operation”.</p> <ul style="list-style-type: none"><li>• The MSDH may contact travelers who have (i) returned to MS from an area with restrictions on entry to the U.S., (ii) traveled on a cruise, or (iii) traveled on a flight or ship with a confirmed COVID-19 case, and provide such person with instructions on protective steps to take, which may include isolating at home.</li><li>• The MS order does not limit or alter the authority for a governing authority of a municipality from enacting and enforcing more restrictive measures to contain and restrict transmission of COVID-19.</li></ul>
MO	<p>Order Links:</p> <p><a href="#">MO COVID-19 Orders Homepage</a></p> <p><a href="#">Statewide Stay-at-Home Order (4/3/20)</a></p> <p><a href="#">Stay-at-Home Order Extended</a></p> <p><a href="#">Economic Reopening Order (effective 5/4/20 through 5/31/20)</a></p> <p><a href="#">Economic Reopening Order (effective 6/1/20 through 6/15/20)</a></p> <p>Guidance Links:</p>	<ul style="list-style-type: none"><li>• <b>Effective Period: June 1, 2020 through June 15, 2020. May be extended by MO Director of the Department of Health and Senior Services if the effective period of the State of Emergency is extended.</b></li><li>• MO commenced reopening businesses on May 4, 2020 pursuant to the Economic Reopening Order and the “Show Me Strong” Recovery Plan FAQs. All essential businesses under the CISA guidelines may continue to operate and all other businesses may reopen, in each case subject to compliance with the requirements of the Economic Reopening Order and the Recovery Plan FAQs, which include the health and safety requirements described below.</li><li>• Individuals must generally abide by social distancing requirements (including maintaining six feet of space between individuals). The social distancing requirements do not apply to individuals performing job duties requiring less than six feet of distance from others, but such persons must take enhanced precautionary measures to mitigate the risk of contracting COVID-19 (including following guidance provided by the CDC).</li></ul>

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	<p><a href="#">“Show Me Strong” Recovery Plan: Guidelines and FAQs</a></p> <p><a href="#">MO COVID-19 Resource Page</a></p> <p><a href="#">Stay Home Guidance and FAQs</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p>	<ul style="list-style-type: none"><li>• Elderly or otherwise vulnerable populations should take enhanced precautionary measures to mitigate the risk of contracting COVID-19.</li><li>• The Recovery Plan FAQs contain general guidelines for all businesses (including essential businesses), which include, among others, (i) implementing basic infection prevention measures informed by industry best practices (e.g., temperature checks and use of protective equipment), (ii) developing and implementing workplace flexibilities and protections (e.g., encouraging telework and returning to workplaces in phases), and (iii) developing an infectious disease preparedness and response plan (including policies for contact tracing when an employee tests positive for COVID-19).</li><li>• Businesses engaged in retail sales to the public must limit the number of individuals in a particular retail location to (a) 25% or less of such store’s authorized occupancy limitation, if such retail location has square footage of less than 10,000 square feet, or (b) 10% or less of such store’s authorized occupancy limitation, if such retail location has square footage of 10,000 square feet or more.</li><li>• Retail businesses <u>not</u> subject to fire or building code occupancy requirements shall limit the number of individuals in a particular retail location to (i) the quotient of such building’s square footage <i>over 30, multiplied by .25</i>, if such retail location has square footage of less than 10,000 square feet, or (ii) the quotient of such building’s square footage <i>over 30, multiplied by .10</i>, if such retail location has square footage of 10,000 square feet or more. If a qualifying business’s local fire or building code occupancy limitation calculation is lower than that permitted for qualifying businesses without any fire or building code limits, then such business may use whichever calculation is greater. Employees of, and vendors delivering products into, such stores do not count toward occupancy limitations and these restrictions do not apply to restaurants or hotels.</li></ul>



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		<ul style="list-style-type: none"><li>• Non-emergency healthcare services may commence, subject to implementing public health and safety measures under the Economic Recovery Order and Recovery Plan FAQs, as well as CDC guidance.</li><li>• Restaurants may resume providing dine-in services, so long as limitations on social distancing and other precautionary public health measures are adhered to, including, among others, not having communal tables for unconnected parties and having no more than 10 people at a single table. Use of drive-thru, pickup or delivery options continues to be encouraged, as is the implementation of measures prioritizing health and safety, such as regulating self-serve options such as salad bars and buffets, using disposable menus and requiring employees to use personal protective equipment.</li><li>• Local health authorities may enforce more restrictive public health requirements for businesses or individuals. The MO order does not limit the right of local authorities to make further ordinances, rules, regulations and orders that are not inconsistent with the MO order which may be necessary for the particular locality.</li></ul>
MT	Directive Links:  <a href="#">MT COVID-19 Orders Homepage</a>  <a href="#">Directive Implementing Executive Orders 2-2020 and 3-2020 (3/26/20)</a>  <a href="#">Directive Implementing Executive Orders 2-2020 and 3-2020 and providing mandatory quarantine for</a>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 28, 2020 through April 26, 2020 for individuals (other than Vulnerable individuals (as defined in the MT directive)) and until April 27, 2020 for non-essential businesses generally, at which time businesses will begin to resume operations in phases as described below. Bar and restaurant closures are extended to May 4, 2020.</b></li><li>• Beginning on April 27, 2020, MT will begin to reduce the restrictions on businesses in phases, beginning with Phase One. The duration of each phase will be regularly evaluated in consultation with public health and emergency management professionals, taking into consideration the ability for health professionals to monitor new cases and conduct contact tracing, hospital capacity, screening and testing capacity and</li></ul>

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	<p><a href="#">certain travelers arriving in MT from another state or country (3/30/20)</a></p> <p><a href="#">Directive Implementing Executive Orders 2-2020 and 3-2020 and extending certain Directives through April 24, 2020 (4/7/20)</a></p> <p><a href="#">Directive Implementing Executive Orders 2-2020 and 3-2020 and providing guidance for the phased reopening of MT and establishing conditions for Phase One (4/22/20)</a></p> <p>Guidance Link:</p> <p><a href="#">MT COVID-19 Resource Page</a></p>	<p>availability of personal protective equipment. Negative indicators in these areas may result in the need to re-implement certain restrictions or take other protective measures.</p> <ul style="list-style-type: none"><li>• During Phase One, all operating businesses should continue to encourage telework where feasible and accommodate alternative work schedules, such as shift work, in order to adhere to social distancing, close common areas, minimize non-essential business travel, and make special accommodations for members of vulnerable populations. Reopened businesses must adhere to the guidelines for Phase One in Appendix A to the MT directive.</li><li>• Effective April 27, 2020, main street and retail businesses may resume operations with reduced capacity and following strict health and distancing protocols, including conducting health assessments for all employees at the beginning of each shift, requiring physical distance in customer lines, closing waiting areas where distancing cannot be maintained, requiring physical distancing of six feet between customers (which may require reducing capacity, reducing seating in service/waiting areas, and systems that reduce the amount of contact time between customers and staff).</li><li>• Effective May 4, 2020, restaurants, bars, breweries, distilleries and casinos may resume operations subject to strict physical distancing and reduced capacity protocols in accordance with state guidelines, in addition to specific sanitation and social distancing measures outlined in Appendix A to the MT directive for phased reopening. These businesses will generally be required to close by 11:30 p.m., although breweries and distilleries must follow existing laws on closing times. Takeout and delivery services requirements will continue until the end of the state of emergency. Gyms, pools and hot tubs, as well as other entertainment and recreational venues (e.g., concert halls and movie theaters) are to remain closed until the end of the state of emergency.</li></ul>

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		<ul style="list-style-type: none"><li>• The MT Governor has announced via the press and social media that effective May 15, 2020, gyms, theaters and museums may reopen and operate at 50% capacity subject to compliance with social distancing measures in place and CDC guidelines, including gym staff and members wearing face coverings and live-performance theaters and interactive museums remaining closed. Currently, no directive has been issued with respect to such re-openings.</li><li>• Social distancing when in public and avoidance of gatherings of groups of more than 10 people in circumstances that do not readily allow for appropriate physical distancing is still required.</li><li>• Until the end of the MT state of emergency (which runs concurrently with the federal state of emergency), any person traveling into MT for a “non-work-related purpose” (including MT residents and non-residents) must immediately self-quarantine for 14 days (or the duration of their visit, if shorter). Any person who has already arrived in MT for a non-work related purpose as of March 30, 2020 must immediately self-quarantine for the duration of the 14-day period beginning on their date of arrival (or until their departure from MT, whichever is sooner). This directive does not apply to public health, public safety or healthcare workers, those traveling for any other work-related purpose and those passing through MT on the way to another destination. There is no process to apply for an exemption from these self-quarantine requirements.</li><li>• The MT directive is in effect statewide and all inconsistent emergency county health ordinances are preempted by the MT directive to the extent that they are less restrictive. MT local public health authorities may enact more restrictive rules.</li></ul>
NE	Order Links:  <a href="#">NE COVID-19 Orders Homepage</a>	<ul style="list-style-type: none"><li>• <b>Effective Period: June 1, 2020 through June 30, 2020.</b></li><li>• 89 of NE’s 93 counties are covered by NE’s Phase III reopening order (the “<a href="#">Phase III Order</a>”) and 4 of NE’s 93 counties are covered by NE’s Phase II reopening order (the “<a href="#">Phase II Order</a>”) and, together with the Phase</li></ul>

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State	Orders, Guidance and other Directives	Commentary and Analysis
	<p><a href="#">Order 2020-CDHD-002 of the Chief Medical Officer/Director of Public Health (5/29/20)</a> <i>(Sample Phase I Order)</i></p> <p><a href="#">Order 2020-SHHD-003 of the Chief Medical Officer/Director of Public Health (5/29/20)</a> <i>(Sample Phase II Order)</i></p> <p><a href="#">Order 2020-SHHD-004 of the Chief Medical Officer/Director of Public Health (6/22/20)</a> <i>(Sample Phase III Order)</i></p> <p>Guidance Links:</p> <p><a href="#">NE COVID-19 Resource Page</a></p> <p><a href="#">CDC Guidance</a></p> <p><a href="#">CDC Travel Health Notices</a></p> <p><a href="#">EPA Guidance</a></p> <p><a href="#">Restaurant In-Room Dining Reopening Guidelines</a></p>	<p>I Order and the Phase III Order, the “<a href="#">NE Orders</a>”). The NE Orders applicable to each county can be found at the NE Department of Health and Human Services (“<a href="#">NE HSS</a>”), available <a href="#">here</a>.</p> <ul style="list-style-type: none"><li>• The Phase I Order prohibits gatherings of more than 10 patrons, customers or other invitees (excluding staff) in a single space at the same time. The Phase II Order prohibits gatherings of the greater of 25 patrons, customers or other invitees (excluding staff) or 25% of the applicable rated occupancy (but never to exceed 3,000 individuals) in a single space at the same time. Any one party at a gathering may not exceed 6 individuals, and parties must maintain at least 6 feet of separation. The Phase III Order prohibits indoor gatherings of more than 50% of rated occupancy and outdoor gatherings of more than 75% of rated occupancy. Any one party at a gathering may not exceed 8 individuals, and parties must maintain at least 6 feet of separation. Operations not subject to the NE Order’s limitation on social gatherings are directed to use heightened, diligent and effective measures to disinfect exposed surfaces, which measures must meet the directions of the NE HSS, the CDC and the EPA.</li><li>• The following businesses must remain closed under the Phase I Order: (i) gentleman’s clubs; (ii) bottle clubs; (iii) indoor movie theatres; and (iv) indoor theatres. However, general building or physical plant operations and maintenance, as applicable, for such businesses may continue as necessary. Under the Phase II Order, restaurants, bars, taverns, bowling alleys, private clubs, bottle clubs, and gentleman clubs shall be restricted to no more than 50% of the rated occupancy maximum at a time, persons must maintain a minimum of 6 feet of separation and food may not be consumed at bar seating in dine-in establishments. Under the Phase III Order, restaurants, bars, bottle clubs, and gentleman clubs shall be allowed to operate at 100% of rated occupancy, and food may be consumed at bar seating in dine-in establishments.</li><li>• Under the NE Orders, beauty/nail salons, barber shops, massage therapy services and tattoo parlors (together with tattoo studios under the Phase I Order and body art facilities under the Phase II Order) may open subject to compliance with the prohibition on gatherings of more than 10 people and the requirement</li></ul>

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State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>that masks be used by all staff, practitioners and patrons. Under the Phase II Order, patrons receiving services provided by estheticians may unmask only while receiving facial services. Under the Phase II Order, such businesses are limited to the greater of 25 patrons (excluding staff) or 50% of rated occupancy and shall maintain a minimum distance of 6 feet between all patrons. Under the Phase III Order, patrons receiving services provided by estheticians may unmask only while receiving facial services. Under the Phase III Order, such businesses are limited to 75% of rated occupancy and shall maintain a minimum distance of 6 feet between all patrons.</p> <ul style="list-style-type: none"><li>• Under the Phase II Order and the Phase III Order, for counties with a population of less than 500,000, venues with a rated capacity of 500 or more individuals must submit a “plan for reopening” to the applicable Local Public Health department before reopening, and the plan must address at a minimum the following: planned number of guests/attendees, how the venue will meet applicable social distancing guidelines, sanitation guidelines and any other applicable Directed Health Measure requirement. All plans must be approved by the Local Public Health Department prior to reopening. For counties with a population of 500,000 or more individuals, venues with a rated capacity 1,000 or more individuals must follow the same procedures. The foregoing does not apply to normal operations at airports, bus and train stations, health care facilities, shopping malls and centers (or other spaces where 10 or more persons may be in transit), typical office environments, factories, or retail or grocery stores where large numbers of people are present but it is typically unusual for them to be within 6 feet of one another.</li><li>• Under the NE Orders, venues such as fitness centers/clubs, gymnasiums, gyms, school-gyms/weight rooms, health clubs, health spas, martial arts studios and gymnastics gyms shall ensure that a minimum distance of 6 feet be maintained between all patrons. Under the Phase II Order, such venues are limited to 25 patrons or 50% of rated occupancy at any given time. Under the Phase III Order, such venues are limited to 75% of rated occupancy at any given time.</li></ul>

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		<ul style="list-style-type: none"><li>• Under the Phase I Order, sale and consumption of alcohol is permitted on premises of dine-in establishments when sold and consumed with food (otherwise alcohol may be sold on a carry-out and delivery basis only). Parties must maintain a minimum of 6 feet of separation and consist of no more than 6 individuals. Items should not be shared or distributed between different dining parties or tables. Self-service buffets and food bars are prohibited. Restaurants that provide dine-in service are also required to adhere to certain guidelines developed by the Division of Public Health and the NE Restaurant Association, including for wearing of masks, disinfecting surfaces and organizing for the same groups of coworkers to work together without intermixing.</li><li>• Under the Phase II Order, drive-in movie theatres may open at full capacity so long as parties remain in their vehicles while viewing the movie and lines for concessions and restrooms areas must have an environment where patrons and staff maintain social distancing (a distance of 6 feet away from other persons) whenever possible.</li><li>• Under the NE Orders, any employer required by law to provide housing to an employee or worker and who provides congregate or shared housing to employees or workers must follow certain guidelines described in the NE Orders, including as related to cleaning shared areas and screening employees and workers for symptoms of COVID-19.</li><li>• Under the NE Orders, persons who test positive for COVID-19 or who have a fever of 100.4° F. or above, or a sudden onset of a cough or sudden onset of shortness of breath ("<u>Symptoms</u>"), shall home quarantine, unless quarantined in a health care facility, for a period of no less than 10 days from the date of the first-positive test or onset of Symptoms. Individuals shall also home quarantine, unless quarantined in a health care facility, for a period of no less than 14 days from any time they were last within 6 feet of a person who</li></ul>

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		<p>tested positive, or had Symptoms, for at least 10 minutes. Home quarantine shall be followed per the Quarantine and Isolation Directions attached to the NE Orders.</p> <ul style="list-style-type: none"><li>• Under the NE Orders, every individual who enters NE as the final destination from any international point of origin, and individuals who reside or resided with an individual who does so, shall home-quarantine, per the Quarantine and Isolation Directions attached to the NE Orders, for a period of no less than 14 days from the time of entry into NE or the duration of the individual's presence in NE, whichever is shorter. This restriction shall not apply to individuals traveling in connection with military service or in connection with employment at a health care facility.</li><li>• The NE Orders supersede Directed Health Measure Orders 2020-001 through 2020-011, SHHD-001 and SHHD-002; provided that the NE Orders do not supersede the provisions of any Directed Health Measures issued by Local Health Departments, except that the Directed Health Measures contained in the NE Orders are binding and enforceable regardless of any Directed Health Measure(s) issued by Local Health Departments or municipalities.</li><li>• The NE Orders provide that any person subject to an NE Order may request a contested case hearing to contest the validity of such NE Order and aggregation of cases is permitted. This request may be submitted to the NE HHS Hearing Office by fax at 402-742-2376 or phone at 402-471-7237.</li></ul>
NV	<p>Order Links:</p> <p><a href="#">NV COVID-19 Orders Homepage</a></p> <p><a href="#">Declaration of Emergency Directive 003 (3/20/20)</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 20, 2020 through June 30, 2020.</b></li><li>• On April 30, 2020, the NV Governor announced a phased approach to reopening NV with Phase One commencing May 15, 2020, subject to NV satisfying certain reopening criteria (as updated from time to time, the "<a href="#">NV Plan</a>"). On May 29, 2020, the NV Governor announced that NV was entering Phase Two of the NV Plan. NV will advance to future phases every three weeks, provided that the reopening criteria remain</li></ul>

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	<p><a href="#">Declaration of Emergency Directive 010 (3/31/20)</a></p> <p><a href="#">Declaration of Emergency Directive 012 (4/1/20)</a></p> <p><a href="#">Declaration of Emergency Directive 013 (4/8/20)</a></p> <p><a href="#">Declaration of Emergency Directive 016 (4/29/20)</a></p> <p><a href="#">Declaration of Emergency Directive 018 (5/7/20)</a></p> <p><a href="#">Declaration of Emergency Directive 021 (5/28/20)</a></p> <p>Advisory Letters:</p> <p><a href="#">March 31 Travel Advisory</a></p> <p><a href="#">Nevada Cannabis Sales</a></p> <p>Guidance Links:</p> <p><a href="#">NV COVID-19 Resource Page</a></p>	<p>satisfied. NV's reopening criteria include, among others, (i) a continuous decline in COVID-19 cases and hospitalizations over a 14-day period, (ii) a sustained ability to protect vulnerable populations, (iii) contact tracing capacity, (iv) healthcare capacity and (v) confirmation that protective measures are in place.</p> <ul style="list-style-type: none"><li>• Under the NV Plan, the following businesses, among others, are permitted to reopen during Phase One, provided that they meet certain universal and industry-specific guidelines described below: (i) restaurants, (ii) retail businesses and open-air malls and (iii) barber shops and hair and nail salons.</li><li>• Under the NV Plan, the following businesses, among others, are permitted to reopen during Phase Two, provided that they meet certain universal and industry-specific guidelines described below: (i) bars, wineries and pubs, (ii) gyms and fitness facilities, (iii) salons, (iv) indoor and outdoor venues, (v) indoor malls, and (vi) non-retail indoor vendors (e.g., movie theaters, bowling alleys, arcades, etc.).</li><li>• All businesses opening or continuing operations under the NV Plan must take proactive measures to ensure compliance with social distancing and sanitation guidelines, including among others, (i) requiring public-facing employees to wear face coverings, (ii) abiding by all NV OSHA guidelines (including adopting measures that meet or exceed NV OSHA's standards for minimizing COVID-19 spread), (iii) following the NV Labor Commission's guidance on labor laws related to COVID-19, available <a href="#">here</a>, and (iv) permitting employees to work from home.</li><li>• To the maximum extent practicable, employers are strongly encouraged to incorporate the following protocols, among others, into their business operations: (i) encouraging customers to wear face coverings, (ii) returning employees to work in phases, (iii) closing common areas, (iv) accommodating vulnerable persons and workers caring for children and persons living with vulnerable persons, (v) encouraging employees to conduct daily health assessments, and (vi) frequently performing enhanced cleaning of commonly touched surfaces. Employers are obligated to provide leave to eligible employees under the</li></ul>



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	<p><a href="#">NV Roadmap to Recovery</a></p> <p><a href="#">NV Roadmap to Recovery: Phase One</a></p> <p><a href="#">NV Roadmap to Recovery: Phase Two</a></p> <p><a href="#">Phase One Sector-Specific Reopening Requirements</a></p> <p><a href="#">NV OSHA Reopening Guidelines</a></p> <p><a href="#">NV OSHA Business Reopening Guidance</a></p> <p><a href="#">NV LEAP Reopening Guidance and Assistance</a></p> <p><a href="#">Emergency Regulation of the Department of Public Safety</a></p>	<p>Families First Coronavirus Act (“<a href="#">FFCRA</a>”), upon employee request. Employers covered by the FFCRA must notify covered employees seeking accommodations of their eligibility.</p> <ul style="list-style-type: none"><li>• All businesses that engage in (i) retail sales (including retail businesses operation in open-air malls and strip malls) and (ii) and non-retail indoor and outdoor venues, may, in addition to curbside or home delivery (as applicable), allow customer access, with a maximum occupancy of 50% based on listed fire code capacity. Retail businesses are also subject to additional requirements set forth in the NV order.</li><li>• Barbershops, hair and nail salons and estheticians may reopen; provided that, among other things, (i) walk-ins are prohibited, (ii) only one customer may be seen at a time, (iii) customers waiting for an appointment must do so outside, and (iv) such operations comply with guidelines promulgated by their respective industry boards.</li><li>• On-site dining at restaurants is permitted, and bars, breweries, distilleries and wineries not licensed to serve food may open; provided that, among other things, (a) occupancy is limited to 50% maximum capacity, (b) customers waiting for seating do so outside, and (c) reservations are required to the maximum extent possible. Bar top seating is permitted so long as 6-feet social distancing is maintained between stools. All restaurants are encouraged to provide takeout and delivery services; however, restaurants that are unable to satisfy the NV order’s reopening requirements (excluding requiring reservations) may only operate through takeout and delivery. Self-serve dining facilities must remain closed.</li><li>• The NV order also provides guidance and requirements for other categories of businesses that may reopen, such as vehicle sales showrooms. All employers are encouraged to consult guidelines issued by the Local Empowerment Advisory Panel (“<a href="#">LEAP</a>”) for industry-specific information for operating in the phased</li></ul>

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		<p>reopening under the NV Plan. LEAP guidelines will be posted on the NV Health Response website, available <a href="#">here</a>.</p> <ul style="list-style-type: none"><li>• Non-retail service business (e.g., legal and accounting) are encouraged to conduct business telephonically or virtually and are encouraged to permit employees to work from home. Sporting and entertainment events may resume, but shall remain closed for public attendance.</li><li>• Gyms and fitness facilities must be limited to 50% occupancy and follow protocols by NV OSHA and LEAP, as well as other provisions in the NV order.</li><li>• Non-essential businesses such as nightclubs, day clubs, brothels and adult entertainment facilities must remain closed.</li><li>• No sooner than June 4, 2020, gaming operations may commence; provided that they must comply with requirements for a phased reopening of operations to be promulgated by the NV Gaming Control Board. The NV Gaming Control Board is authorized to enforce the NV order as necessary, including by suspending or revoking a gaming license in the event a gaming licensee fails to comply with such requirements.</li><li>• NV residents are encouraged to stay in their residences to the greatest extent possible under a “safe at home” order and should wear face coverings when in public spaces. In addition, NV residents are prohibited from gathering in groups of 50 or more (excluding persons gathering at the same household and persons working or patronizing at businesses permitted to be open under the NV Plan) during Phase One. All vulnerable persons (e.g., persons over 65, having heart or lung disease or who are otherwise immunocompromised, among others) are strongly encouraged to remain at home to the greatest extent possible.</li></ul>

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		<ul style="list-style-type: none"><li>• The NV OSHA is directed to ensure that open and reopening businesses provide adequate protections to their workers and adopt sanitation protocols that minimize the risk of spread of COVID-19 among such businesses' workforce.</li><li>• The Governor of NV has issued a travel advisory for NV urging residents and non-residents entering the state to self-quarantine for 14 days. The advisory does not apply to healthcare, public health, public safety, transportation or food supply essential employees. In addition, (i) persons testing positive for COVID-19 must self-quarantine for at least 2 weeks (except to care for themselves or seek medical care) and (ii) persons in contact with an individual who tested positive for COVID-19 must also self-quarantine for 2 weeks or until receiving a negative test.</li><li>• Local, city and county governments and state agencies are authorized to enforce the NV order, including by suspending and revoking licenses and issuing penalties for violations of licenses issued by local jurisdictions for actions that jeopardize public health. Businesses are permitted to impose social distancing requirements that are stricter than statewide standards.</li><li>• NV counties may impose additional COVID-19-related restrictions on businesses and public activities. Restrictions imposed by county government may exceed the standards imposed by the NV Declaration of Emergency Directives or set forth under LEAP guidelines, but in no case shall county-guidelines be more permissive than the provisions of Emergency Directive 021. In addition, NV businesses may adopt practices that exceed the standards imposed by the NV Declaration of Emergency Directives, guidelines promulgated by the NV OSHA or LEAP, but in no case shall business practices be more permissive than the provisions of Emergency Directive 021 or those imposed by NV OSHA and LEAP.</li></ul>

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		<ul style="list-style-type: none"> <li>To the extent that Emergency Directive 021 conflicts with earlier directives or regulations under the March 12, 2020 Declaration of Emergency, the provisions of 021 shall prevail.</li> </ul>
NH	<p>Order Links:</p> <p><a href="#">NH COVID-19 Orders Homepage</a></p> <p><a href="#">Emergency Order #2 Pursuant to EO 2020-04 (3/16/20)</a></p> <p><a href="#">Emergency Order #16 Pursuant to EO 2020-04 (3/23/20)</a></p> <p><a href="#">Emergency Order #27 Pursuant to EO 2020-04 (4/6/20)</a></p> <p><a href="#">EO 2020-08 (4/24/20)</a></p> <p><a href="#">Emergency Order #40 Pursuant to EO 2020-04 (5/1/20)</a></p> <p><a href="#">Emergency Order #49 Pursuant to EO 2020-04 (5/29/20)</a></p> <p>Guidance Links:</p> <p><a href="#">"Safe at Home 2.0" Guidance</a></p>	<ul style="list-style-type: none"> <li><b>Effective Period: March 28, 2020 through June 15, 2020.</b></li> <li>On May 1, 2020, the NH Governor issued an executive order under which NH began reopening its businesses (the "<a href="#">Reopening Order</a>").</li> <li>The Reopening Order provides that, beginning (i) May 4, 2020, public and private campgrounds, state parks and manufacturing operations may reopen and elective and non-urgent medical procedures may begin to phase-in, (ii) May 11, 2020, retail stores, drive-in theaters, golf courses, barbers, hair salons, cosmetologists, estheticians and dental providers may begin to phase-in or expand services, and (iii) May 18, 2020, outdoor dining at restaurants, equestrian facilities, child care providers and small group outdoor activities may begin to phase-in or expand services.</li> <li>In addition, under the Reopening Order, the NH Governor is permitted to authorize additional businesses to reopen, which list of businesses will be posted to NH's "<a href="#">Stay at Home 2.0</a>" webpage and currently includes, among others, (i) acupuncture providers, massage providers, body art providers, health and fitness training classes, and public beaches, which may begin to phase-in or expand services on June 1, 2020, (ii) lodging providers, which may begin to phase-in or expand services on June 5, 2020, (iii) wedding receptions and indoor dining at restaurants, which may begin to phase-in or expand services on June 15, 2020, (iv) youth day camp providers, which may begin to phase-in or expand services on June 22, 2020, and (v) overnight camp programs, which may begin to phase-in or expand services on June 28, 2020.</li> <li>All open and reopening businesses must, among other things, (i) develop a process for screening all employees reporting for work for COVID-19-related symptoms (including, among other things, temperature</li> </ul>

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	<p><a href="#">New Hampshire Essential/Non-Essential Businesses Common Inquiries Clarification List</a></p> <p><a href="#">NH COVID-19 Resource Page</a></p> <p><a href="#">NH Bureau of Infectious Disease Control FAQs</a></p> <p><a href="#">NH Self-Quarantine Guide</a></p> <p><a href="#">NH Bureau of Infectious Disease Control Face Covering Guidance</a></p>	<p>checks before each shift); (ii) mitigate exposure among employees by, among other things, supporting use of face coverings, implementing social distancing guidelines and modifying employees' schedules; (iii) allow employees to work from home; (ix) implement business continuity plans should such business experience high levels of absenteeism among employees due to COVID-19; and (iv) update employee illness policies to include COVID-19 symptoms, including permitting employees to stay home if ill or to care for sick family members.</p> <ul style="list-style-type: none"><li>• In addition to the foregoing universal requirements, the NH order provides sector-specific guidelines for, among others, the food services industry, hospitals, manufacturing and retail that were permitted to remain open during the COVID-19 emergency, as well as businesses permitted to reopen (e.g., cosmetology services). Businesses that operate in-person must follow these sector-specific guidelines and requirements, which can be found on NH's "Stay at Home 2.0" webpage.</li><li>• For continuing manufacturing and retail operations, such guidelines include (among other things) (i) limiting capacity of common areas to allow for 6 feet of social distancing, (ii) restricting interactions between employees, outside visitors or delivery drivers and (iii) implementing touchless receiving practices.</li><li>• Continuing retail operations must also, among other things, (a) limit the number of customers to 50% or less of store occupancy, (b) dedicate shopping hours or appointment times for elderly and medically vulnerable persons, (c) add social distancing reminder signage, and (d) assign dedicated staff to monitor social distancing and compliance with protective actions.</li><li>• The NH Bureau of Infectious Disease Control (the "<a href="#">NHBIDC</a>") recommends that essential workers who cannot maintain at least six feet distance between themselves and others wear a cloth face covering. In addition, the NHBIDC recommends that employees exposed to COVID-19 who return to the workplace wear a face covering at all times while in the workplace for 14 days after exposure. Businesses in need of</li></ul>

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		<p>disposable masks may fill out a form to request masks from NH, which is providing disposable masks to NH businesses at no cost. Requests for face coverings can be submitted <a href="#">here</a>. The Reopening Order recommends that employees of open and reopening businesses support the use of face coverings by employees where social distancing is difficult to maintain.</p> <ul style="list-style-type: none"><li>• Essential Services (as defined in the NH order) must comply with industry-specific guidelines currently and subsequently issued by NH in connection with the reopening in addition to complying with the universal requirements, as summarized in bullet three above.</li><li>• Individuals entering NH from out of state must self-quarantine for 14 days; provided that those deemed essential may continue to cross state borders for work-related travel. Individuals in self-quarantine must complete health checks with a thermometer twice a day, keep a record thereof and a written log of their symptoms. The NH Bureau of Infectious Disease Control may request quarantined individuals report their temperature and symptoms.</li><li>• The NH order is silent on whether it supersedes any prior orders and whether local governments may enact more stringent measures.</li></ul>
NJ	<p>Order Links:</p> <p><a href="#">NJ COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order 107 (3/21/20)</a></p> <p><a href="#">Executive Order 108 (3/21/20)</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 21, 2020; Indefinite.</b></li><li>• NJ has adopted “The Road Back” plan (the “<a href="#">Plan</a>”) that will guide the process for lifting restrictions under the NJ order. The Plan consists of six principles (i) demonstrate sustained reductions in new COVID-19 cases and hospitalization; (ii) expand testing capacity; (iii) implement robust contact tracing; (iv) secure safe places and resources for isolation and quarantine; (v) execute a responsible economic restart; and (vi) ensure NJ’s</li></ul>

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	<p><a href="#">Executive Order 122 (4/10/20)</a> (superseded in part by <a href="#">Executive Order 142</a>)</p> <p><a href="#">Executive Order 125 (4/11/20)</a></p> <p><a href="#">Executive Order 126 (4/13/20)</a></p> <p><a href="#">Executive Order 142 (5/13/20)</a></p> <p><a href="#">Executive Order 146 (5/16/20)</a></p> <p>Reopening Plan Link:</p> <p><a href="#">The Road Back Plan</a></p> <p>Guidance Link:</p> <p><a href="#">NJ COVID-19 Resource Page</a></p>	<p>resiliency. The Plan includes further detailed metrics and requirements for each of the six principles. NJ has not provided further guidance on when the Plan will start to be implemented.</p> <ul style="list-style-type: none"><li>• The NJ order provides that all businesses must accommodate telework arrangements and to the extent that employees cannot perform functions via telework arrangements, the business must reduce staff on site to the minimal number necessary to ensure essential business operations can continue. Examples of employees who need to be physically present at their work site in order to perform their duties include construction workers, utility workers and janitorial and custodial staff and certain administrative staff.</li><li>• The NJ order requires that all brick-and-mortar premises of non-essential retail businesses and all recreational and entertainment businesses must close to the public. However, subject to compliance with reopening policies provided in Executive Order 142 (discussed below), non-essential retail businesses may reopen for curbside pick-up operations.</li><li>• Executive Order 142 (available <a href="#">here</a>) sets forth a list of policies that must be adopted by businesses to permit the physical operations of all construction projects (essential and non-essential) to continue or resume (as applicable), including, among others, (i) limiting worksite meetings and workgroups to fewer than 10 individuals; (ii) staggering work times to limit the number of people entering and exiting the worksite at the same time; (iii) where running water is not available, providing washing stations with soap and/or alcohol-based hand sanitizers that have greater than 60% ethanol or 70% isopropanol; and (iv) requiring workers and visitors to wear cloth face coverings (except where doing so would inhibit the individual's health or if the individual is under the age of two) and requiring workers to wear gloves while on the premises. Such businesses must provide, at their expense, cloth face coverings and gloves for their employees and must refuse entry to visitors who refuse to wear face coverings for non-medical reasons.</li></ul>

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		<ul style="list-style-type: none"><li>• Executive Order 142 (available <a href="#">here</a>) sets forth a list of policies that must be adopted by non-essential retail businesses before any such business may open for curbside pick-up operation, which policies require among others, (i) not permitting customers to enter the brick-and-mortar premises; (ii) asking customers to remain in their vehicles while waiting for the purchase; (iii) designating employees to deliver and, wherever feasible, place purchases directly in customers' vehicles (including in the case of businesses located within shopping malls); and (iv) requiring workers to wear cloth face covering when interacting with customers or other workers and to wear gloves when in contact with customers or goods.</li><li>• Executive Order 142 (available <a href="#">here</a>) permits gatherings (including recreational and entertainment events) where individuals remain in their vehicles throughout the gathering, subject to compliance with certain requirements including, among others, that vehicles must maintain six feet of distance and doors, windows, sunroofs and tops being closed at all times. Otherwise gatherings are limited to 10 persons or fewer.</li><li>• Executive Order 146 (available <a href="#">here</a>) permits the reopening of charter fishing services and for-hire vessel businesses subject to the adoption of the policies set forth therein.</li><li>• Executive Order 122 (available <a href="#">here</a>) sets forth a list of policies that essential retail businesses remaining open must comply with, including, among others, (i) limiting occupancy to 50% of the stated maximum store capacity; (ii) establishing hours of operations solely for high-risk individuals; (iii) providing sanitizer to staff and customers; and (iv) requiring workers and customers to wear cloth face coverings while on the premises (except where doing so would inhibit the individual's health or where the individual is under two years of age) and requiring workers to wear gloves when in contact with customers or goods. Businesses must provide, at their expense, cloth face coverings and gloves to their employees. Customers must be declined entry if they do not wear a cloth face covering (except if due to medical conditions).</li></ul>



## COVID-19 State Action Tracker: Workplace Shutdowns, Travel Restrictions and Reopenings

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State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"><li>• Executive Order 122 (available <a href="#">here</a>) sets forth a list of policies that must be adopted by manufacturing businesses and warehousing businesses that continue operation, including, among others, (i) prohibiting non-essential visitors from entering the worksite; (ii) limiting worksite meetings, inductions, and workgroups to groups of fewer than 10 individuals; (iii) requiring individuals to maintain six feet or more distance between them wherever possible; (iv) providing sanitization materials, such as hand sanitizer and sanitizing wipes, to workers and visitors; (v) providing workers with, and requiring workers and visitors to wear, cloth face coverings in accordance with CDC recommendations while on the premises (except where doing so would inhibit the individual's health or the individual is under two years of age) and providing workers with, and requiring workers to wear, gloves while on the premises; and (vi) declining visitors entry if they do not wear cloth face coverings.</li><li>• Executive Order 122 (available <a href="#">here</a>) sets forth a list of policies that must be adopted by all essential retail businesses, warehousing businesses, manufacturing businesses, and businesses performing essential construction projects that includes (i) immediately separating and sending home workers who appear to have symptoms consistent with COVID-19 illness; (ii) promptly notifying workers of any known exposure to COVID-19 at the worksite, consistent with the confidentiality requirements of the Americans with Disabilities Act and any other applicable laws; (iii) cleaning and disinfecting the worksite in accordance with CDC guidelines when a worker at the site has been diagnosed with the COVID-19 illness; and (iv) continuing to follow guidelines and directives issued by the NJ Department of Health, the CDC and OSHA, as applicable, for maintaining a clean, safe and healthy work environment.</li><li>• Executive Order 122 (available <a href="#">here</a>) also sets forth a list of policies (including with respect to cleaning and disinfecting) that must be adopted by owners of buildings (a) with businesses that are permitted by the NJ order to continue in-person operations and (b) that are used for commercial, industrial or other enterprises.</li></ul>

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State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"><li>• Executive Order 125 (available <a href="#">here</a>) sets forth a list of policies that must be adopted by all dining establishments and all other holders of a liquor license with retail consumption privileges that are continuing to offer food delivery and/or takeout services, that include, among others, (i) limiting occupancy to 10% of such location's maximum capacity, wherever feasible; (ii) requiring workers and customers to wear cloth face coverings while on the premises (except where doing so would inhibit the individual's health or where the individual is under two years of age) and requiring workers to wear gloves when in contact with customers or goods. Such businesses must provide, at their expense, cloth face coverings and gloves for their employees. Customers must be declined entry if they do not wear a cloth face covering (except if due to medical conditions), but if the business provides medication, medical supplies or food, the business must provide alternate methods of pickup or delivery for customers who do not wear face coverings.</li><li>• Essential retail businesses include (i) food stores, (ii) pharmacies and marijuana dispensaries, (iii) medical supply stores, (iv) retail functions at gas stations, (v) convenience stores, (vi) ancillary stores within healthcare facilities, (vii) hardware and home improvement stores, (viii) retail functions of banks and other financial institutions, (ix) retail functions of laundromats and dry-cleaning services, (x) stores principally selling supplies for children under the age of 5, (xi) pet stores, (xii) liquor stores, (xiii) auto maintenance/repair shops and auto mechanics, (xiv) retail functions of printing and office supply shops, and (xv) retail functions of mail and delivery stores. The Superintendent of the NJ State Police may amend, clarify or make exceptions to the list of essential retail businesses. The NJ order does <u>not</u> provide businesses with the ability to apply for a designation as an "essential retail business" or as an "essential construction project".</li><li>• All county and other local restrictions imposed in response to COVID-19 that conflict with the NJ order are invalidated, even if more stringent than those in the NJ order (other than with respect to additional restrictions placed on, among other things, online marketplaces for arranging lodging or municipal or county parks).</li></ul>

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State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> <li>No municipality, county or other agency or political subdivision of NJ shall enact or enforce any order, rule, regulation, ordinance or resolution which conflicts with any provisions of the NJ order, or which may interfere with or impede its achievement.</li> </ul>
NM	<p>Order Links:</p> <p><a href="#">NM COVID-19 Orders Homepage</a></p> <p><a href="#">Public Health Order (3/23/20)</a></p> <p><a href="#">Public Health Order (4/6/20)</a></p> <p><a href="#">Public Health Order (4/11/20)</a></p> <p><a href="#">Public Health Order (4/30/20) (Non-Essential Medical)</a></p> <p><a href="#">Public Health Order (4/30/20) (Clarifying and Amending Prior Orders)</a></p> <p><a href="#">Public Health Order (5/5/20)</a></p> <p><a href="#">Public Health Order (5/15/20)</a></p> <p><a href="#">Public Health Order (5/27/20)</a></p> <p><a href="#">Public Health Order (6/1/20)</a></p>	<ul style="list-style-type: none"> <li><b>Effective Period: June 1, 2020 through July 15, 2020.</b></li> <li>The NM Governor has appointed an economic recovery council to advise on strategies for gradually reopening NM. The NM economic recovery council has issued a phased reopening plan preview (available <a href="#">here</a>).</li> <li>Essential business, as defined under the June 1 Public Health Order, means, among other things, (i) health care operations; (ii) food and other household consumer products stores; (iii) infrastructure operations (including commercial and residential construction and maintenance); (iv) manufacturing operations involved in certain industries listed in the June 1 Public Health Order; (v) services necessary to maintain the safety and sanitation of residences or essential businesses; (vi) retailers generating the majority of their revenue from the sale of automobile repair products; (vii) hardware stores; (viii) businesses providing shipping services; and (ix) logistics and businesses that store, ship or deliver groceries, food, goods or services directly to residences or retailers.</li> <li>Essential businesses must operate in accordance with the pertinent COVID-19 Safe Practices section(s) (“CSPs”) of the “All Together New Mexico: COVID-19 Safe Practices for Individuals and Employers” guidelines. The CSPs contain sector-specific practices that businesses should comply with.</li> <li>The NM order also contains sector-specific requirements (including with respect to occupancy limits) for businesses allowed to operate. Some examples of these sector-specific requirements are noted below.</li> </ul>

## COVID-19 State Action Tracker: Workplace Shutdowns, Travel Restrictions and Reopenings

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	<p><a href="#">Public Health Order (6/12/20)</a></p> <p><a href="#">Public Health Order (6/15/20)</a></p> <p><a href="#">Public Health Order (6/30/20)</a></p> <p>Guidance Links:</p> <p><a href="#">NM COVID-19 Resource Page</a></p> <p><a href="#">NM COVID-19 FAQs</a></p> <p><a href="#">All Together New Mexico: COVID-19 Safe Practices for Individuals and Employers</a></p>	<ul style="list-style-type: none"><li>• Restaurants that generated at least 50% of their sales from dine-in services from the sale of food during the last calendar year (excluding sales for off-site consumption) may offer dine-in service up to 50% of maximum occupancy. Patrons must be seated and no more than 6 patrons may be seated at any table. No bar or counter seating is permitted. In addition, restaurants must operate in compliance with applicable occupancy restrictions and CSPs provided in the restaurants section of the “All Together New Mexico: COVID-19 Safe Practices for Individuals and Employers” guidelines.</li><li>• Local breweries may provide dine-in-service in outdoor seating areas at up to 50% of such area’s maximum capacity. Outdoor dine-in services may only be provided to patrons that are seated, and there must be at least six feet of distance between tables. Additionally, breweries must operate in compliance with applicable occupancy restrictions and CSPs provided in the restaurants section of the “All Together New Mexico: COVID-19 Safe Practices for Individuals and Employers” guidelines. Wineries and distillers may operate for carryout services only. Bars may operate for take-out and delivery if otherwise permitted under their applicable licenses.</li><li>• Places of lodging must not operate at more than 50% of maximum occupancy (health care workers are excluded from such calculation). Short-term vacation rentals must limit guests to NM residents. All places of lodging should comply with the CSPs for Hotels, Resorts and Lodging section of the “All Together New Mexico: COVID-19 Safe Practices for Individuals and Employers” guidelines. Occupancy limits for vacation rentals will be determined based upon the number of rentals managed by a property manager.</li><li>• Grocery stores and other retailers must limit the sale of medical, childcare and sanitary products to three items per individual.</li><li>• Retail spaces are limited to 25% of their maximum occupancy, and may not allow a person who is without a mask or multilayer cloth face covering to enter the premises, except where that person is in possession of a written exemption from a healthcare provider.</li></ul>
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State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"><li>• Indoor shopping malls may operate provided that the total number of persons within a mall does not exceed 25% of maximum occupancy. Loitering within shopping malls is prohibited and food courts within malls must remain closed.</li><li>• Gyms and other exercise facilities may operate at 50% maximum occupancy.</li><li>• Recreational facilities (as defined in the June 1 Public Health Order) must remain closed.</li><li>• Any business that is not identified as an essential business or a recreational facility may open provided that it does not operate at more than 25% of the maximum occupancy. Any such business must comply with the pertinent CSPs set out in the “All Together New Mexico: COVID-19 Safe Practices for Individuals and Employers” guidelines. Persons waiting in line outside of a these businesses must comply with social distancing protocols and businesses must take reasonable measures to ensure that customers maintain a distance of 6 feet from other individuals and avoid person-to-person contact.</li><li>• Public gatherings of 5 or more individuals outside of their regular residence are prohibited.</li><li>• Casinos (other than those operating on Tribal lands) must remain closed and horse racing facilities may operate without spectators.</li><li>• The NM order does not limit animal shelters and other facilities with animal care operations from performing tasks that ensure the health and welfare of animals. Those tasks should be performed with the minimum number of employees necessary, for the minimum amount of time necessary, and with strict adherence to all social distancing protocols.</li><li>• Golf courses may reopen for golf only and must comply with the CSPs for Golf Courses section of the “All Together New Mexico: COVID-19 Safe Practices for Individuals and Employers” guidelines, and horse racing</li></ul>

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		<p>facilities may reopen to operate <u>without</u> spectators. Restaurants and other golf course concessions must adhere to operative CSPs.</p> <ul style="list-style-type: none"><li>• Outdoor tennis facilities may open for outdoor use only, and summer youth programs may operate on a limited basis, in each case, provided that such facilities and programs comply with the pertinent CSPs set out in the “All Together New Mexico: COVID-19 Safe Practices for Individuals and Employers” guidelines. State parks may open on a modified basis for day use.</li><li>• Unless a healthcare provider instructs otherwise, all individuals must wear a mask or face covering in a public setting, except when eating, drinking or exercising.</li><li>• Vulnerable individuals such as older adults and those with serious underlying medical conditions should stay at home as much as possible.</li><li>• NM citizens must self-quarantine or self-isolate for at least 14 days upon returning to NM from any out-of-state travel.</li><li>• The NM order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential business”.</li><li>• The NM order is not intended to restrain or preempt local authorities from enacting more stringent restrictions than those required by the NM order. The NM order declaring restrictions based upon the existence of a condition of public health importance shall not abrogate any disease-reporting requirements set forth in the NM Public Health Act.</li></ul>

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State	Orders, Guidance and other Directives	Commentary and Analysis
NY	<p>Order Links:</p> <p><a href="#">NY COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order 202.6 (3/18/20)</a></p> <p><a href="#">Executive Order 202.7 (3/19/20)</a></p> <p><a href="#">Executive Order 202.8 (3/20/20)</a></p> <p><a href="#">Executive Order 202.9 (3/21/20)</a></p> <p><a href="#">Executive Order 202.10 (3/23/20)</a></p> <p><a href="#">Executive Order 202.14 (4/7/20)</a></p> <p><a href="#">Executive Order 202.16 (4/12/20)</a></p> <p><a href="#">Executive Order 202.17 (4/15/20)</a></p> <p><a href="#">Executive Order 202.18 (4/16/20)</a></p> <p><a href="#">Executive Order 202.29 (5/8/20)</a></p> <p><a href="#">Executive Order 202.31 (5/14/20)</a></p> <p><a href="#">Executive Order 202.32 (5/21/20)</a></p> <p><a href="#">Executive Order 202.33 (5/22/20)</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 20, 2020; Indefinite (NY PAUSE order). April 17, 2020 through July 6, 2020 (Face Covering Requirement).</b></li><li>• In regions in Phase One or Two, non-essential gatherings of more than 10 persons (excluding gatherings for religious services or ceremonies) are prohibited. Non-essential gatherings of 10 or fewer persons are permitted, provided that NY DOH social distancing and cleaning and disinfection protocols are adhered to.</li><li>• In regions in Phase Three, non-essential gatherings of more than 25 persons (excluding gatherings for religious services or ceremonies) are prohibited. Non-essential gatherings of 25 or fewer persons are permitted, provided that NY DOH social distancing and cleaning and disinfection protocols are adhered to.</li><li>• In regions in Phase Four, non-essential gatherings of more than 50 persons (excluding gatherings for religious services or ceremonies) are prohibited. Non-essential gatherings of 50 or fewer persons are permitted, provided that NY DOH social distancing and cleaning and disinfection protocols are adhered to.</li><li>• On May 15, 2020, NY began reopening businesses on a region-by-region basis pursuant to its four-phase reopening plan.</li><li>• Under the NY reopening plan, regions were permitted to enter Phase One beginning May 15, 2020, subject to satisfying the following 7 criteria (the “<a href="#">Reopening Criteria</a>”): (i) decline in total hospitalizations, (ii) decline in deaths, (iii) new hospitalizations, (iv) hospital bed capacity, (v) ICU bed capacity, (vi) diagnostic testing capacity, and (vii) contact tracing capacity.</li><li>• The status of each region with respect to the Reopening Criteria is available <a href="#">here</a>. The status of each region allowed to reopen under Phase One is available <a href="#">here</a>. As of June 8, 2020, all regions were permitted to enter Phase One.</li></ul>

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	<p><a href="#">Executive Order 202.34 (5/29/20)</a></p> <p><a href="#">Executive Order 202.35 (5/29/20)</a></p> <p><a href="#">Executive Order 202.36 (6/2/20)</a></p> <p><a href="#">Executive Order 202.38 (6/6/20)</a></p> <p><a href="#">Executive Order 202.39 (6/7/20)</a></p> <p><a href="#">Executive Order 202.42 (6/15/20)</a></p> <p><a href="#">Executive Order 202.45 (6/15/20)</a></p> <p><a href="#">Executive Order 205 (6/24/20)</a></p> <p>Guidance Links:</p> <p><a href="#">NY COVID-19 Resource Page</a></p> <p><a href="#">Guidance for Determining Whether a Business Enterprise is Subject to a Workforce Reduction Under Recent Executive Orders</a></p> <p><a href="#">NY Forward Guide</a></p> <p><a href="#">NY Reopening FAQ</a></p>	<ul style="list-style-type: none"><li>• The status of each region allowed to reopen under Phase Two is available <a href="#">here</a>. As of June 28, 2020, the regions meeting the prescribed public health and safety metrics required for Phase Two reopening are: Capital Region, Central NY, Finger Lakes, Long Island, Mid-Hudson, Mohawk Valley, North Country, Southern Tier and Western NY.</li><li>• The status of each region allowed to reopen under Phase Three is available <a href="#">here</a>. As of June 28, 2020, the regions meeting the prescribed public health and safety metrics required for Phase Three reopening are: Capital Region, Central New York, Finger Lakes, Long Island, Mohawk Valley, North Country, Southern Tier and Western NY.</li><li>• The status of each region allowed to reopen under Phase Four is available <a href="#">here</a>. As of June 28, 2020, the regions meeting the prescribed public health and safety metrics required for Phase Four reopening are: Central New York, Finger Lakes, Mohawk Valley, North Country and Southern Tier.</li><li>• Subject to complying with NY's sector-specific reopening guidelines (discussed below) (i) (a) construction, agriculture, forestry, fishing and hunting, (b) retail (limited to curbside or in-store pickup or drop off), (c) manufacturing, and (d) wholesale trade are permitted to commence operations in regions that have entered Phase One; (ii) (a) professional services, administrative support and information technology, (b) retail in-store shopping, rental, repair and cleaning, (c) motor vehicle leasing, rental and sales, and (d) real estate services, building and property management, leasing, rental and sales services are permitted to commence operations in regions that have entered Phase Two; (iii) restaurants and food services are permitted to commence operations in regions that have entered Phase Two; provided that, pursuant to Executive Order 202.38, (a) any restaurant or bar obligated to cease serving patrons food or beverage on-premises pursuant to Executive Order 202.3 may serve patrons food or beverage on-premises only in outdoor space if such restaurant or bar is in compliance with NY DOH guidance promulgated for such activity and (b) restaurants and bars may expand the premises licensed by the NY State Liquor Authority to use contiguous public space</li></ul>



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	Designation Link: <a href="#">Request for Designation as an Essential Business</a>	<p>and/or otherwise unlicensed contiguous private space under the control of such restaurant or bar, subject to approval by applicable local and state authorities and compliance with guidance promulgated by the NY DOH; (iv) barbershops and hair salons are permitted to commence operations in regions that have entered Phase Two; (v) (a) food services and (b) personal care businesses in regions that have entered Phase Three; and (vi) (a) arts, (b) entertainment, (c) recreation, and (d) education are permitted to commence operations in regions that have entered Phase Four. Businesses may use NY's "Reopening Lookup Tool", available <a href="#">here</a>, to determine if their business is currently permitted to reopen within such business's operating region. Any business open in Phase Two must operate subject to the guidance promulgated by the NY DOH.</p> <ul style="list-style-type: none"><li>• NY has published sector-specific guidelines for <a href="#">construction</a>; <a href="#">agriculture</a>, <a href="#">forestry</a> and <a href="#">fishing</a>; <a href="#">retail trade</a>; <a href="#">manufacturing</a>; <a href="#">wholesale trade</a>; <a href="#">offices</a>; <a href="#">in-store retail</a>; <a href="#">vehicle sales</a>; <a href="#">commercial building management</a>; <a href="#">salons</a>; <a href="#">real estate</a>; <a href="#">food services</a>; <a href="#">personal care</a>; <a href="#">higher education</a>; <a href="#">low-risk outdoor arts &amp; entertainment</a>; <a href="#">low-risk indoor arts &amp; entertainment</a>; and <a href="#">media production</a>, which guidelines generally require that such businesses, among other things, (i) ensure 6 feet of separation among personnel, unless safety or core functions of the activity require a shorter distance; (ii) post social distancing markers in commonly used areas; (iii) establish designated areas for pick-ups and deliveries; (iv) implement daily pre-shift health screening assessments (e.g., questionnaires and temperature checks); (v) limit tightly confined spaces (e.g., elevators) to one individual at a time, unless occupants are wearing face coverings, in which case occupancy may not exceed 50% maximum capacity; (vi) provide employees with face covering at no-cost to the employee; (vii) adhere to <a href="#">CDC</a> and <a href="#">NY DOH</a> hygiene and sanitation requirements, including conducting regular cleaning and disinfection of high-touch areas; and (viii) train all personnel on new protocols and frequently communicate safety guidelines. NY sector-specific guidelines apply to both open and reopening businesses.</li></ul>

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		<ul style="list-style-type: none"><li>• In addition, under the Phase One sector-specific guidelines, (i) retail establishments must limit workforce presence to only employees necessary to conduct curbside and in-store pickup, subject to 50% maximum occupancy (including customers) and maintaining a continuous list of every person (including workers and visitors) who may have close contact with other individuals at the worksite (excluding customers and deliveries performed with appropriate PPE or through contactless means) and (ii) manufacturing and wholesale trade businesses must, (a) for indoor operations, limit workforce presence to no more than 50% maximum occupancy (excluding supervisors), unless a facility requires more employees to operate core functions and additional mitigation strategies are implemented and (b) maintain a continuous list of every person who may have close contact with other individuals at the worksite (excluding deliveries performed with appropriate PPE or through contactless means).</li><li>• Further, under the Phase Two sector-specific guidelines, (i) in-store retail establishments must limit workforce to employees necessary to conduct retail activities, ensure fitting rooms are equipped with appropriate cleaning/hygiene supplies, and use tele- or video-conferencing whenever possible; and (ii) offices must use tele- or video-conferencing whenever possible.</li><li>• Under the Phase Three sector-specific guidelines, (i) personal care businesses must close waiting rooms and (ii) food services must limit indoor capacity to 50% of maximum occupancy, limit outdoor capacity to the number of tables that can be arranged 6 feet apart, must enact barriers between tables that are at least 5 feet in height where 6 feet of separation is not possible, must clearly designate 6 feet spacing in any lines for customers, and must limit in-person gatherings to the greatest extent possible.</li><li>• Operations subject to sector-specific guidelines must complete an online affirmation form, available <a href="#">here</a>, confirming that such business has reviewed, and affirms compliance, with such guidelines.</li></ul>

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		<ul style="list-style-type: none"><li>• All open and reopening businesses must develop a written safety plan outlining how its workplace will prevent the spread of COVID-19. A template for such plan is available <a href="#">here</a>. Such plan does not need to be submitted to a state agency for approval but must be retained on-site and made available to the NY DOH or local health or safety authorities in the event of an inspection.</li><li>• Essential Business and entities providing essential services or functions (whether to an Essential Business or a non-essential business) are not subject to the NY PAUSE order's workforce limitations.</li><li>• Essential Businesses include, among others, (i) essential infrastructure, (ii) essential manufacturing, (iii) essential retail, (iv) essential services, (v) essential construction (i.e., roads and other infrastructure, hospitals, affordable housing) and non-essential emergency construction (i.e., a project necessary to protect health and safety), (vi) essential services necessary to maintain the safety, sanitation and essential operations of residences or other Essential Businesses, and (vii) vendors that provide essential services or products. A list of Essential Business is available <a href="#">here</a>. Any business that has only a single occupant or employee (e.g., a gas station) is exempt from the NY PAUSE order's workforce limitations. Businesses that are not deemed Essential Businesses, may request to be designated as an Essential Businesses by submitting an online form to the Empire State Development Corporation.</li><li>• Businesses and entities that provide other essential services must implement rules to help facilitate social distancing of at least 6 feet.</li><li>• The NY order requires that (i) all Essential Businesses pay for and provide face coverings to any of their employees who are present in the workplace and in direct contact with customers or members of the public and (ii) employees wear the face coverings provided to them. Additionally, the NY order requires that any individual who is over age two and able to medically tolerate a face covering shall be required to cover their nose and mouth with a mask or cloth face covering (a) when in a public place and unable to maintain, or</li></ul>

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		<p>when not maintaining, social distance, or (b) when utilizing public or private transportation carriers or other for-hire vehicles. Any person operating public or private transport must wear such a mask or face covering while there are any passengers in the vehicle. Pursuant to Executive Order 202.38, commercial building owners, retail store owners and those authorized on their behalf to manage public places within their buildings and businesses (collectively “Operators”) shall have the discretion to (i) require individuals to undergo temperature checks prior to being allowed admittance and (ii) deny admittance to (a) any individual who refuses to undergo such a temperature check and (b) any individual whose temperature is above that proscribed by NY DOH guidelines. No Operator shall be subject to a claim of violation of the covenant of quiet enjoyment, or frustration of purpose, solely due to their enforcement of Executive Order 202.38.</p> <ul style="list-style-type: none"><li>• All travelers entering New York from a state with a positive test rate higher than 10 per 100,000 residents, or higher than a 10% test positivity rate, over a seven-day rolling average, will be required to quarantine for a period of 14 days consistent with Department of Health regulations for quarantine. The travel advisory does not apply to any individual passing through designated states for a limited duration of less than 24 hours. Specific quarantine requirements issued by the NY Health Commissioner must be followed, linked <a href="#">here</a>. Positivity rates by state can be found <a href="#">here</a>. As of June 28, 2020, Arizona, Alabama, Florida, Georgia, Mississippi, Nevada, South Carolina, Texas and Utah all had greater than a 10% test positivity rate.</li><li>• NY permits individuals to file complaints regarding the operation of businesses through the online form available <a href="#">here</a>, or by calling 1-833-789-0470. Specific complaints from employees against their employers should be directed to the NY DOL through the online form available <a href="#">here</a>.</li><li>• All enforcement mechanisms by state or local governments shall continue to be in full force and effect until and unless later amended or extended by a future Executive Order.</li></ul>

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State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"><li>• Penalties for violations of NY's PAUSE order include verbal warnings, monetary fines and loss of occupancy certificate and/or loss of a business's operating license. An overview of such penalties is available <a href="#">here</a>.</li><li>• The NY order is silent on whether it supersedes any prior orders and whether local governments may enact more stringent measures.</li></ul>
NC	<p>Order Links:</p> <p><a href="#">NC COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order No. 118 (3/17/20)</a></p> <p><a href="#">Executive Order No. 120 (3/23/20)</a></p> <p><a href="#">Executive Order No. 121 (3/27/20)</a></p> <p><a href="#">Executive Order No. 131 (4/9/20)</a></p> <p><a href="#">Executive Order No. 135 (4/23/20)</a></p> <p><a href="#">Executive Order No. 138 (5/5/20)</a></p> <p><a href="#">Executive Order No. 141 (5/20/20)</a></p> <p>Guidance Links:</p> <p><a href="#">NC Reopening Plan Overview</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: May 8, 2020 through June 26, 2020.</b></li><li>• The reopening process is expected to be conducted in three phases.<ul style="list-style-type: none"><li>• Phase 1 began on May 8, 2020 with modifications to the NC order to permit non-essential travel and ensure that open stores implement appropriate social distancing and other health and safety measures.</li><li>• Phase 2 began on May 22, 2020, pursuant to Executive Order No. 141, which lifts the Stay At Home Order under Executive Order No. 138 and permits businesses (other than those specifically required to close under Executive Order No. 141) to operate subject to compliance with certain restrictions.</li><li>• Phase 3 (four to six weeks after Phase 2 commences) will involve lessening restrictions for vulnerable populations and allowing increased capacity at restaurants, bars and other businesses.</li></ul></li><li>• Under Phase 2, certain entertainment and fitness facilities that operate within a confined indoor or outdoor space and do not offer a retail or dining component (e.g., gyms, live performance venues, movie theaters, etc.) are required to remain closed.</li><li>• Individuals are generally allowed to leave their residences to perform work, but should wear a cloth face covering when leaving home and inside all public settings. However, individuals are strongly encouraged</li></ul>

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	<p><a href="#">FAQ for Phase 1</a></p> <p><a href="#">FAQ for Phase 2</a></p> <p><a href="#">NC COVID-19 Resource Page</a></p> <p><a href="#">CISA Memorandum on Identification of Critical Infrastructure Workers</a></p> <p><a href="#">FAQs Executive Order No. 131</a></p> <p>Designation Link:</p> <p><a href="#">NCDR Essential Business Application Form</a></p>	<p>to telework to the greatest extent permissible by their employer, and people who are at high-risk of severe illness from COVID-19 (i.e., those 65 or older and persons who have serious underlying medical conditions) are strongly encouraged to stay home and travel only for absolutely essential purposes.</p> <ul style="list-style-type: none"><li>• Mass Gatherings of more than 10 persons indoors or 25 persons outdoors continue to be prohibited, subject to certain exceptions such as the operation of the businesses described above in compliance with applicable restrictions, gatherings for health and safety, for work, receiving government services, etc.</li><li>• The NC order provides an exception for entertainment and sporting events to take place, subject to compliance with the Mass Gathering limits for spectators and other restrictions noted in the NC order.</li><li>• Retail Businesses, Restaurants, Personal Care, Grooming and Tattoo Business (each as defined in the NC order) that are open must comply with certain requirements stated in the NC order, including, among others, (i) limiting occupancy to no more than (a) 50% of stated fire capacity, or (b) 12 customers for every 1,000 square feet of the location's total square footage if the applicable Retail Business does not have a stated fire capacity ("<u>Emergency Maximum Occupancy</u>") and posting signage notifying customers of the Emergency Maximum Occupancy at main entrances, and (ii) conducting daily symptom screening of workers before they enter the workplace. The NC Department of Health and Human Services will make available on its website a sample screening checklist questionnaire and sample signs that may be used to meet certain of the requirements listed in the NC order.</li><li>• Retail Businesses are also strongly encouraged to take additional measures, including, among others, (i) directing workers to stay at least six feet apart, (ii) providing designated times for seniors and other high-risk populations to access services, and (iii) develop and use systems for online or non-contact curbside pickup or home delivery.</li></ul>

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		<ul style="list-style-type: none"><li>• Bars are prohibited from serving alcoholic beverages for on-premises consumption. However, breweries and distilleries may continue production.</li><li>• Child care facilities may open if they operate in full compliance with NC order Nos. 130 and 138 and all guidelines issued by the NC Department of Health and Human Services.</li><li>• Long-term care facilities are subject to mandatory mitigation measures in the NC order, including, among others, (i) screening workers at the beginning of their shift, (ii) implementing universal use of a facemask for all workers (assuming suppliers are available), (iii) actively monitor all residents on admission and daily for symptoms and (iv) notify local health departments of any COVID-19 clusters. Other kinds of long-term care facilities are strongly encouraged to adopt the same measures. These requirements are to remain in effect indefinitely.</li><li>• The NC order recommends that all open retail establishments should supply to, provide education on proper use and encourage the use of cloth face coverings for all employees in positions that do not allow them to consistently maintain a six-foot distance from other employees or customers, subject to the availability of these products.</li><li>• The NC order permits counties and cities in NC to enact ordinances and issue state of emergency declarations which impose restrictions or prohibitions to the extent authorized under NC law. The NC order amends all local prohibitions and restrictions imposed under any local state of emergency declarations to remove any language that sets a different standard for maximum occupancy in retail establishments or otherwise directly conflicts with the NC order. The NC order prohibits the adoption of any prohibitions and restrictions under any local state of emergency declarations that set a different standard for maximum occupancy in retail establishments or otherwise directly conflict with the NC order. The NC order does not</li></ul>

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		preempt or overrule a court order regarding an individual's conduct (e.g., a Domestic Violence Protection Order).
ND	<p>Order Links:</p> <p><a href="#">ND COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order 2020-06.4</a></p> <p><a href="#">Executive Order 2020-06.6</a></p> <p><a href="#">Executive Order 2020-06.7</a></p> <p><a href="#">Travel Quarantine Orders</a></p> <p>Guidance Links:</p> <p><a href="#">ND Smart Restart Protocols</a></p> <p><a href="#">Workplace Assessment</a></p> <p><a href="#">CDC Coronavirus Resources for Business and Employers</a></p> <p><a href="#">ND Department of Health Guidelines</a></p> <p><a href="#">ND Business and Employer Resources</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: May 1, 2020; Indefinite.</b></li><li>• On April 28, 2020, ND issued "ND Smart Restart" Protocols (the "<a href="#">Protocols</a>") to begin reopening businesses within ND.</li><li>• Businesses in ND may generally reopen, and are strongly encouraged to adopt and rigorously follow both (i) general standards applicable to all industries set forth in the Protocols (the "<a href="#">Standards for All Industries</a>") and (ii) specific standards that are applicable to the particular industry in which a business operates set forth in the Protocols. Businesses that remained open throughout the pandemic, or businesses that voluntarily closed for a period of time, are strongly encouraged to adopt and follow the Standards For All Industries. Recreational and sports arenas, and music and entertainment venues, may reopen, and are strongly encouraged to adopt and rigorously follow the ND Smart Restart: Large Gatherings Protocol, available <a href="#">here</a>.</li><li>• The Standards For All Industries include, among others, (i) complying with CDC guidelines and ND Department of Health ("<a href="#">ND DOH</a>") recommendations, (ii) completing the workplace assessment tool for COVID-19, (iii) practicing 6 feet social distancing in facilities, (iv) taking measures to ensure employee and customer safety (e.g., encouraging the use of cloth face coverings by workers who have close contact with other employees and/or the public and regularly disinfecting high-touch surfaces according to industry standard operating procedures in conjunction with personal protective equipment use for staff), (v) developing policies and procedures for prompt identification and isolation of sick staff and customers, and (vi) encouraging customers to download the Care19 App to increase success levels with contact tracing.</li></ul>



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		<ul style="list-style-type: none"><li>The ND DOH issued a self-quarantine order for anyone entering ND who has traveled internationally since April 24, 2020. Individuals subject to quarantine are required to (i) self-quarantine for the shorter of (a) 14 days from the time of entry into ND, (b) 14 days from the time of entry into the U.S. and (c) such person's departure from ND, and (ii) cooperate with contact tracing information, including providing information regarding persons they have had contact with, places visited or traveled to and medical history. Only immediate household members are allowed to be at the quarantine location. Quarantined individuals are only allowed to leave for an approved reason (such as a physician appointment) and must coordinate their plan with the state or local health authority. Essential critical infrastructure workers under the CISA guidelines and people commuting to and from ND for work or for essential supplies and services are exempt from the travel quarantine. Persons in confinement pursuant to ND Public Health Order 2020-02.1 must continue to self-quarantine for the duration of the 14-day period since their arrival in ND. The quarantine order is in effect indefinitely and, except as stated above, supersedes ND Public Health Order 2020-02.1.</li></ul>
OH	<p>Order Links:</p> <p><a href="#">OH COVID-19 Orders Homepage</a></p> <p><a href="#">Director's Stay at Home Order (3/22/20)</a></p> <p><a href="#">Amended Director's Order (4/2/20)</a></p> <p><a href="#">Amended Director's Order - Stay Safe Ohio Order (4/30/20)</a></p>	<ul style="list-style-type: none"><li><b>Effective Period: March 23, 2020 through May 29, 2020.</b></li><li>On May 20, 2020, OH released the Ohioans Protecting Ohioans Urgent Health Advisory (the "<a href="#">Advisory</a>") which rescinds and modifies portions of the Stay Safe Ohio order that was issued by the OH Department of Health on April 30, 2020 (the "<a href="#">Stay Safe Order</a>").</li><li>People at high risk of severe illness from COVID-19, including those who are elderly and those who are sick, among others, are strongly urged (but not required) to remain at home to the extent possible. All public and private gatherings of any number of people occurring outside a single household are prohibited and any gatherings of more than ten people are prohibited, subject to limited exceptions provided under the Stay Safe Order.</li></ul>

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	<p><a href="#">Director's Order that Rescinds and Modifies Portions of the Stay Safe Ohio Order (5/20/20)</a></p> <p><a href="#">Director's Urgent Health Advisory – Ohioans Protecting Ohioans (5/20/20)</a></p> <p>Guidance Links:</p> <p><a href="#">OH COVID-19 Resource Page</a></p> <p><a href="#">Stay At Home Order Frequently Asked Questions</a></p> <p><a href="#">CISA Memorandum on Identification of Critical Infrastructure Workers</a></p> <p><a href="#">Responsible Restart Ohio Plan</a></p> <p><a href="#">Mandatory Guidelines for Manufacturing, Distribution and Construction Sector</a></p> <p><a href="#">Mandatory Guidelines for General Office Environments</a></p>	<ul style="list-style-type: none"><li>• Under the Stay Safe Order, persons who have tested positive for COVID-19, those who are presumptively diagnosed with COVID-19, and those who are exhibiting the symptoms identified in the screening guidance available from the CDC and the OH Department of Health (and in each case, who have not recovered) may not enter OH unless they are doing so under medical orders for purposes of medical care, are being transported by emergency medical services EMS, are driving or being driven directly to a medical provider for the purposes of initial care, or are a permanent resident of OH.</li><li>• In addition, OH has published a Responsible Restart Ohio Plan (the “<a href="#">Restart Plan</a>”). Under the Restart Plan and the Stay Safe Order, all businesses and operations in OH are permitted to open except for businesses and operations directed to remain closed under the Stay Safe Order (e.g., dine-in restaurants and bars, personal appearance and beauty businesses, entertainment, recreation and gyms, etc.). All open and reopening businesses must comply with the Social Distancing Requirements set forth in the Stay Safe Order.</li><li>• Effective May 1, 2020, non-essential surgeries, including surgeries delayed by the May 17, 2020, OH order, are permitted to resume, subject to the health care provider’s complying with the minimum conditions provided in the Stay Safe Order.</li><li>• In connection with the Restart Plan and the Stay Safe Order, as of May 1, 2020, dentists and veterinarians are permitted to operate, and all healthcare procedures and operations that can be done without requiring an overnight stay in a hospital are permitted.</li><li>• As of May 4, 2020, (i) manufacturing, distribution and construction operations may reopen; provided such operations are required to comply with sector-specific guidelines available <a href="#">here</a> and (ii) general office environments may reopen; however, working from home is recommended to the greatest extent possible, and reopened offices must follow sector-specific guidelines available <a href="#">here</a>.</li></ul>

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	<p><a href="#">Mandatory Guidelines for Consumer, Retail and General Services Sector</a></p> <p><a href="#">Responsible Protocols</a></p>	<ul style="list-style-type: none"><li>• As of May 12, 2020, consumer, retail and general services are permitted to reopen; provided such businesses follow sector-specific guidelines available <a href="#">here</a>.</li><li>• Under the Restart Plan and the Stay Safe Order, all businesses must comply with the Responsible Protocols, which are: (i) require that face coverings be worn by employees and clients/customers at all times (employers are advised, but not required, to provide such face coverings); (ii) conduct daily health assessments of employees; (iii) maintain good hygiene at all times through hand-washing, sanitizing and social distancing; (iv) clean and sanitize workplaces throughout the day and at the close of business or between shifts; and (v) limit capacity to meet social distancing guidelines, including by establishing maximum capacity of 50% of fire code and use appointments, where possible, to limit congestion. Businesses should also, among other required actions, immediately report employee or customer infections to the local health agency and shutdown facilities for deep sanitation, if possible. Under the Stay Safe Order, persons are not required to wear face coverings if, among other things, face coverings are in violation of documented industry standards, are not advisable for health reasons, are in violation of the business's documented safety policies or when the employee works alone in an assigned area.</li><li>• The Restart Plan also includes a series of checklists that businesses and individuals should follow, which are available <a href="#">here</a>.</li><li>• In addition to the Restart Plan requirements and guidelines, the Stay Safe Order also includes general social distancing requirements for businesses, such as implementing separate operating hours for elderly and vulnerable customers, cleaning baskets and shopping carts between customers, and ensuring lines maintain a six-foot-distance between those not residing in the same household. The OH order also includes a general checklist of actions to be undertaken by businesses in addition to the foregoing, which includes performance of enhanced environmental cleaning of commonly touched surfaces.</li></ul>

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		<ul style="list-style-type: none"><li>Except as expressly modified by the Advisory, the Stay Safe Order remains in effect and supersedes, only to the extent that it conflicts, and amends any previous orders that conflict with the Stay Safe Order.</li></ul>
OK	<p>Order Links:</p> <p><a href="#">OK COVID-19 Orders Homepage</a></p> <p><a href="#">Amended Executive Order No. 2020-20 (6/12/20)</a></p> <p>Guidance Links:</p> <p><a href="#">Open Up and Recover Safely Plan</a></p> <p><a href="#">Open Up and Recover Safely Resources (Department of Commerce)</a></p> <p><a href="#">Amended Executive Memorandum 2020-01</a></p> <p><a href="#">Oklahoma Department of Health Website</a></p> <p><a href="#">Oklahoma/CDC Travel Guidance</a></p>	<ul style="list-style-type: none"><li><b>Effective Period: March 26, 2020 through July 12, 2020.</b></li><li>OK's phased reopening under its Open Up and Recover Safely ("OURS") Plan will occur in three phases subject to the state meeting certain criteria. Part 1 of Phase 1 commenced on April 24, 2020 and Part 2 of Phase 1 commenced on May 1, 2020. Phase 2 commenced on May 15, 2020. Phase 3 commenced on June 1, 2020. The OURS Plan is available <a href="#">here</a>. All businesses should adhere to the OURS Plan. Questions on the OURS Plan can be submitted to OK through the state's website, available <a href="#">here</a>.</li><li>Vulnerable individuals (those over 65 and individuals with serious underlying health conditions) should stay home unless working in a critical infrastructure sector (which includes healthcare/public health, law enforcement, public safety, first responders, food and agriculture, energy, water and wastewater, transportation and logistics, public works, communications and information technology, community-based government operations and essential functions, critical manufacturing, financial services, chemical, commercial and professional services, and the defense industrial base sectors, as identified in more detail in Executive Memorandum 2020-01).</li><li>Under Phase 3 of OK's phased reopening, (i) summer camps can open, (ii) employers can resume unrestricted staffing of worksites by observing proper CDC-recommended social distancing protocols and are recommended to continue increased cleaning and disinfecting practices, and (iii) businesses operating by appointment only may begin operating by appointment and walk-in at their discretion. Businesses are generally allowed to open in Phase 3, subject to compliance with certain requirements set forth in the OURS Plan.</li></ul>

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		<ul style="list-style-type: none"><li>• All public and private entities utilizing FDA-approved tests for COVID-19 are required to submit to the OK State Department of Health (the "<a href="#">OSDH</a>"), as well as to the local health department, daily reports of all test results, the number of test supplies ordered, the number of test supplies available, the number of samples/specimens received and pending processing, and timeframe of test completion. The OSDH will promptly share this information with the CDC.</li><li>• The OK order also directs the OK Department of Agriculture, Food and Forestry to, among other things related to meat processing and associated waste disposal, assist in the depopulation of animals that are unable to be processed at available processing facilities due to COVID-19.</li><li>• All delivery personnel shall, at the request of a hospital, clinic, long-term care facility or childcare facility, submit to a screening prior to delivering goods. Such screening shall include a temperature check and may include a short questionnaire about potential exposure. Questionnaires shall include questions about recent travel to areas with significant community spread and personal contact with individuals who have tested positive for COVID-19. In addition, package delivery drivers must take their own temperatures daily and shall not deliver packages if they register over 100.4 degrees Fahrenheit.</li><li>• All persons who enter OK from another state or country must follow CDC travel guidelines found on the OSDH's website.</li><li>• An OK business is immune from civil liability for claims of exposure to COVID-19 by that business as long as the business was in compliance with applicable federal and state regulations, orders and guidance at the time of the alleged exposure.</li></ul>
OR	Order Link:	<ul style="list-style-type: none"><li>• <b>Effective Period: June 5, 2020; Indefinite.</b></li></ul>

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	<p><a href="#">OR COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order No. 20-27 (6/5/20)</a></p> <p>Guidance Links:</p> <p><a href="#">OR COVID-19 Resource Page</a></p> <p><a href="#">OHA Reopening Criteria</a></p> <p><a href="#">OR County Reopening Status</a></p> <p><a href="#">OHA Resource Page</a></p> <p><a href="#">Sector Guidance for Employers</a></p> <p><a href="#">Physical Distancing</a></p> <p><a href="#">OR COVID-19 FAQ</a></p>	<ul style="list-style-type: none"><li>• OR began reopening businesses pursuant to its four-phase reopening plan. Under the OR order, all OR counties begin in the Baseline Reopening Phase and move to Phase I upon satisfying criteria established by the OR Governor, upon recommendation by the Oregon Health Authority (“OHA”), which may include but are not limited to: (i) declining prevalence of COVID-19, (ii) an adequate minimum testing regimen, (iii) an adequate contact tracing system, (iv) adequate isolation/quarantine facilities, (v) the issuance of statewide sector guidance for Phase I sectors (currently issued and available <a href="#">here</a>), (vi) sufficient healthcare capacity and (vii) sufficient personal protective equipment. OR counties may be permitted by the OR Governor to move from Phase I to Phase II upon satisfying criteria established by the OR Governor, upon recommendation by the OHA, which may include but are not limited to: (a) the prerequisites for transitioning to Phase I, as set forth in the preceding sentence, (b) timely follow-up (contact tracing) on a specified percentage of new cases, within 24 hours, (c) a specified percentage of new positive cases must be traced to an existing case, and (d) no significant increase in incident cases or test positivity rate. Neither OR nor any county may transition from Phase I to Phase II unless at least 21 days have elapsed. Counties may seek approval from the OR Governor to transition forward to Phase I or Phase II, as applicable, ahead of the rest of the state. As of June 8, 2020, one OR county is in the Reopening Phase, six OR counties are in Phase I and 29 OR counties are in Phase II. The OR Governor expects that neither the state nor any county will transition to Phase III unless widely available and effective therapeutics or a vaccine become available, or other significant changes in the threat from the pandemic emerge.</li><li>• Subject to approval by the OR Governor, restrictions may be re-imposed if any of the following conditions occur: (i) inability to meet contact tracing requirements, (ii) evidence of increasing prevalence of COVID-19 cases or (iii) evidence of increasing burden of severe COVID-19 cases. The foregoing conditions may be supplemented from time to time with additional conditions established by the OHA.</li></ul>

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		<ul style="list-style-type: none"><li>• During the Reopening Phase, businesses for which close personal contact is difficult or impossible to avoid must remain closed (e.g., amusement parks, barber shops, gyms, indoor and outdoor malls (other than for providing food, health care, medical or pet store services), spas and nail and tanning salons, among others). Subject to approval by the OR Governor, OHA (or another agency, when directed by the OR Governor) may issue guidance allowing one or more of the foregoing businesses to reopen.</li><li>• In addition, during the Reopening Phase, restaurants, bars, cafes, food courts, coffee shops and other similar establishments are permitted to operate for take-out and delivery, provided that they comply with the OR order and OHA guidance (including general guidance for employers, available <a href="#">here</a>, and applicable sector-specific guidance, available <a href="#">here</a>).</li><li>• In addition, during the Reopening Phase, all businesses shall facilitate telework to the maximum extent possible, with work in offices prohibited whenever telework is available. When telework is unavailable, such business must designate an employee or officer to establish and enforce physical distancing policies, which policies must address physical distancing protocol for business-critical visitors and be consistent with OHA guidance. Businesses that fail to comply with the foregoing will be closed until they demonstrate compliance.</li><li>• During Phase II, workplaces may begin a limited return to office work, although remote working remains recommended to the extent practicable. Workplaces that have employees returning to work must designate an employee or officer to establish and enforce physical distancing policies, which policies must address physical distancing protocol for business-critical visitors and be consistent with OHA guidance.</li><li>• During Phase I, the following businesses are permitted to reopen, provided that they comply with the OR order and OHA guidance (including general guidance for employers, available <a href="#">here</a>, and applicable sector-specific guidance, available <a href="#">here</a>): (i) food and drink establishments, including, among others, restaurants and bars for on-site food service; (ii) personal care businesses and facilities, such as salons and gyms,</li></ul>

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	<p>among others; (iii) indoor and outdoor malls; and (iv) such other sectors as the OR Governor may identify as eligible.</p> <ul style="list-style-type: none"><li>• During Phase II, the following businesses are permitted to reopen, provided that they comply with the OR order and OHA guidance (including general guidance for employers, available <a href="#">here</a>, and applicable sector-specific guidance, available <a href="#">here</a>): (i) venues and event operators; (ii) indoor paid recreational activities not otherwise categorized, such as ice skating, bowling and arcades; (iii) outdoor paid recreational activities not otherwise categorized, such as jetboats, mini golf and batting cages; (iv) pools and sports courts; (v) food and drink establishments, including, among others, restaurants and bars with on-site food service, which may expand service; and (vi) such other sectors as the OR Governor may identify as eligible.</li><li>• For the Reopening Phase, Phase I and Phase II, sector-specific guidance generally requires reopening businesses to, among other things, (i) determine the maximum occupancy to maintain physical distancing requirements and limit the number of customers on-premises accordingly; (ii) require employees to wear cloth, paper or disposable face coverings (and provide such coverings to employees); and (iii) comply with various cleaning and sanitation protocols.</li><li>• In addition, (i) during the Reopening Phase, the OR order prohibits (a) cultural, civic, faith-based gatherings of more than 25 people and (b) social and recreational gatherings outside of a home of greater than 10 people, (ii) during Phase I, the OR Plan prohibits cultural, civic, faith-based and local social and recreation gatherings of more than 25 people and (iii) during Phase II, the OR Plan prohibits gatherings of more than 50 people in an indoor space or 100 people in an outdoor space. In each phase, gatherings of less than of the foregoing limits are only permissible if social distance can be maintained. The foregoing limits do not apply to, among others, workplaces permitted to operate under the OR order.</li><li>• The OR order supersedes any other laws, ordinances, rules and orders to the extent they are inconsistent with the OR order. The OR order replaces the previous OR Order 20-25, which is rescinded.</li></ul>
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		<ul style="list-style-type: none"><li>• Subject to approval by the OR Governor, OHA (or another agency, when directed by the OR Governor) shall issue phased reopening guidance, which guidance may ease and modify certain baseline requirements, set forth requirements for each reopening phase and provide other general sector-specific guidance.</li></ul>
PA	<p>Order Links:</p> <p><a href="#">PA COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order March 19, 2020</a></p> <p><a href="#">Amendment to March 19, 2020</a></p> <p><a href="#">Executive Order</a></p> <p><a href="#">Second Amendment to March 19, 2020</a></p> <p><a href="#">Executive Order</a></p> <p><a href="#">Secretary of Health's Order Closing Non-Life Sustaining Businesses</a></p> <p><a href="#">March 19, 2020</a></p> <p><a href="#">Amendment to March 19, 2020</a></p> <p><a href="#">Secretary of Health's Order Closing Non-Life Sustaining Businesses</a></p> <p><a href="#">Second Amendment to March 19, 2020</a></p> <p><a href="#">Secretary of Health's Order</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: May 29, 2020; Indefinite.</b></li><li>• Beginning May 8, 2020, PA has allowed a phased reopening of businesses on a county-by-county basis.</li><li>• There are three phases to the reopening of business. The Red Phase represents the stay at home/shutdown order framework. The Yellow Phase entails lifting stay-at-home and shutdown restrictions on non-life-sustaining businesses in favor of adherence to the mitigation measures and social distancing and cleaning requirements applicable to life-sustaining businesses. However, indoor recreation, health and wellness facilities, personal care services and all entertainment ("<a href="#">Excluded Businesses</a>") must remain closed. Restaurants and bars must still limit in-person activities to curbside pickup and delivery. The Green Phase means most restrictions are lifted and all businesses other than health care providers may resume in-person operations, but social distancing requirements and mitigation measures remain.</li><li>• In deciding when a county may move to the Yellow Phase or the Green Phase, PA will look to demographic and health criteria such as population density, the incidence rate of COVID-19 cases per capita, availability of testing, and health care resources. PA will continue to issue additional guidance and recommendations on the reopening process, in consultation with the PA Department of Health, the PA Department of Community and Economic Development, the PA Department of Labor &amp; Industry, and others. The current reopening status of each PA county is available <a href="#">here</a>. Further information regarding the reopening process can be found <a href="#">here</a>.</li></ul>

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	<p><a href="#"><u>Closing Non-Life Sustaining Businesses</u></a></p> <p><a href="#"><u>Executive Order March 23, 2020</u></a></p> <p><a href="#"><u>Secretary of Health's Order to Stay Home March 23, 2020</u></a></p> <p><a href="#"><u>Executive Order April 1, 2020</u></a></p> <p><a href="#"><u>Amendment to April 1, 2020 Executive Order</u></a></p> <p><a href="#"><u>Second Amendment to April 1, 2020 Secretary of Health's Order to Stay Home</u></a></p> <p><a href="#"><u>Secretary of Health's Order to Stay Home April 1, 2020</u></a></p> <p><a href="#"><u>Amendment to April 1, 2020 Secretary of Health's Order to Stay Home</u></a></p> <p><a href="#"><u>Second Amendment to April 1, 2020 Secretary of Health's Order to Stay Home</u></a></p>	<ul style="list-style-type: none"><li>• In counties under the Yellow Phase, businesses that have not been able to conduct in-person operations (other than Excluded Businesses) are allowed to commence such in-person operations. However, businesses that have been conducting their operations in whole or in part remotely through individual teleworking of their employees must continue telework operations for each of those employees. Effective June 5, 2020, restaurants and bars in counties under the Yellow Phase may resume outdoor dining operations, subject to compliance with the PA restaurant industry <a href="#"><u>guidance</u></a>.</li><li>• In counties under the Green Phase, effective May 29, 2020, all businesses other than health care providers may commence in-person operations, provided that (i) businesses which were previously closed or conducting operations in whole or in part remotely through individual teleworking of their employees are permitted to operate subject to compliance with the orders of the PA Secretary of Health relating to building safety and business safety measures and all existing and future guidance from the DOH and CDC (teleworking and the staggered return of employees are strongly encouraged), (ii) businesses within a building or defined area which were permitted to operate under the Yellow Phase may operate at up to 75% capacity and must enforce social distancing requirements; (iii) businesses within a building or defined area which were prohibited from operating while under the Yellow Phase can only operate at up to 50% capacity and must enforce social distancing requirements; (iv) restaurants and bars are authorized to conduct in-person operations, subject to compliance with the PA restaurant industry <a href="#"><u>guidance</u></a>; and (v) personal care services, such as hair salons and barbershops, must operate by appointment only and at up to 50% capacity. Gatherings of more than 250 individuals are prohibited in the Green Phase (other than for religious services).</li><li>• Life-sustaining businesses, businesses that received an exemption from the shutdown requirement and businesses subsequently permitted to open pursuant to orders issued by the PA Governor and PA Secretary of Health (e.g., construction, vehicle dealerships and real estate) are also permitted to open.</li></ul>

## COVID-19 State Action Tracker: Workplace Shutdowns, Travel Restrictions and Reopenings

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State	Orders, Guidance and other Directives	Commentary and Analysis
	<p><a href="#">Secretary of Health's Order directing Building Safety Measures April 5, 2020</a></p> <p><a href="#">Secretary of Health's Order directing Safety Measures for In-person Business Operations April 15, 2020</a></p> <p><a href="#">Executive Order May 7, 2020</a></p> <p><a href="#">Amendment to May 7, 2020 Executive Order</a></p> <p><a href="#">Second Amendment to May 7, 2020 Executive Order</a></p> <p><a href="#">Third Amendment to May 7, 2020 Executive Order</a></p> <p><a href="#">Fourth Amendment to May 7, 2020 Executive Order</a></p> <p><a href="#">Secretary of Health's Order moving 24 counties to the Yellow Phase of Reopening May 7, 2020</a></p> <p><a href="#">Amendment to May 7, 2020 Secretary of Health's Order</a></p>	<ul style="list-style-type: none"> <li>• The PA order includes a <a href="#">list of life-sustaining businesses</a> that outlines 10 key industries: (i) natural resources and mining, (ii) construction, (iii) manufacturing, (iv) trade, transportation and utilities, (v) information, (vi) financial activities, (vii) professional and business services, (viii) education and health services, (ix) leisure and hospitality, and (x) other services (except public administration). If a business's NAICS code appears on the life-sustaining business list, it may remain open. Businesses may have used their NAICS codes to buy insurance, management employee benefits, pay taxes or interact with other governmental entities. NAICS codes can be looked up <a href="#">here</a>. PA has also published FAQs and guidance to clarify whether a business is life-sustaining or is otherwise allowed to be open.</li> <li>• Among other businesses, (i) all businesses in the real estate industry (e.g., appraisers, title companies, home inspectors, mortgage loan originators) may conduct in-person operations beginning on May 19, 2020, subject to compliance with sector-specific <a href="#">guidance</a>, and (ii) law offices must remain generally closed (subject to certain exceptions and compliance with safety measures and guidance specified by the PA Department of Health).</li> <li>• The PA order no longer allows businesses to apply for a waiver to the business closure order. The exemption request process was closed as of April 3, 2020. Businesses that were granted exemptions prior to the issuance of the PA order on March 23, 2020 are permitted to remain open.</li> <li>• All businesses allowed to open or reopen (including life-sustaining businesses) must follow social distancing practices and other mitigation measures defined by the CDC and the PA Department of Health to protect workers and patrons as further outlined in the PA order and related <a href="#">guidance</a> from the PA Department of Health. For example, such businesses must (i) stagger work times for employees; (ii) limit the number of employees in common areas; (iii) schedule employee handwashing breaks every hour and ensure that facilities have a sufficient number of personnel to enforce social distancing practices; (iv) where feasible, conduct business by appointment only, and if not feasible, limit occupancy to 50% of capacity (or 75% of</li> </ul>

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State	Orders, Guidance and other Directives	Commentary and Analysis
	<p><a href="#">Second Amendment to May 7, 2020 Secretary of Health's Order</a></p> <p><a href="#">Third Amendment to May 7, 2020 Secretary of Health's Order</a></p> <p><a href="#">Fourth Amendment to May 7, 2020 Secretary of Health's Order</a></p> <p><a href="#">Executive Order May 27, 2020 Amendment to May 27, 2020 Executive Order</a></p> <p><a href="#">Second Amendment to May 27, 2020 Executive Order</a></p> <p><a href="#">Secretary of Health's Order moving 18 counties to the Green Phase of Reopening May 27, 2020</a></p> <p><a href="#">Amendment to May 27, 2020 Secretary of Health's Order</a></p> <p><a href="#">Second Amendment to May 27, 2020 Secretary of Health's Order</a></p> <p><a href="#">Process to Reopen PA</a></p>	<p>capacity for certain businesses in counties under the Green Phase, as described above); (v) based on the building size and number of employees, alter business hours to ensure sufficient time to clean and/or restock; (vi) designate a specific time for high-risk persons, including those over the age of 65, to use the business at least once a week; and (vii) print, fill out, sign and post the <a href="#">"COVID-19 Safety Procedures for Businesses" flyer</a> on their premises in employee common spaces and, if the business serves the public, near the business's public entrances in prominent locations.</p> <ul style="list-style-type: none"> <li>• Employers must provide face masks to employees, employees must wear face masks while working and customers must wear masks while on premises in accordance with <a href="#">PA Department of Health guidance</a> and <a href="#">CDC guidance</a>. These requirements are subject to certain exceptions such as medical conditions and work safety. The guidance also stipulates additional rules and requirements with respect to mask wearing, including requiring businesses selling medication, medical supplies or food to provide alternate means for customers to make purchases if the customers are unable to wear masks (though customers who cannot wear masks due to medical conditions (including children under 2) may enter the premises of such businesses without masks).</li> <li>• The PA order and related guidance also require businesses to take certain actions if an employee was exposed to a probable or confirmed case of COVID-19, including, among others, (i) closing areas where such employee was, (ii) waiting 24 hours before cleaning and disinfecting, (iii) identifying employees in close contact (within six feet for 10 minutes or more) with such employee and sending them home immediately if they have symptoms; and (iv) conducting temperature checks of all employees and sending home those with a temperature of 100.4 degrees or higher.</li> <li>• Non-life sustaining businesses which have not yet been permitted to resume operations may retain essential personnel to process payroll, mail order, online fulfillment and insurance claims, maintain security and good</li> </ul>

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	<p>Guidance Links:</p> <p><a href="#">PA COVID-19 Resource Page</a></p> <p><a href="#">Guidance for Businesses Permitted to Operate in the Yellow Phase and Green Phase of Reopening</a></p> <p><a href="#">COVID-19 Safety Procedures for Businesses Flyer</a></p> <p><a href="#">List of Life Sustaining Businesses</a></p> <p><a href="#">Life Sustaining Business FAQs</a></p> <p><a href="#">Travelers Self-Quarantine Guidance</a></p> <p><a href="#">CISA Identification of Critical Infrastructure</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p> <p><a href="#">Safety Measures for Businesses permitted to Maintain In-person Operations FAQs</a></p> <p><a href="#">Building and Safety Measures FAQs</a></p>	<p>repair, process essential functions, maintain compliance with federal, state or local regulatory requirements, and engage in similar limited measures on an occasional basis.</p> <ul style="list-style-type: none"><li>• Individuals returning to PA from NY, NJ, or states with community spread of COVID-19 must stay at home for 14 days and self-monitor for symptoms.</li><li>• PA permits individuals to report businesses and facilities that are not complying with the PA order, including the various social distancing practices and other mitigation measures defined by the CDC and the PA Department of Health. Reports can be made with the PA Department of Health online at <a href="https://expressforms.pa.gov/apps/pa/doh/COVID-19-Complaint">https://expressforms.pa.gov/apps/pa/doh/COVID-19-Complaint</a> and with OSHA at <a href="https://www.osha.gov">osha.gov</a>.</li><li>• PA expects discipline for violations of the PA order to be progressive in nature. PA will begin with a warning to any suspected violator and enforcement will be prioritized to focus on businesses where people congregate.</li><li>• All prior orders and guidance regarding business closures are superseded by the PA order.</li></ul>

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	<a href="#">PA Department of Health Mask Guidance</a>  <a href="#">Construction Industry Guidance</a>  <a href="#">Real Estate Industry Guidance</a>  <a href="#">Restaurant Industry Guidance</a>	
RI	<p>Order Links:</p> <p><a href="#">RI COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order 20-14 (3/28/20) (repealed in part)</a></p> <p><a href="#">Executive Order 20-23 (4/10/20)</a></p> <p><a href="#">Executive Order 20-41 (6/4/20)</a></p> <p>Guidance Links:</p> <p><a href="#">RIDOH Regulation – Safe Activities by Covered Entities during COVID-19</a></p> <p><a href="#">RI COVID-19 Resource Page</a></p>	<ul style="list-style-type: none"> <li>• <b>Effective Period: June 1, 2020 through June 29, 2020.</b></li> <li>• RI has provided an unofficial framework for its 3-phase reopening, available <a href="#">here</a>. While not officially adopted by the RI Governor, the framework provides that RI's advancement through the reopening phases will be determined by a set of criteria that include, among others, (i) a 14-day decrease in the number of cases or stable or declining hospitalization; (ii) increased ability to identify community spread; (iii) having at least 30% of ICU beds open and sufficient PPE to protect healthcare workers; and (iv) having guidelines in place to support safe reopening.</li> <li>• On May 29, 2020, RI issued Executive Order 20-40 to commence the Phase 2 reopening within the state. An overview of Phase 2 is available <a href="#">here</a>. As described below in greater detail, most businesses allowed to operate during Phase 2 must comply with industry-specific guidelines (i) set forth on the RI state website <a href="#">here</a> and (ii) promulgated by the RI Department of Health ("RIDOH") available <a href="#">here</a>. During Phase 2:             <ul style="list-style-type: none"> <li>• Any person who is in a place open to the public, whether indoors or outdoors (including when inside grocery stores, pharmacies or other retail businesses or when using public transportation or any type of livery service), shall continue to cover their mouth and nose with a mask or cloth face covering, unless (i) such person is under 2 years of age, (ii) doing so would damage such person's</li> </ul> </li> </ul>

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	<p><a href="#">RI Department of Business Regulation</a></p> <p><a href="#">RI Reopening Framework</a></p> <p><a href="#">Phase 2 Overview</a></p> <p><a href="#">RIDOH Regulations</a></p> <p><a href="#">COVID-19 Control Plan Template</a></p>	<p>health or (iii) the person can easily, continuously, and measurably maintain at least six (6) feet of distance from other people. No business is required to refuse entry to a customer who will not wear a mask.</p> <ul style="list-style-type: none"><li>• Vulnerable populations, as identified by the CDC <a href="#">here</a> (e.g., persons 65 and older), are strongly advised to stay at home unless they must go to work, travel for medical treatment or obtain other necessities. Social gatherings of more than 15 people continue to be prohibited.</li><li>• Persons entering RI from another country or from another location in the United States where a stay-at-home restriction, a shelter-in-place restriction or similar restriction, declaration, or announcement due to a COVID-19 outbreak is in effect must immediately self-quarantine for 14 days (excluding, among others, public health workers and persons traveling for medical treatment).</li><li>• Non-critical retail businesses (as designated <a href="#">here</a> by the RI Department of Business Regulation (“<a href="#">DBR</a>”) may (i) continue to allow for in-store pickup and limited browsing only and (ii) allow only one customer per 150 square feet of public floor space. Non-critical retail businesses and multi-tenant retail complexes or operations are required to operate in accordance with the requirements and recommendations in the guidance available <a href="#">here</a>, regulations set forth by RIDOH (see Sections 7.3, 7.4.1. and 7.4.3), relevant executive orders and any other law applicable to non-critical retail businesses. All non-critical retail businesses must (i) complete and implement the checklist available <a href="#">here</a> and (ii) develop and make available for inspection by the task force established by Executive Order 20-32 (paragraph 16 available <a href="#">here</a>) (the “<a href="#">RI Task Force</a>”) a COVID-19 Control Plan.</li><li>• Office-based businesses that were closed or operated with a minimal workforce on-site through Phase I may allow up to the greater of (i) 33% of workers or (ii) up to 15 staff members, to work on</li></ul>

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		<p>site at the same time, subject to compliance with the guidance available <a href="#">here</a>, regulations set forth by RIDOH available <a href="#">here</a> (see Sections 7.3 and 7.4.1) and all other applicable regulations. All reopening office-based businesses must develop and make available for inspection by the RI Task Force a COVID-19 Control Plan. For any workplace where more than 33% of employees have been working on site during Phase I, the employer is not required to reduce the number of staff on site and may return a limited number of employees to on-site work. Working from home is strongly encouraged when possible.</p> <ul style="list-style-type: none"><li>• Restaurants and bars are allowed to reopen for limited in-person dining, subject to compliance with guidance available <a href="#">here</a> and the regulations set forth by RIDOH available <a href="#">here</a> (see Sections 7.3, 7.4.1 and 7.4.2). Indoor dining must be limited to 50% of capacity and service to standing customers (e.g., in the bar area) is prohibited. Parties must be limited to 15 people with up to eight people allowed at an individual table. Once bars and bar areas within restaurants resume operations, the Phase II guidelines in effect for these businesses must be closely followed. If, upon inspection by the RI Task Force, any business owner is found in violation of these guidelines, the business may be immediately closed. All restaurants and bars must develop and make available for inspection by the Task Force a COVID-19 Control Plan.</li><li>• Personal services businesses, including, but not limited to, hair salons and barbershops, nail salons, tattoo parlors, tanning parlors, estheticians, and massage therapists may reopen subject to compliance with the guidance available <a href="#">here</a>, the requirements and the regulations set forth by RIDOH available <a href="#">here</a> (see Sections 7.3, 7.4.1 and 7.4.6) and the requirements of their professional or facility licensing. The regulations set forth by RIDOH must be closely followed. 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. Particular personal services where masks cannot be worn</li></ul>



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		<p>continuously by both customers and professionals (e.g., facials, make-up applications, facial hair removal, face piercings and face tattoos) are prohibited. All personal services businesses must (i) complete and implement the personal services checklist available <a href="#">here</a> and (ii) develop and make available for inspection by the Task Force a COVID-19 Control Plan.</p> <ul style="list-style-type: none"><li>• Gyms and fitness centers may begin limited indoor re-openings subject to compliance with the guidance available <a href="#">here</a>, the requirements and the regulations set forth by RIDOH available <a href="#">here</a> (see Sections 7.3, 7.4.1 and 7.4.5) (in addition, special guidance for pools that are reopening is available <a href="#">here</a>). Activities involving physical contact or where social distancing cannot be easily, continuously, or measurably maintained are prohibited in Phase II. In open gym settings, capacity is limited to one person per 150 square feet. In class settings (e.g., yoga, exercise and spin), group size is limited to 15, not including staff, with social distancing requirements in place. All exercise space and exercise equipment must be thoroughly cleaned between uses. Whirlpools, communal saunas, and steam rooms must remain closed. All gyms and fitness centers must develop and make available for inspection by the Task Force a COVID-19 Control Plan.</li><li>• All recreation and entertainment establishments, except those operated by RI, shall continue to cease in-person operations except as permitted in accordance with the guidance for outdoor recreational businesses and cultural/historical sites available <a href="#">here</a>, which include, among other things, capacity limits of the lesser of 25% or one person per 150 square feet for any indoor space. Indoor and outdoor events must adhere to the social gathering limit of 15 people. Recreation and entertainment operations that must remain closed include, but are not limited to, theaters, cinemas, sporting events, bowling alleys, night clubs, performance venues (e.g. theaters, concert halls, comedy clubs) and arcades.</li></ul>

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		<ul style="list-style-type: none"><li>• Child-care services shall resume in small, stable groups pursuant to compliance with the emergency regulations promulgated by the RI Department of Human Services available <a href="#">here</a>.</li><li>• Elective medical procedures and other medical services shall continue pursuant to plans submitted by healthcare providers and approved by RIDOH.</li><li>• The RI order vests the RI Task Force with inspection and enforcement authority for the emergency regulations promulgated by RIDOH. The RI Task Force shall educate businesses on safely maintaining and re-opening operations and issue compliance orders. RIDOH may also enter and inspect any open premises and may close any business where it determined that a COVID-19 hot spot exists. Such closure is in addition to any other penalty that may be prescribed.</li><li>• The DBR shall make determinations regarding the ways in which a business, organization, or operation (or a portion of such business, operation or organization) is to be categorized within the provisions of Executive Order 20-40 or within other DE guidance documents. In doing so, the DBR may determine the DE executive order and guidance provisions under which a business or organization is to operate or by which it is to be guided.</li></ul>
SC	<p>Order Links:</p> <p><a href="#">SC COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order 2020-10 (3/17/20)</a></p> <p><a href="#">Executive Order 2020-14 (3/27/20)</a></p> <p><a href="#">Executive Order 2020-15 (3/28/20)</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: April 1, 2020 through the duration of the State of Emergency (currently ending May 27, 2020).</b></li><li>• On April 20, 2020, SC began reopening businesses within SC. The SC order authorizing the reopening permits “Non-Essential” retail stores to reopen, provided that (i) such stores are limited to the lesser of (a) 5 customers per 1,000 square feet of retail space and (b) 20% of such store’s fire code occupancy limit; (ii) customers maintain 6 feet of separation and (iii) such business implements steps to comply with applicable</li></ul>

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	<p><a href="#">Executive Order 2020-18 (4/3/20)</a></p> <p><a href="#">Executive Order 2020-19 (4/3/20)</a></p> <p><a href="#">Executive Order 2020-21 (4/6/20)</a></p> <p><a href="#">Executive Order 2020-28 (4/20/20)</a></p> <p><a href="#">Executive Order 2020-29 (4/27/20)</a></p> <p><a href="#">Executive Order 2020-30 (5/1/20)</a></p> <p><a href="#">Executive Order 2020-31 (5/3/20)</a></p> <p><a href="#">Executive Order 2020-34 (5/8/20)</a></p> <p><a href="#">Executive Order 2020-35 (5/12/20)</a></p> <p><a href="#">Executive Order 2020-36 (5/15/20)</a></p> <p>Guidance Links:</p> <p><a href="#">SC DHEC COVID-19 Resource Page</a></p> <p><a href="#">SC DOC COVID-19 Resource Page</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p>	<p>sanitation guidelines promulgated by the CDC, SC Department of Health and Environmental Control (“DHEC”) or any other state or federal public health officials.</p> <ul style="list-style-type: none"><li>Beginning May 11, 2020, restaurants are permitted to reopen to provide limited indoor, on-premises customer dining (and continue outdoor dining and off-premises consumption), provided that they consider and incorporate industry guidelines regarding the same (e.g., those published by the SC Restaurant and Lodging Association, available <a href="#">here</a>) and undertake and implement all reasonable steps to comply with applicable sanitation guidelines promulgated by the CDC, DHEC or other public health officials. The DHEC is authorized to provide or issue additional regulations or guidance regarding the reopening of restaurants for indoor and outdoor dining.</li><li>Beginning May 18, 2020, recreational and athletic facilities, including fitness centers and commercial gyms, as well as close-contact services providers, including barber shops, hair and nail salons, spas, tanning salons, massage services, and tattoo parlors, are authorized to re-open, provided that they consider and incorporate guidelines regarding the same and undertake and implement all reasonable steps to comply with any applicable sanitation guidance from the CDC, DHEC or other public health officials. The DHEC is authorized to provide or issue additional regulations or guidance regarding the reopening of such businesses. The SC Department of Commerce (“SC DOC”), with advice and recommendations from the DHEC, has developed general guidelines for close contact services providers available <a href="#">here</a>, along with specific guidelines for cosmetology establishments, available <a href="#">here</a>, and gyms and fitness centers, available <a href="#">here</a>. Pursuant to these guidelines, gyms and fitness centers must, among other things, limit the number of customers allowed to enter and simultaneously occupy the premises to the lesser of (i) 5 people per 1,000 square feet and (ii) 20% of such location’s fire code occupancy limit. These businesses must not knowingly allow customers to congregate within 6 feet of one another, exclusive of family units.</li></ul>

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	<p><a href="#">CDC Cleaning and Disinfecting Guidelines</a></p> <p><a href="#">SC Clarification of Business Designation Form</a></p> <p><a href="#">Guidelines for Reopening the Hospitality Industry</a></p> <p><a href="#">SC Restaurant &amp; Lodging Association Outdoor Seating Guidelines</a></p>	<ul style="list-style-type: none"><li>• Except for SC's reopening of those certain businesses related to recreational and athletic facilities and close contact service providers and other businesses described above, the SC order generally continues to require Non-Essential businesses (e.g., entertainment venues and facilities and recreational/athletic facilities related to spectator sports) to remain closed and permits Critical Infrastructure Operations to continue operating.</li><li>• A list of industries deemed Non-Essential is available on the SC DOC's guidance webpage, available <a href="#">here</a>.</li><li>• Critical Infrastructure Operations includes, among other things, (i) operations identified in the CISA guidelines, as updated, (ii) individuals operating commercial vehicles transporting essential goods and products, (iii) individuals engaged in commercial transportation activities, and (iv) individuals performing or assisting with healthcare, public safety or emergency response operations.</li><li>• Businesses may request that the SC DOC clarify if such businesses are Non-Essential by submitting to the SC DOC a Clarification of Business Designation Form, available <a href="#">here</a>. Businesses may continue operating while the Clarification of Business Designation Form is under review.</li><li>• All businesses are urged to facilitate effective "social distancing" practices, including by utilizing work-from-home options and providing alternate means of purchasing products and services (e.g., online, telephone or curbside).</li><li>• Law enforcement officers are authorized to prohibit or disperse any gathering of people (unless authorized or in their homes) in groups of 3 or more people if such gathering is deemed to pose (or could pose) a threat to public health.</li></ul>

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		<ul style="list-style-type: none"><li>• If any political subdivision of SC seeks to adopt or enforce a local ordinance, rule, regulation or other restriction that conflicts with the SC order, the SC order supersedes and preempts such local ordinance, rule, regulation, or other restriction.</li><li>• The SC order does not restrict the authority of the SC Governor or the SC DOC to issue guidance regarding the SC order. The SC DOC, in consultation with the SC Attorney General, is authorized to issue guidance regarding whether a specific business, venue, facility, service or activity is required to close. The office of the SC Governor is also authorized to issue guidance and clarification regarding the application of the SC order.</li></ul>
SD	<p>Order Links:</p> <p><a href="#">SD COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order 2020-08 (3/23/20)</a></p> <p><a href="#">Executive Order 2020-18 (4/24/20)</a></p> <p><a href="#">Executive Order 2020-20 (4/28/20)</a></p> <p>Guidance Links:</p> <p><a href="#">SD COVID-19 Resource Page</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: The stay at home order applicable to Minnehaha and Lincoln Counties is effective until May 11, 2020.</b></li><li>• SD has implemented a “Back to Normal Plan” (as updated, the “<a href="#">Plan</a>”) to reopen its economy beginning on April 28, 2020. The Plan may be amended after consultation with the SD Medical Review Task Force to respond to changing circumstances.</li><li>• Under the Plan, employers are directed to (i) encourage good hygiene and sanitation practices, consistent with CDC guidance, especially in high-traffic areas; (ii) encourage employees to stay home when sick; (iii) if previously operating via telework, begin transitioning employees back to the workplace; and (iv) where appropriate, screen employees for symptoms prior to entering the workplace by using the SD COVID-19 employee screening questions and guidelines, available <a href="#">here</a>.</li><li>• Enclosed Retail Businesses (as defined in SD order 2020-08 and includes restaurants, bars, gyms and casinos) should (i) resume operations in a manner that allows for reasonable physical distancing, good</li></ul>

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	<a href="#">SD Back to Normal Plan</a> <a href="#">CDC Business Response Guidance</a> <a href="#">CDC Facility Cleaning and Disinfecting Guidance</a>	<p>hygiene and appropriate sanitation and (ii) consider restricting occupancy and continue innovating in this uncertain environment.</p> <ul style="list-style-type: none"><li>• The Plan lists additional requirements for health care providers to follow, including the requirement that non-hospital healthcare providers that resume operation must have adequate stores of independently sourced PPE.</li><li>• The SD Governor and SD Department of Health may respond to significant clusters with enhanced mitigation on a county-by-county basis.</li><li>• Vulnerable Individuals (i.e., persons over 65 and persons who have a serious underlying medical condition (including moderate to severe asthma or other conditions identified by a medical provider)) in Minnehaha and Lincoln Counties, are directed to stay at home except to work in a critical infrastructure sector job or to conduct essential errands. Critical infrastructure sector jobs includes those listed in the CISA guidelines, dated April 17, 2020, as updated.</li><li>• Local governments are required to follow the Plan for their respective jurisdictions and consider current and future actions in light of the Plan's guidelines. Under the Plan, businesses are directed to adhere to any local restrictions while resuming operations.</li></ul>
TN	Order Links: <a href="#">TN COVID-19 Orders Homepage</a> <a href="#">Executive Order No. 29 (4/24/20)</a>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 23, 2020 through May 29, 2020.</b></li><li>• The TN Governor has issued a "Tennessee Pledge", which, in addition to the TN order, sets forth a plan for TN businesses to reopen and safeguarding protocols based on CDC and OSHA recommendations that all businesses should follow as they reopen or continue operating (in the case of Essential Services).</li></ul>

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	<p><a href="#">Executive Order No. 30 (4/28/20)</a></p> <p><a href="#">Executive Order No. 33 (5/5/20)</a></p> <p><a href="#">Executive Order No. 35 (5/7/20)</a></p> <p>Guidance Links:</p> <p><a href="#">TN COVID-19 Resource Page</a></p> <p><a href="#">The President's Coronavirus Guidelines for America</a></p> <p><a href="#">CDC Coronavirus Protection Guidelines</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p> <p><a href="#">TN Pledge</a></p> <p><a href="#">Governor's Economic Recovery Group Guidelines</a></p> <p><a href="#">TN Pledge: General Guidelines for Businesses</a></p>	<ul style="list-style-type: none"><li>• The TN order generally encourages persons to return to work in a manner consistent with the TN order, the health guidelines contained in the TN order (including social distancing for individuals and implementing appropriate social distancing, sanitation, etc. policies by employers) and other guidelines issued by the TN Governor's Economic Recovery Group.</li><li>• Businesses should take particular care to protect the well-being of vulnerable populations (i.e., older adults and those with compromised immune systems or serious chronic medical conditions) by adhering to all precautions advised by the President and the CDC and refraining from physical contact. Businesses should further offer delivery service or special opportunities for vulnerable populations to shop in retail establishments exclusive of the general population.</li><li>• Employers should follow the various guidelines listed in the TN order, including, among others, (i) screening all employees for symptoms, including temperature, (ii) directing any symptomatic employee to leave and seek medical care, (iii) implementing CDC cleaning and disinfection practices, (iv) implementing social distancing and modifying scheduling, (v) allowing employees to work from home as much as possible, (vi) updating the employee illness policy to include COVID-19 symptoms and obtain signature from staff on the policy and post the policy, (vii) limiting self-service options such as customer samples and communal packaging, and (viii) posting extensive signage on health policies including CDC guidance. Employees should wear a cloth face covering (not an N-95 mask or medical mask) while at work and individuals are strongly urged to wear cloth face coverings.</li><li>• The TN order includes additional specific guidelines for retail, restaurant, close contact services, recreational, office, lodging, manufacturing and construction businesses.</li><li>• The TN order specifies a list of entertainment, recreational and certain other gathering venues where operation is likely to result in persons being in groups of 10 or more and coming in close proximity (less than</li></ul>

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	<p><a href="#">TN Pledge: Guidelines for Retail Industry</a></p> <p><a href="#">TN Pledge: Guidelines for Restaurant Industry</a></p> <p><a href="#">TN Pledge: Guidelines for Close Contact Businesses</a></p> <p><a href="#">TN Pledge: Guidelines for Office Buildings</a></p> <p><a href="#">TN Pledge: Guidelines for Manufacturing Industry</a></p> <p><a href="#">TN Pledge: Guidelines for Construction Worksites</a></p> <p><a href="#">TN Pledge: Guidelines for Lodging and Accommodations</a></p> <p><a href="#">TN Pledge: Guidelines for Non-Contact Recreation</a></p>	<p>6 feet of separation) with other persons outside of their household such as bars, concert venues, theaters and amusement parks. Each of these venues must remain closed.</p> <ul style="list-style-type: none"><li>Beginning on April 29, 2020, restaurants (other than those in Davidson, Hamilton, Knox, Madison, Shelby and Sullivan Counties (the “<a href="#">Excluded Counties</a>”)) are able to reopen at 50% occupancy, while retail businesses in counties other than the Excluded Counties are permitted to reopen at 50% occupancy subject to compliance with the guidelines for the restaurant industry issued by TN. Alcoholic beverages may continue to be sold on a take-out basis.</li><li>Beginning on May 6, 2020, close contact personal services are permitted to reopen at 50% occupancy and subject to compliance with the close contact business guidelines issued by TN, unless a locally run county health department in an Excluded County has issued an order or measure requiring such businesses in that county remain closed.</li><li>Beginning on May 8, 2020, small group, non-contact recreation businesses (such as bowling alleys and mini golf) are able to reopen at 50% occupancy subject to compliance with the guidelines on non-contact recreation issued by TN, unless a locally run county health department in an Excluded County has issued an order or measure requiring such businesses in that county remain closed. In addition, these recreation businesses must ensure persons are in groups of fewer than 10 persons and such groups and persons maintain 6 feet of separation from other groups or persons.</li><li>The TN order also states that businesses should generally follow guidance issued by the CDC, other federal or regulatory requirements, all TN guidance and best practices outlined in the TN order and industry-specific guidelines provided by the state. Protocols listed in the TN order are subject to change and may be released on a rolling basis.</li></ul>



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		<ul style="list-style-type: none"><li>• Businesses permitted to remain open under the TN order are required to take steps to the greatest extent practicable to equip and permit employees to work from home, and employees and their customers should practice good hygiene and observe CDC health guidelines and necessary precautions advised by the President and the CDC to reduce the spread of COVID-19. Businesses remaining open are required to take particular care to protect the well-being of vulnerable populations (e.g., providing special opportunities for such populations to shop). Businesses remaining open shall not require or allow employees known to test positive for COVID-19 to report to work until such employee has satisfied the CDC's quarantine requirements.</li><li>• Businesses that are closed shall be permitted to (i) operate or utilize their facilities in a manner permitted under TN order No. 30 (including allowing use by employees or other persons so long as no more than 10 persons are present within the premises at a time), or (ii) engage in the minimal activities required to maintain such business, including such activities as (a) maintaining inventory, preserving physical plant, premises and equipment, (b) ensuring the security of the business, (c) processing mail, payroll and employee benefits, (d) facilitating employees of the business being able to work remotely from home, or (e) conducting functions related to such activities.</li><li>• The TN order exclusively governs in the 89 counties that do not have a locally run county health department and it supersedes any local order that contravenes or would limit the application of the TN order. Any law or order that would otherwise limit enforceability of the TN order is suspended. The TN order does not affect or limit local orders that do not contravene or limit the application of the TN order.</li><li>• The Excluded Counties have locally run health departments and shall have authority to issue additional orders that may be more permissive or restrictive than the TN order (except regarding places of worship);</li></ul>

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		<p>provided that the TN order shall still govern unless the local health department has issued a differing local order on the opening, closure and operation of businesses and venues.</p> <ul style="list-style-type: none"><li>• TN order No. 30 supersedes TN orders 17, 21, 22, 23, 27 and 29.</li><li>• No local orders may be issued regarding the provision of medical, dental or oral procedures absent authority delegated by the TN Governor.</li></ul>
TX	<p>Order Links:</p> <p><a href="#">TX COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order GA 24 (5/21/20)</a></p> <p><a href="#">Executive Order GA 27 (6/25/20)</a></p> <p><a href="#">Executive Order GA 28 (6/26/20)</a></p> <p><a href="#">Executive Order GA 29 (7/2/20)</a></p> <p>Guidance Links:</p> <p><a href="#">TX COVID-19 Resource Page</a></p> <p><a href="#">Texas Department of Emergency Management Essential Services Guidance</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: June 3, 2020; Indefinite.</b></li><li>• The TX order requires all persons in TX to wear a face covering over the nose and mouth when inside a commercial entity or other building or space open to the public, or when in an outdoor public space, wherever it is not feasible to maintain six feet of social distancing from another person not in the same household; provided, however, that this face-covering requirement does not apply to the following: (i) any person younger than 10 years of age; (ii) any person with a medical condition or disability that prevents wearing a face covering; (iii) any person while the person is consuming food or drink, or is seated at a restaurant to eat or drink; (iv) any person while the person is (a) exercising outdoors or engaging in physical activity outdoors, and (b) maintaining a safe distance from other people not in the same household; (v) any person while the person is driving alone or with passengers who are part of the same household as the driver; (vi) any person obtaining a service that requires temporary removal of the face covering for security surveillance, screening, or a need for specific access to the face, such as while visiting a bank or while obtaining a personal-care service involving the face, but only to the extent necessary for the temporary removal; (vii) any person while the person is in a swimming pool, lake, or similar body of water; (viii) any person who is voting, assisting a voter, serving as a poll watcher, or actively administering an election, but wearing a face covering is strongly encouraged; (ix) any person who is actively providing or obtaining access to religious worship, but wearing a face covering is strongly encouraged; (x) any person while the person is giving a</li></ul>

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	<p><a href="#">CISA Memorandum on Identification of Critical Infrastructure Workers</a></p> <p><a href="#">CDC Business Response Guidance</a></p> <p><a href="#">CDC Sanitization Guidelines</a></p> <p><a href="#">DSHS Requirements for Reopened Services</a></p> <p>Designation Application:</p> <p><a href="#">TDEM Essential Services Designation</a></p>	<p>speech for a broadcast or to an audience; or (xi) any person in a county (a) that meets the requisite criteria promulgated by the Texas Division of Emergency Management (TDEM) regarding minimal cases of COVID-19, and (b) whose county judge has affirmatively opted-out of this face-covering requirement by filing with TDEM the required face-covering attestation form; provided, however, that wearing a face covering is highly recommended, and every county is strongly encouraged to follow these face-covering standards.</p> <ul style="list-style-type: none"><li>• TDEM shall maintain on its website a list of counties that are not subject to the face-covering requirement pursuant to the TX order. The list can be found <a href="#">here</a>.</li><li>• Following a verbal or written warning for a first-time violator of the face-covering requirement, a person's second violation shall be punishable by a fine not to exceed \$250. Each subsequent violation shall be punishable by a fine not to exceed \$250 per violation.</li><li>• The TX order generally permits businesses to reopen (other than businesses specifically prohibited from operating), subject to compliance with certain requirements and limitations on occupancy specified within the TX order.</li><li>• Businesses that are listed in the CISA guidelines (v 3.1 or any subsequent versions), religious services, local government operations, child-care services, youth camps and recreational sports programs ("<a href="#">Exempt Services</a>") are permitted to open and are not subject to the conditions and limitations imposed on other businesses.</li><li>• The TX order lists certain businesses that are not Exempt Services ("<a href="#">Non-Exempt Businesses</a>"). Non-Exempt Businesses are subject to conditions and limitations set forth in the TX order, which staggers the loosening of restrictions on Non-Exempt Businesses based on the type of service provided and the county in which such Non-Exempt Business operates.</li></ul>

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		<ul style="list-style-type: none"><li>• Non-Exempt Businesses must operate at no more than 50% of the total listed occupancy of the establishment, subject to certain exceptions outlined in the TX order.</li><li>• The 50% occupancy limit generally does not apply to outdoor areas, events or establishments ("<u>Outdoor Areas</u>"), except that the following facilities are subject to the 50% occupancy limit, (i) professional, collegiate or similar sporting events; (ii) swimming pools; (iii) water parks; (iv) museums and libraries; (v) zoos, aquariums, natural caverns and similar facilities; and (vi) rodeos and equestrian events. For any outdoor gathering in excess of 100 people, other than those set forth in the foregoing clauses (i) through (vi), the gathering is prohibited unless the mayor of the city in which the gathering is held, or the county judge in the case of a gathering in an unincorporated area, approves of the gathering, and such approval can be made subject to certain conditions or restrictions not inconsistent with the TX order.</li><li>• The 50% occupancy limit does not apply to close-contact personal services subject to maintaining 6 feet of social distancing between operating work spaces.</li><li>• Amusement parks and carnivals are subject to the 50% occupancy limit.</li><li>• Until June 29, 2020, dine-in restaurants are allowed to operate at no more than 75% of the total listed occupancy, and from June 29, 2020 onwards, are required to operate at no more than 50% of the total listed occupancy.</li><li>• Bars are prohibited from serving customers for on-premises consumption; however, the use by bars or similar establishments of drive-thru, pickup, or delivery options for food and drinks is allowed.</li></ul>

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		<ul style="list-style-type: none"><li>• Commercial rafting or tubing services, including the rental of rafts or tubes and the transportation of people for the purpose of rafting or tubing, are prohibited.</li><li>• Every hospital located in Bexar, Dallas, Harris, or Travis counties is required to postpone all surgeries and procedures that are not medically necessary to diagnose or correct a serious medical condition of, or to preserve the life of, a patient who without timely performance of the surgery or procedure would be at risk for serious adverse medical consequences or death, as determined by the patient's physician; provided, however, that this prohibition does not apply to any surgery or procedure that, if performed in accordance with the commonly accepted standard of clinical practice, would not deplete any hospital capacity needed to cope with the COVID-19 disaster.</li><li>• In TX counties that have filed with the TX Department of State Health and Human Services ("<u>DSHS</u>") an attestation form regarding five or fewer cases of COVID-19, Non-Exempt Businesses that are subject to 50% occupancy limits, may instead operate at up to 75% capacity beginning on June 12, 2020. The attestation form is available <a href="#">here</a> and the DSHS has issued additional detailed standards and requirements available <a href="#">here</a> that must be satisfied by counties in order for such businesses within such counties to operate at higher capacity. Further, the TX Governor may by proclamation reinstate prohibitions on reopened services in counties based on his determination in consultation with medical professionals that only essential services should be permitted in such counties due to factors such as an increase in the number of COVID-19 cases. Total listed occupancy is based on the maximum occupant load set by local or state law, but excludes staff members (except for manufacturing services and office workers).</li><li>• Except as provided in the TX order or in the minimum standard health protocols recommended by the DSHS, people should not be in groups larger than 10 and should maintain 6 feet of social distancing from those not in their group. People over the age of 65 are strongly encouraged to stay at home.</li></ul>

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		<ul style="list-style-type: none"><li>• In providing or obtaining services, people and businesses should use good faith efforts and available resources to follow the minimum standard health protocols recommended by DSHS, which may be found <a href="#">here</a>. Nothing in the TX order or the DSHS minimum standards precludes requiring a customer to follow additional hygiene measures when obtaining services.</li><li>• Visits to nursing homes, state supported living centers, assisted living facilities or long-term care facilities are prohibited unless as determined through guidance from the TX Health and Human Services Commission (the “HHSC”). Such facilities should follow infection control policies and practices of the HHSC. The TX governor may by proclamation add to the list of establishments that people shall avoid visiting.</li><li>• The TX order does not supersede Executive Orders GA-10, GA-13, GA-17, GA-19, GA-24, GA-25, GA-27, or GA-28 as amended. The TX order supersedes any conflicting order issued by local officials in response to the COVID-19 disaster, but only to the extent that such a local order restricts services allowed by the TX order, allows gatherings prohibited by the TX order or expands the list or scope of services as set forth in the TX order.</li></ul>
UT	<p>Order Links:</p> <p><a href="#">UT COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order 2020-30 (6/5/20)</a></p> <p>Guidance Links:</p> <p><a href="#">UT COVID-19 Resource Page</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: May 29, 2020 through June 12, 2020.</b></li><li>• The UT Governor has issued the “Utah Leads Together” Plan (the “<a href="#">UT Plan</a>”) that was prepared by the UT Economic Response Task Force for reopening businesses in UT, and is supplemented by the “Phased Guidelines for the General Public and Businesses to Maximize Public Health and Economic Reactivation Version 4.5” (the “<a href="#">Phased Guidelines</a>”).</li><li>• Effective May 29, 2020, UT moved to a “yellow/low” classification under the “Stabilization” phase of the UT Plan. Salt Lake City, the Town of Bluff, and the census designated place Mexican Hat remain under UT’s “orange/moderate” classification. Pursuant to Executive Order 20-27, the UT Plan and the Phased</li></ul>

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	<p><a href="#">Utah Leads Together Plan for Economic Recovery</a></p> <p><a href="#">Phased Guidelines for the General Public and Businesses v. 4.5</a></p> <p><a href="#">FAQs for Reopening Businesses</a></p>	<p>Guidelines provide sector-specific guidance, available <a href="#">here</a>, that businesses in applicable industries should follow during each phase of reopening. Businesses are encouraged to maintain records evidencing compliance with the Phased Guidelines (a checklist including manager or employee initials is sufficient).</p> <ul style="list-style-type: none"><li>• Under UT's "orange/moderate" classification, businesses are generally permitted to re-open (including, among others, dine-in restaurants, retail, tourism, home repair and construction and manufacturing, provided that fitness centers and gyms are recommended to remain closed, but may open if they follow space and cleaning guidance) and must, among other things, follow social distancing, mitigation and health and safety measures and other guidance set forth in the Phased Guidelines including, among other things, (i) making every effort to enable work from home as a first option, (ii) providing accommodations to high-risk employees, (iii) regularly disinfecting high-touch areas, (iv) monitoring their workforce for symptoms and well-being, (v) considering refraining from opening segments of operations where distancing and hygiene guidelines cannot be followed, and (vi) not permitting individuals under isolation or quarantine to come to work until authorized by local health departments.</li><li>• Under UT's "yellow/low" classification, all businesses are permitted to open if they are able to follow all the health and safety measures under UT's "yellow/low" classification, which are generally the same as provided under UT's "orange/moderate" classification; provided that business are <u>not</u> required to, among other things, (i) enable working from home as a first option (provided that remote work should be encouraged), and (ii) consider refraining from opening sections of operations where distancing and hygiene guidelines cannot be followed.</li><li>• Subject to certain preexisting laws, UT businesses are immune from civil liability for damages or injury resulting from COVID-19 on such business's premises, except in the case of willful misconduct, reckless infliction of harm or intentional infliction of harm.</li></ul>

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		<ul style="list-style-type: none"><li>• The UT order requires employees of all businesses and individuals in healthcare settings to, and the general public is strongly encouraged to, wear a face covering, as provided in the Phased Guidelines.</li><li>• Individuals should continue to (i) follow strict hygiene standards, including those promulgated by the CDC, UT Department of Health, and local health departments; (ii) limit out of state travel; and (iii) quarantine for 14 days upon return from high-risk areas (which requirement does not apply to an individual who travels out of state pursuant to the individual's regular and ordinary duties as an employee of a transportation business or entity).</li><li>• The UT order establishes minimum statewide standards. In consultation with the state, local authorities may request exceptions from the UT order or the Phased Guidelines, including to implement more stringent directives or orders.</li></ul>
VT	<p>Order Links:</p> <p><a href="#">VT COVID-19 Orders Homepage</a></p> <p><a href="#">Addendum 6 to Executive Order 01-20 (3/24/20)</a></p> <p><a href="#">Amendment to Addendum 6 to Executive Order 01-20 (5/13/20)</a></p> <p><a href="#">Addendum 7 to Executive Order 01-20 (3/30/20)</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 25, 2020 through June 15, 2020.</b></li><li>• Phase 1 of VT's reopening commenced on April 20, 2020, Phase 2 commenced on April 27, 2020, Phase 3 commenced on May 4, 2020, Phase 4 commenced on May 4, 2020, and Phase 5 commenced on May 7, 2020; each is in effect through June 15, 2020. Phase 6 commenced on May 18, 2020.</li><li>• All open and reopening businesses must implement physical distancing, health and sanitation measures in accordance with the VT Department of Health ("VDH"), CDC and VT Agency of Commerce and Community Development ("ACCD") guidelines. Such guidelines must, among other things, (i) prohibit sick employees from reporting to/remaining at work and require that any workers who have been diagnosed with, or who have been in contact with a person diagnosed with, COVID-19, self-quarantine for 14 days; (ii) limit occupancy of common areas so that occupants maintain six feet of separation; (iii) require employees and customers wear face coverings or, in the case of retail cashiers, use a translucent sneeze guard; (iv) require</li></ul>



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	<p><a href="#">Addendum 9 to Executive Order 01-20 (4/10/20)</a></p> <p><a href="#">Addendum 10 to Executive Order 01-20 (4/17/20)</a></p> <p><a href="#">Addendum 11 to Executive Order 01-20 (4/24/20)</a></p> <p><a href="#">Addendum 12 to Executive Order 01-20 (5/1/20)</a></p> <p><a href="#">Addendum 13 to Executive Order 01-20 (5/6/20)</a></p> <p><a href="#">Addendum 14 to Executive Order 01-20 (5/15/20)</a></p> <p><a href="#">Addendum 15 to Executive Order 01-20 (5/22/20)</a></p> <p><a href="#">Addendum 16 to Executive Order 01-20 (5/29/20)</a></p> <p><a href="#">VT Attorney General Law Enforcement Directive (4/3/20)</a></p>	<p>employees be pre-screened before commencing each work shift, including temperature checks and health surveys; and (v) designate an on-site health officer for every shift. These measures and guidelines are described in further detail in the ACCD Phased Reopening Guidance, available <a href="#">here</a>.</p> <ul style="list-style-type: none"><li>• In addition, all businesses with at least 10 employees that were closed for 7 or more days during the state of emergency must complete and keep on file a reopening and training plan. VOSHA and the ACCD have provided a template available <a href="#">here</a>. The plan must, at a minimum, (i) adopt a phased approach to reopening which provides sufficient opportunity to operate first in a low-density and low-contact environment, (ii) update physical and administrative safety systems to accommodate COVID-19 VDH/CDC/VOSHA guidelines, health monitoring, including temperature checks, cleaning and sanitizing methods and physical distancing measures, and (iii) take appropriate measures to protect employees at greater risk of contact by virtue of their occupational role or setting. Businesses with fewer than 10 employees at any physical location are not required to create such a plan, however, they must follow all other health and safety guidelines above including taking <a href="#">VOSHA training</a>.</li><li>• Those aged 65 and over and people with underlying medical conditions should continue to shelter in place. People are encouraged to wear face coverings any time they are interacting with others from outside their households. Businesses are permitted to require customers to wear facial coverings while on-premises. Addendum 14 amends and restates Section 1 of Addendum 6 (Stay Home/Stay Safe) to provide that VT residents are no longer required to stay at home but are encouraged to limit their exposure to disease outside their homes as much as possible. In addition, under Addendum 14, VT residents should (i) only travel as needed (e.g., for medical care, for work, for shopping at businesses permitted to be open), (ii) maintain social distance, (iii) follow hygiene protocols issued by the CDC and VDH and (iv) wear face coverings when in close proximity to others from outside their household, including when outdoors where it is not possible to maintain social distance.</li></ul>

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	<p><a href="#">VT Attorney General Lodging Operations Directive (4/2/20)</a></p> <p>Guidance Links:</p> <p><a href="#">VT COVID-19 Resource Page</a></p> <p><a href="#">ACCD FAQs for Businesses</a></p> <p><a href="#">ACCD Stay Home Stay Safe Sector Specific Guidance</a></p> <p><a href="#">ACCD Stay Home Stay Safe Guidance to Retailers</a></p> <p><a href="#">ACCD Additional Guidance on Critical Businesses</a></p> <p><a href="#">VDH Guidance for Food and Lodging Businesses</a></p> <p><a href="#">VDH Social Distancing</a></p> <p><a href="#">NAICS Critical Business Designation List</a></p> <p><a href="#">CISA Memorandum on Identification of Critical Infrastructure Workers</a></p>	<ul style="list-style-type: none"><li>• Under Phase 1, the following operations, among others, are permitted to reopen: (i) outdoor operations (e.g., exterior construction, landscaping, etc.), limited to 10 employees per site; (ii) manufacturing/distribution operations at low-density locations, limited to 10 employees per site; (iii) interior commercial construction occurring at isolated sections of worksites that have dedicated entrances and sanitary facilities, limited to 10 employees per site; (iv) non-essential supporting services, limited to the minimum number of employees necessary to support curbside pickup/delivery services; (v) retail operations, provided they may only offer curbside pick-up/delivery services and the warehouse or distribution operations supporting such delivery/curbside pickup; and (vi) single worker operations/small office environments, provided that no more than 10 persons are present at one time, remote work is required whenever possible and a log of customers and their contact information is maintained for 30 days.</li><li>• Under Phase 2, the following operations, among others, are permitted to reopen: (i) outdoor retail operations (e.g., garden centers), subject to, among other things, capping the number of customers permitted on-site, enforcing social distancing and requiring face coverings be worn; and (ii) farmers' markets, subject to, among other things, altering their business practices to eliminate crowds and reduce contact between vendors and customers.</li><li>• Under Phase 3, manufacturing, construction and distribution operations that ceased operations for more than 7 days during the COVID-19 emergency may, beginning May 11, 2020, reopen; provided that, such operations (i) comply with mandatory health and safety requirements, (ii) are limited to as few employees as necessary, and (iii) adopt an industry-specific, ACCD-compliant health and safety training plan and training program that complies with the VT order requirements.</li><li>• Under Phase 4, a phased restart of elective medical and surgical procedures may resume, beginning May 4, 2020, pursuant to requirements approved by the VT Department of Public Health.</li></ul>

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	<p><a href="#">CDC Domestic Travel Guidance</a></p> <p><a href="#">Reopening Signage Guidance</a></p> <p><a href="#">ACCD Phased Reopening Guidance</a></p> <p><a href="#">VT Quarantine Chart</a></p> <p>Designation Link:</p> <p><a href="#">Request for Additional Guidance</a></p>	<ul style="list-style-type: none"><li>• Under Phase 5, effective May 7, 2020, businesses that support or offer outdoor recreation and fitness activities that require low or no direct physical contact are permitted to reopen, subject to compliance with the health and safety guidelines and training requirements specified in the VT order and applicable ACCD guidance. These measures include among others: (i) requiring participants to “arrive, play and leave” without congregating before or after the activities; (ii) limiting outdoor facilities to only residents of VT and those who have quarantined for 14 days; (iii) closing waiting areas, removing picnic tables, closing play structures, and only offering rental equipment that can and will be thoroughly disinfected between users; (iv) closing indoor facilities that require in-person transactions, except for curbside pickup and delivery; and (v) with respect to such businesses with over 10 employees, adopting an enhanced health and safety training program prior to reopening, which training plan should assess certain needs listed in the VT order (including adopting a phased approach to reopening) and in many cases will require a plan that augments the Vermont Occupational Safety and Health Administration (“<a href="#">VOSHA</a>”) training standards with additional policies and procedures customized to the unique nature of the entity or sector-specific employment environment. The ACCD will provide guidance and examples for developing health and safety training plans.</li><li>• Under Phase 6, non-essential retail operations are permitted to reopen, provided that they limit capacity to the greater of (i) 25% occupancy, (ii) one customer per 200 square feet, or (iii) 10 total customers and staff. The occupancy limit and the method used to determine it must be <a href="#">posted prominently</a> on all entrances and steps should be taken to schedule or stage customer visits. Cashless transactions and curbside pickup are preferred. Drive-in operations may reopen, provided that vehicles remain six feet apart, gatherings outside of vehicles are prohibited, restrooms on-site are cleaned regularly, and any concessions on-site are done via takeout or delivery. Both non-essential retail operations and drive-in operations must comply with the health and safety guidelines and training requirements specified in the VT order and applicable ACCD guidance. During Phase 6, interior commercial construction occurring at isolated sections of worksites that</li></ul>

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		<p>have dedicated entrances and sanitary facilities may continue operating with the number of on-site employees limited to the minimum number of workers necessary while maintaining social distance.</p> <ul style="list-style-type: none"><li>• Lodging operations are permitted to commence operations for housing vulnerable populations, providing accommodations for necessary workers, quarantine facilities, and those who certify self-quarantine for a minimum of 14 days. Lodging operations may only accept online reservations for stays beginning May 22, 2020, and must post a notice on their websites advising potential guests of the health and safety requirements applicable to lodging and gatherings in VT. Multi-room lodging operations may book a maximum of 25% of rooms for non-residential lodging (e.g., those are not semi-permanent/seasonal residents). All guests must complete a health questionnaire upon check-in.</li><li>• Beginning May 22, 2020, restaurants may resume food and bar operations, subject to compliance with the general health and mitigation requirements regarding restaurant operations issued by the <a href="#">ACCD</a>, which include, among others, limiting customer occupancy to the lesser of 50 people or their maximum capacity, requiring reservations or call ahead seating, requiring use of disposable menus, and limiting party size to 10 people. In addition, first, third and fourth class licensees may offer outdoor consumption of alcohol subject to submitting an online notice form to the VT Department of Liquor and Lottery indicating an intent to apply for an initial or modified Outdoor Consumption Permit. Applicants have until June 12, 2020 to obtain the approval of their local jurisdiction. Failure of a local jurisdiction to impose conditions on, or disapprove, an Outdoor Consumption Permit on or before June 12, 2020 shall be deemed an approval.</li><li>• As of June 1, 2020, close contact businesses, including hair salons and barbershops; gyms and fitness centers; massage therapy businesses; nail salons, tanning salons; tattoo parlors; and businesses that require home visits (i.e. cleaning services) are permitted to reopen, subject to compliance with the general health and mitigation requirements regarding close contact businesses issued by the <a href="#">ACCD</a>, which include,</li></ul>

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		<p>among others, limiting capacity to 25% occupancy or one customer per 200 square feet, limiting classes of more than 25 people in any single, distinct indoor space, and prohibiting walk-in appointments.</p> <ul style="list-style-type: none"><li>• Libraries, galleries, museums, theaters and other indoor arts, culture and entertainment organizations are permitted to reopen, subject to Phase 6 requirements, including limiting capacity to the greater of (i) 25% occupancy, (ii) one customer per 200 square feet, or (iii) 10 total customers and staff, and posting their temporary occupancy limit prominently on all entrances. High touch entertainment features, such as arcades and playgrounds, should be closed.</li><li>• Social gatherings in any confined indoor or outdoor space of up to 25 people may occur subject to mandatory ACCD health and safety guidance (including physical distancing) and limiting capacity to 25% occupancy or one customer per 200 square feet.</li><li>• During all reopening phases, businesses are encouraged to support work from home to the extent possible. In addition, the ACCD-issued sector-specific guidance, available <a href="#">here</a>, identifies additional businesses that are permitted to reopen, with guidance on timing and restrictions on operations.</li><li>• All open and reopening businesses must provide (i) a written copy of standard operation procedures developed by VOSHA and VDH, which are available <a href="#">here</a>, and (ii) <a href="#">training</a> on, at a minimum, (a) the signs, symptoms and spread of COVID-19, (b) information on appropriate social distancing and personal hygiene, and (c) PPE. All employees in operation (except healthcare workers, first responders and others already trained in infection control, personal protection/universal precautions) must complete, and employers must document, a training on mandatory health and safety training by May 4, 2020, or before returning to operations, provided that employers who need translations of training materials have one week from the</li></ul>

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		<p>time the translations are made available to comply. Certain industries and businesses may need to adopt additional measures augmenting the VOSHA training standards, as set forth in the VT order.</p> <ul style="list-style-type: none"><li>• Critical infrastructure businesses may continue operating provided that they comply with the mandatory health and safety requirements set forth in the VT order and pre-existing guidance. Critical infrastructure businesses include, among others, (i) those sectors and activities listed as critical in the CISA critical infrastructure guidelines, as amended and (ii) those businesses contained on the ACCD's <a href="#">list</a> of critical businesses designated by NAICS code. The VT order does <u>not</u> provide businesses with the ability to apply for designation as critical infrastructure businesses.</li><li>• Effective June 8, 2020, VT residents may travel outside of VT to counties across New England and NY that have a similar active COVID-19 caseload to VT (i.e., counties with less than 400 active cases of COVID-19 per one million residents) and return without quarantining if they do so in a personal vehicle. Residents of other states who live in counties across New England and NY that have a similar active COVID-19 caseload to VT may enter VT for leisure travel without quarantining. Residents from a non-quarantine county may travel to VT without quarantine restrictions if they travel directly to VT in their personal vehicle.</li><li>• All travelers, including VT residents, that visit or are from a quarantine county must still quarantine for 14 days upon entrance into VT or quarantine for at least seven days upon entrance into VT and receipt of a negative COVID-19 test result. Travelers must register with <a href="#">Sara Alert</a> upon arrival in VT.</li><li>• In addition, commuter traffic to and from VT by those who travel daily between VT and adjacent states is authorized for essential travel (e.g., essential work, healthcare, groceries) and currently authorized daily work, family visitation, or recreation. Travel to and from VT from outside the daily commuting area and by those who do not travel to and from adjacent states daily is currently restricted and such persons must immediately self-quarantine for 14 days or the balance of 14 days dating from the day of arrival. Persons</li></ul>

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		<p>participating in authorized work that requires an overnight stay may utilize VT's lodging properties if the individual self-certifies upon arrival that they (i) are authorized to work in VT, (ii) have not been in contact with someone with COVID-19 in the past 24 hours, and (iii) have not experienced COVID-19-like symptoms in the past 24 hours. Businesses may request an exception from the quarantine requirement by completing the ACCD's online request form, available <a href="#">here</a>.</p> <ul style="list-style-type: none"><li>• Members of the public that have concerns about violations of the VT order may lodge complaints about such violations <a href="#">here</a>.</li><li>• The VT order is silent on whether it supersedes any prior orders and whether local governments may enact more stringent measures (other than with respect to mas-use requirements which are left to VT's local municipalities). The VT order and addenda thereto remain in effect, as modified by Addenda 10, 11, 12, 13, 14 and 16 and the Amendment to Addendum 6.</li></ul>
VA	<p>Order Links:</p> <p><a href="#">VA COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order 67-2020 and Order of Public Health Emergency Seven (6/30/20)</a></p> <p>Guidance Links:</p> <p><a href="#">VA COVID-19 Resource Page</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: VA Order 67 is effective July 1, 2020 and remains effective indefinitely. VA Order 63, which requires patrons to wear face coverings while on premises at VA business, is in effect indefinitely.</b></li><li>• Effective July 1, 2020, all VA counties will enter into Phase Three of VA's phased reopening plan. Under Phase Three, all businesses with respect to which restrictions are eased must adhere to the Guidelines for All Business Sectors expressly incorporated by reference in the VA order as best practices. In addition, all such businesses must comply with applicable sector-specific guidance issued by VA incorporated by reference in the VA order. Among other things, the guidance generally recommends businesses to (i) establish policies for maintaining appropriate physical distance between persons, (ii) practice routine</li></ul>

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	<a href="#"><u>Phase Three Guidelines for All Business Sectors and Specific Sectors</u></a>	<p>disinfection of high-contact areas, (iii) screen employees for symptoms before work and (iv) designate a staff person to be responsible for COVID-19 concerns.</p> <ul style="list-style-type: none"><li>• Subject to compliance with the guidelines and guidance noted in the second bullet above, in Phase Three, (i) restaurants and other dining establishments may continue providing indoor dining and beverage services, provided all parties are separated by at least six feet, (ii) fitness and recreation centers may continue to operate indoor and outdoor activities, (iii) certain recreational and entertainment businesses including performing arts venues, sports venues and museums may reopen, and (iv) personal care and personal grooming services must maintain six feet of physical distancing between workstations.</li><li>• During Phase Three, certain recreational and entertainment businesses (e.g., indoor theaters, historic horse racing facilities, bowling alleys) may reopen with certain restrictions, such as operating at 50% of the lowest occupancy load on the certificate of occupancy, if applicable, or 1000 persons, and ensuring ten feet of space between persons where there is physical activity, singing, or cheering, and ensuring six feet of distance in all other venues.</li><li>• Effective May 29, 2020, the VA order requires every patron in VA aged ten and over to cover their mouth and nose with a face covering when in certain businesses, including among others, (i) personal care and personal grooming businesses, (ii) all brick and mortar retail businesses, and (iii) food and beverage establishments when permitted to reopen for indoor dining. The VA order lists exceptions to this requirement, which include among others, (a) when eating or drinking, (b) when exercising or using exercise equipment, or (c) for any person who has trouble breathing, is unable to remove the face covering without assistance or has a medical condition that prohibits wearing a face covering. Persons who do not wear face coverings due to a medical condition are not required to carry medical documentation verifying such medical</li></ul>



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		<p>condition. The face covering requirement does not apply to workers and such requirements for the workplace will be addressed by regulations to be promulgated by the VA Department of Labor and Industry.</p> <ul style="list-style-type: none"><li>• The VA order does not limit (i) the provision of health care or medical services, (ii) access to essential services for low-income residents, (iii) operations of the media, (iv) law enforcement agencies, or (v) the operation of government.</li></ul>
WA	<p>Order Links:</p> <p><a href="#">WA COVID-19 Orders Homepage</a></p> <p><a href="#">Proclamation by the Governor 20-25 (3/23/20)</a></p> <p><a href="#">March 25 Clarification re: Construction (3/25/20)</a></p> <p><a href="#">Proclamation by the Governor 20-46 (4/13/2020)</a></p> <p><a href="#">Addendum to Proclamation by the Governor 20-25</a></p> <p><a href="#">Proclamation by the Governor 20-25.3 (5/1/2020)</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 25, 2020 through July 1, 2020. Proclamation regarding high-risk employees effective April 13, 2020 through June 12, 2020.</b></li><li>• WA commenced its “Safe Start Washington” reopening plan (the “<a href="#">Plan</a>”) on May 5, 2020. Reopening in WA will take place in four phases with advancements through the phases occurring on a county-by-county basis. Any county that has been in Phase 1 or 2 for three weeks may apply to the WA Secretary of Health to move, in whole or in part, to the next phase. The application process will include target metrics (intended to be applied as “targets” and not hardline measures) set by the WA Secretary of Health. In evaluating any application to move forward, the WA Secretary of Health may approve a county moving in whole to the next phase or may only approve certain activities moving to the next phase.</li><li>• As of June 2, 2020, all counties have received approval to enter Phase 2 other than the following counties: Whatcom, Skagit, Okanogan, Snohomish, Chelan, Douglas, King, Pierce, Yakima, Clark, Benton and Franklin. King County has applied for a variance to enter a “modified Phase 1”, which would permit the commencement of certain Phase 2 activities in King County (including construction, manufacturing operations, real estate, in-store retail, personal service, professional services, indoor services, photography, pet grooming and restaurants).</li></ul>

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	<p><a href="#">Proclamation by the Governor 20-25.4 (5/31/2020)</a></p> <p>Reopening Plan Link:</p> <p><a href="#">Safe Start Washington Plan</a></p> <p>Guidance Links:</p> <p><a href="#">Industry-Specific Business Activity Guidelines</a></p> <p><a href="#">WA COVID-19 Resource Page</a></p> <p><a href="#">List of Essential Critical Infrastructure Workers from the Governor</a></p> <p><a href="#">WA State Dept. of Health Guidelines</a></p> <p><a href="#">DOL Guidance on Preventing Worker Exposure to COVID-19</a></p> <p><a href="#">DOL Guidance on Preparing Workplaces for COVID-19</a></p> <p><a href="#">CDC Guidance on High-Risk Individuals</a></p>	<ul style="list-style-type: none"><li>• Under each Phase, a specific set of businesses listed on the chart on page 6 of the Plan may open subject to compliance with (i) the “Requirements for All Employers” set forth on page 4 of the Plan and (ii) industry-specific business activity guidelines linked <a href="#">here</a>.</li><li>• Under Phase 1, public gatherings remain banned, but certain businesses such as construction, landscaping, vehicle sales, curbside retail and car washes will be permitted to open.</li><li>• Under Phase 2, outdoor gatherings of up to five persons (outside of a household) will be permitted and the list of businesses permitted to open will expand to include, among others, all manufacturing, in-store retail, salons and barbers, and restaurants (with seating up to 50% of capacity).</li><li>• Under Phase 3, recreational facilities such as gyms and pool will be allowed to reopen (allowing up to 50% of capacity), public gatherings of up to 50 people will be permitted and non-essential travel will be permitted.</li><li>• Under Phase 4, the stay home order will be lifted entirely, subject to ongoing physical distancing requirements, no size restrictions will be placed on public gathering and nightclubs, concert venues, sporting events (with live audiences) will be permitted to open and all businesses will be permitted unrestricted staffing of worksites.</li><li>• Among other requirements set forth in the Plan, including compliance with sector-specific business activity guidelines (discussed below), all essential businesses and any business allowed to reopen under the Plan must implement social distancing and sanitation measures established by the United States Department of Labor and the WSDH and cannot operate until such measures are implemented. These guidelines direct businesses to, among other things, (i) with respect to employees with COVID-19, keep such employees’ infection status confidential, inform close contacts of such employee that they may have been close to</li></ul>

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	<p><a href="#">WA Dep't of Labor and Industries General Requirements and Prevention Ideas for Workplaces</a></p> <p><a href="#">WA Dep't of Labor and Industries DOSH Director 1.70</a></p>	<p>someone with COVID-19; (ii) with respect to employees with family members at home with COVID-19, direct such employees to stay home and out of public for 14 days; and (iii) create social distancing (e.g., placing staff members six feet apart, not holding in-person meetings, having employees wash their hands for at least 20 seconds, and cleaning high-touch areas). Workplace safety and health complaints can be submitted to the WA Department of Labor &amp; Industries' call center at 1-800-423-7233 or via email to <a href="mailto:adag235@lni.wa.gov">adag235@lni.wa.gov</a>.</p> <ul style="list-style-type: none"><li>• All open and reopening businesses are subject to additional sector-specific requirements, available <a href="#">here</a>. The sector-specific requirements include, among others, (i) providing to, and requiring employees to wear, cloth facial coverings while onsite; provided that, beginning June 8, 2020, employees working alone or when a job has no in-person interaction, as detailed in the Plan, are not required to wear a face covering; (ii) conducting pre-shift health screenings of all employees (including temperature checks in the case of, among others, construction and curbside retail); and (iii) training on-site employees on the operation's health and safety policies. In addition, (a) in the case of <a href="#">construction</a>, (1) designating a site-specific COVID-19 supervisor to monitor employee health and safety and to enforce the site's safety plan, (2) permitting only one trade/subcontractor at a time on a jobsite, to the extent practicable, and (3) requiring workers entering WA from non-contiguous states to self-quarantine for 14 days prior to commencing work; (b) in the case of <a href="#">curbside retail</a>, (1) limiting in-store operations to those employees responsible for the operations required for curbside delivery, (2) developing individualized store guidelines based on merchandise, footprint and curbside/parking options, and (3) encouraging telework for employees how can perform functions remotely; and (c) in the case of <a href="#">in-store retail</a>, (1) limiting guest occupancy to 30% maximum capacity (excluding employees), or lower as determined by fire code, (2) placing six-foot markers at choke points and checkout and store entry lines, and (3) removing any items used by customers in a fitting room from active inventory for at least 24 hours.</li></ul>

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		<ul style="list-style-type: none"><li>• The WA proclamation defines essential businesses as businesses whose workers are in the following sectors: (i) healthcare/public health; (ii) emergency services; (iii) food and agriculture; (iv) energy; (v) water and wastewater; (vi) transportation and logistics; (vii) communications and information technology; (viii) other community-based government operations and essential functions; (ix) critical manufacturing; (x) hazardous materials; (xi) financial services; (xii) chemical; and (xiii) defense industrial base.</li><li>• Non-essential businesses may continue minimum basic operations, which are the minimum activities necessary to maintain the value of the business's inventory, preserve the condition of the business's physical plant and equipment, ensure security, process payroll and employee benefits, facilitate employees of the business being able to continue to work remotely from their residences, and related functions.</li><li>• Employers of high-risk employees must (i) utilize all available options for alternative work assignments to protect such employees, if requested, from exposure to COVID-19 (including telework, alternative or remote work locations, reassignment and social distancing measures), and (ii) permit any high-risk employee (in a situation where an alternative work arrangement is not feasible) to use any available employer-granted accrued leave or unemployment insurance in any sequence at the discretion of such employee. In the event any high-risk employee's paid time off exhausts during the period of leave, employers are prohibited from failing to fully maintain all employer-related health insurance benefits until such employee is deemed eligible to return to work. All employers are prohibited from taking adverse employment action against high-risk employees for exercising such rights that would result in loss of any such employee's current employment position by permanent replacement.</li><li>• Employers and unions representing employees in WA are prohibited from applying or enforcing any employment contract provision that contradicts or interferes with the prohibitions and intent of the WA high-risk employee proclamation. All prohibitions in the WA proclamation shall be construed to protect employees</li></ul>

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		<p>from loss of position, loss of benefits and retaliation for decisions made regarding whether and how to work for the applicable employer under the WA proclamation.</p> <ul style="list-style-type: none"><li>• Employers are not prohibited from (i) hiring temporary employees if it does not negatively impact the permanent employee's rights under this proclamation to return to employment without negative ramifications to employment status, (ii) requiring an employee who does not report to work to give up to five days' advance notice of any decision to report to work, or (iii) taking employment action when no work reasonably exists (e.g., RIF), provided that the employer does not take action that may adversely impact an employee's eligibility for unemployment benefits.</li><li>• All violations related to the WA proclamation can be reported <a href="#">here</a>.</li><li>• The WA proclamation is silent on whether it supersedes any prior proclamations and whether local governments may enact more stringent measures.</li></ul>
WV	<p>Order Links:</p> <p><a href="#">WV COVID-19 Orders Homepage</a></p> <p><a href="#">Executive Order No. 2-20 (3/18/20)</a></p> <p><a href="#">Executive Order No. 3-20 (3/18/20)</a></p> <p><a href="#">Executive Order No. 9-20 (3/23/20)</a></p> <p><a href="#">Executive Order No. 14-20 (3/30/20)</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 24, 2020; Indefinite.</b></li><li>• On April 30, 2020, WV issued a general safer-at-home order and commenced a seven-week reopening plan (the "<a href="#">WV Plan</a>"), available <a href="#">here</a>. Advancement through the WV Plan will be stopped or reversed based on a set of criteria that include, among other things, (i) an unexpected increase in COVID-19 hospitalizations, (ii) significant outbreaks of community-based transmissions and (iii) a surge above 3% of cumulative positive test results.</li><li>• Under the WV Plan, non-essential businesses and operations must generally continue to temporarily cease operations. However, certain small businesses (e.g., home-based businesses, businesses having 10 or less employees and limited customer interaction (including retail businesses which historically have more</li></ul>

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	<p><a href="#">Executive Order No. 20-20 (4/3/20)</a></p> <p><a href="#">Executive Order No. 21-20 (4/5/20)</a></p> <p><a href="#">Executive Order No. 22-20 (4/8/20)</a></p> <p><a href="#">Executive Order No. 25-20 (4/13/20)</a></p> <p><a href="#">Executive Order No. 29-20 (4/24/20)</a></p> <p><a href="#">Executive Order No. 32-20 (4/30/20)</a></p> <p><a href="#">Executive Order No. 33-20 (5/3/20)</a></p> <p><a href="#">Executive Order No. 34-20 (5/4/20)</a></p> <p>Guidance Links:</p> <p><a href="#">WV COVID-19 Resource Page</a></p> <p><a href="#">WV Reopening Resource Page</a></p> <p><a href="#">WV Reopening Plan</a></p> <p><a href="#">DHHR FAQ</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p>	<p>limited customer traffic of approximately 50 or less customers per day)) may operate normally, but must (i) ensure that proper social distancing and hygiene practices are maintained and (ii) limit customer occupancy to 2 persons per 1,000 square feet of interior space. WV has issued reopening guidance for small businesses, available <a href="#">here</a>, which provides suggested protocols small businesses should adopt in connection with reopening, including, among other things, screening employees daily for COVID-19-like symptoms, implementing cleaning and disinfecting protocols and implementing contact tracing protocols.</p> <ul style="list-style-type: none"><li>• All places of public amusement, including casinos, fitness centers, gymnasiums, and recreation centers where the public tends to congregate for recreation, sport or similar leisure, malls (other than stores in malls with direct outdoor access and that provide essential services or constitute small businesses), among others, shall not allow occupancy by the general public.</li><li>• In addition, (i) barbers and cosmetologists subject to compliance with the reopening guidance provided by the WV Board of Barbers and Cosmetologists, available <a href="#">here</a>; (ii) restaurants may only provide food for consumption outdoors subject to compliance with WV's restaurant reopening guide, available <a href="#">here</a>, provided that they may continue to provide take-out or delivery service; (iii) dog groomers may operate subject to compliance with the WV guidelines for small businesses; and (iv) beginning May 14, 2020, racetracks may operate without in-person spectators (subject to compliance with applicable guidance developed by applicable track operators and horsemen's associations).</li><li>• All gatherings of any number of people outside a single household are prohibited, except for the limited purposes permitted by the WV order. Gatherings of more than 25 people are prohibited unless exempted by the WV order.</li></ul>

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		<ul style="list-style-type: none"><li>• All elderly and vulnerable populations in WV (e.g., persons 65 or older and persons having pre-existing medical conditions, among others) are strongly encouraged to remain home.</li><li>• Pursuant to WV order No. 20-20 and 21-20, the counties of Berkeley, Harrison, Jefferson, Marion and Monongalia are subject to more stringent requirements relating to operations of businesses. For example, employers in such counties must order their employees and/or contractors, to the maximum extent possible, work from their home or residence, or to otherwise work remotely. In addition, the local health departments and other appropriate county agencies in Berkeley, Harrison, Jefferson Marion and Monongalia Counties are directed to establish and enforce protocols to limit the occupancy, on an individual-per-square-foot basis, of any business or entity that remains open to the public.</li><li>• Essential Businesses and Operations are those included in the CISA critical infrastructure guidelines, as published on March 19, 2020, in addition to an expanded list of businesses that include the following (among others): (i) stores that sell products necessary to maintain the safety, sanitation and essential operations of residences and other Essential Businesses and Operations, (ii) essential infrastructure, (iii) manufacture, distribution and supply chain for critical products and industries, (iv) farm equipment and construction equipment companies, (v) providers of services that are necessary to maintain the safety, sanitation and essential operation of residences, essential activities and Essential Businesses and Operations, (vi) supplies to work from home, and (vii) supplies for Essential Businesses and Operations, including, among other things, businesses that sell, manufacture or supply other Essential Businesses and Operations with the support or material necessary for their operation. The WV order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Business and Operation”.</li><li>• Businesses are allowed to carry on minimum basic operations, which the WV order defines as (i) those operations necessary to maintain the value of such business’s inventory, preserve the condition of such business’s physical plant and equipment, ensure security, process payroll and employee benefits, or related</li></ul>

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		<p>functions, and (ii) the minimum necessary activities to facilitate employees of such business to work from home.</p> <ul style="list-style-type: none"><li>• All individuals traveling from areas with substantial community spread of COVID-19, including, LA, NY, NJ, CT, Italy and China, are required to isolate for a period of 14 days upon entry into WV or for the duration of their visit, whichever is shorter. The self-isolation requirements do not apply to any commercial activity, public health workers or persons engaged in and traveling for Essential Business and Operations. The WV State Police are permitted to monitor the state roads and highways for travel from areas with substantial community spread of COVID-19. All persons subject to the WV order's quarantine or isolation requirement are responsible for all costs associated with their quarantine or isolation. There is no process to apply for an exemption from these self-quarantine requirements.</li><li>• WV order 32-20 terminates WV order 6-20 and amends WV order 2-20, but provides for rules and requirements relating to barbers, cosmetologists, and racetrack operations at casinos in lieu of those provided in such terminated or amended orders.</li></ul>
WI	<p>Order Links:</p> <p><a href="#">WI COVID-19 Orders Homepage</a></p> <p><a href="#">Emergency Order #5 (3/17/20)</a></p> <p><a href="#">Emergency Order #12 (3/24/20)</a></p> <p><a href="#">Emergency Order #25 (4/14/20)</a></p>	<ul style="list-style-type: none"><li>• <b>Executive Order #28 establishing the Safer at Home framework was struck down by the WI Supreme Court on May 13, 2020 and, together with Emergency Orders #31, #34 and #36, deemed unenforceable.</b> In the event WI's COVID-19 Emergency Orders are reinstated at the state level, or otherwise adopted at a county level, a summary of such Emergency Orders is provided below.</li><li>• On April 20, 2020, the Governor of WI adopted a three-phase reopening plan for WI under Emergency Order #31. The WI Department of Health Services will determine when WI may advance to subsequent phases based on, among other things, (i) advancements in testing, contact tracing and COVID-19 tracking, PPE supplies and health care capacity and (ii) a downward trajectory in reported illnesses. The WI Department of Health Services, in consultation with the WI Economic Development Corporation, shall issue additional</li></ul>



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	<p><a href="#">Emergency Order #28 (4/16/20)</a></p> <p><a href="#">Emergency Order #31 (4/20/20)</a></p> <p><a href="#">Emergency Order #34 (4/27/20)</a></p> <p><a href="#">Emergency Order #36 (5/11/20)</a></p> <p>Designation Link:</p> <p><a href="#">WEDC Essential Businesses Application Form</a></p> <p>Guidance Links:</p> <p><a href="#">Reopen Guidelines</a></p> <p><a href="#">WI COVID-19 Resource Page</a></p> <p><a href="#">CISA Guidance on Essential Critical Infrastructure Workers</a></p> <p><a href="#">WIDHS Guidelines for all Individuals and Entities</a></p> <p><a href="#">WIDHS Guidelines for Employers</a></p>	<p>orders to reduce restrictions on certain businesses or sectors if it is determined that removing restrictions will have minimal impact on WI's ability to meet the foregoing criteria for advancing through WI's reopening phases.</p> <ul style="list-style-type: none"><li>• Under Phase One, WI will (i) permit mass gatherings of up to 10 people; (ii) permit restaurants to reopen, subject to complying with social distancing requirements; (iii) lift certain restrictions on businesses, including retail restrictions for Essential Businesses and Operations; and (iv) permit additional operations for non-essential businesses.</li><li>• Under Phase Two, WI will (i) permit mass gatherings of up to 50 people; (ii) permit restaurants to resume full operation; (iii) permit bars to reopen, subject to complying with social distancing requirements; and (iv) permit non-essential businesses to resume operations, subject to complying with social distancing requirements.</li><li>• Under Phase Three, WI will permit all business activity and gatherings to resume, with minimal protective and preventative measures in place for the general public and more protective measures for vulnerable populations.</li><li>• Businesses may conduct Minimum Basic Operations, which include (i) minimum necessary activities to maintain the value of inventory, preserve the condition of their physical plants and equipment, ensure security, process payroll and employee benefits, or for related functions or to facilitate the ability of other workers to work remotely; (ii) automatic and self-service car washes, provided high-touch areas are cleaned as frequently as practicable; (iii) operation of arts and crafts stores and aesthetic or optional exterior work, subject to compliance with additional limitations on staff and health and safety requirements specified in the WI order; (iv) customer curb-side drop-off of goods/animals for service, repair or care; (v) rental of recreation equipment (e.g., boats, kayaks, etc.); (vi) fulfilling non-essential deliveries, mailing parcels or receiving</li></ul>

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	<a href="#">CDC Coronavirus (COVID-19) Guidelines</a>	<p>parcels; and (vi) in the case of standalone or strip mall-based retail stores with an entrance or entrances to the outside, in-person shopping for up to 5 customers at a time; provided that (a) any entrances through a mall or interconnected passage must be closed to the public (stores relying exclusively on mall or interconnected passage entrances may not offer in-person retail under Minimum Basic Operations) and (b) such stores establish lines outside the store to regulate entry with markings indicating where customers should stand to remain six feet apart from one another while waiting to enter. In general, such businesses may not require a signature by the recipient. Suppliers to non-essential businesses and supply chains for non-essential businesses are not essential and shall only operate under Minimum Basic Operations to provide goods or services to other non-essential businesses operating under Minimum Basic Operations. Staff within a business conducting Minimum Basic Operations must be limited to one person in a room or confined space at a time. In addition, such services must be paid for online or by phone and drop-offs and pick-ups must be scheduled ahead of time to ensure compliance with Social Distancing Requirements (as defined in Emergency Order #28). Non-Essential Businesses and Operations should determine which of their workers are necessary to conduct Minimum Basic Operations and inform such workers of that designation.</p> <ul style="list-style-type: none"><li>• Businesses constituting Healthcare and Public Health Operations, Human Services Operations, Essential Infrastructure and Essential Governmental Functions (as defined in the WI order) may remain open.</li><li>• Essential Businesses and Operations are those included in the CISA guidelines (as updated), in addition to an expanded list of, among other things, (i) stores that sell groceries and medicine; (ii) gas stations and businesses needed for transportation; (iii) hardware and supplies stores; (iv) critical trades; (v) mail, shipping, logistics, delivery and pick-up services; (vi) supplies for Essential Business and Operations (limited to only those operations necessary for Essential Business and Operations); (vii) transportation; (viii) manufacture, distribution and supply chain for critical products and industries (limited to only those</li></ul>

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		<p>operations necessary for the Essential Business and Operations); (ix) critical labor union functions; (x) hotels and motels; and (xi) businesses designated by the WI Economic Development Corporation.</p> <ul style="list-style-type: none"><li>• Essential Businesses and Operations should adhere to (i) social distancing requirements, including (a) maintaining six feet between people on the premises, including employees and customers; (b) washing hands with soap and water for at least 20 seconds or using hand sanitizer; (c) covering coughs or sneezes (into the sleeve or elbow, not hands); (d) regularly cleaning high-touch surfaces; (e) not shaking hands; and (f) following all other public health recommendations issued by the WI Department of Health Services and CDC; (ii) restricting the number of workers on premises to no more than necessary to perform the essential operation; (iii) increasing standards of facility cleaning and disinfection to limit employee and patron exposure to COVID-19 and adopt protocols to clean and disinfect in the event of a positive COVID-19 case in the workplace; and (iv) adopting policies to prevent workers from entering the premises if they display respiratory symptoms or had contact with a person with a confirmed diagnosis of COVID-19. Migrant labor camp operations are subject to additional social distancing and health and safety requirements.</li><li>• In addition, all businesses shall review the WI Economic Development Corporation's guidelines on safe business practices, available <a href="#">here</a>, and must consider integrating and adopting the applicable guidelines for the operations that are permitted under Executive Order #28.</li><li>• All businesses should permit remote work to the greatest extent possible.</li><li>• Essential Businesses or Operations that remain open for in-person sales, including retail stores, should:<ul style="list-style-type: none"><li>(i) limit the number of people in the store (including employees) to 25% of the total occupancy limits established by the local municipality in the case of stores with less than 50,000 square feet of customer floor space; (ii) for stores with more than 50,000 square feet, (a) limit the number of customers in the store at a time (excluding employees) to four per 1,000 square feet of customer floor space, and (b) offer at least two</li></ul></li></ul>

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		<p>hours per week of dedicated shopping time for vulnerable populations (as categorized in the WI order); and (iii) establish lines to regulate entry in accordance with the WI order.</p> <ul style="list-style-type: none"> <li>The WI Department of Health Services, in consultation with local health officials, may address localized outbreaks with a localized order. Such order may adjust the current reopening phase and/or institute tailored restrictions based on the needs of a particular location, county or region. The WI order supersedes any local order that is in conflict with the WI order.</li> </ul>
WY	<p>Order Links:</p> <p><a href="#">WY COVID-19 Orders Homepage</a></p> <p><a href="#">Public Health Order (3/19/20)</a></p> <p><a href="#">Continuation of Public Health Order (3/19/20)</a></p> <p><a href="#">Executive Order 2020-6 (4/3/20)</a></p> <p><a href="#">Self-Quarantine Order (4/3/20)</a></p> <p><a href="#">Executive Order (4/28/20) - Gyms and Child Care Openings</a></p> <p><a href="#">Executive Order (4/28/20) - Restriction on Gatherings</a></p>	<ul style="list-style-type: none"> <li><b>Not a broad workplace shutdown order.</b></li> <li><b>Effective Period: May 15, 2020 through June 30, 2020.</b></li> <li>The WY order allows places of public accommodation, such as restaurants, cigar bars, movie and performance theaters, opera houses, concert halls and music halls, to open, subject to the following restrictions: (i) all patrons shall be seated at tables limited to 6 people, (ii) tables must be 6 feet apart, (iii) signage must be posted reminding patrons to stand 6 feet apart, (iv) staff that come within 6 feet of customers or other staff must wear face coverings, (v) tables shall not be set prior to customer arrival, (vi) cups and utensils must be handed directly to customers, (vii) hand sanitizer must be available at entrances and all bathrooms, (viii) disinfecting shall be performed morning, afternoon and evening, (ix) no self-serve food or buffets shall be allowed unless food is pre-packaged and (x) employees shall be screened for symptoms of COVID-19 and employee logs of the screening activity must be kept and made available for inspection by the local health officers.</li> <li>Gatherings of more than 50 people in a single room or confined space are prohibited, subject to certain exceptions such as retail or business establishments where more than 50 people may be present but are generally not within 6 feet of another. Event venues not specifically identified in the WY order may allow</li> </ul>

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	<p><a href="#"><u>Executive Order (4/28/20) - Salons and Related Openings</u></a></p> <p><a href="#"><u>Executive Order (5/13/20) - Public Spaces</u></a></p> <p><a href="#"><u>Executive Order (5/13/20) – Personal Services</u></a></p> <p><a href="#"><u>Executive Order (5/13/20) - Gatherings</u></a></p> <p><a href="#"><u>Executive Order (5/27/20) - Public Spaces</u></a></p> <p><a href="#"><u>Executive Order (5/27/20) – Personal Services</u></a></p> <p><a href="#"><u>Executive Order (5/27/20) - Gatherings</u></a></p> <p><a href="#"><u>Executive Order (6/10/20) - Public Spaces</u></a></p> <p><a href="#"><u>Executive Order (6/10/20) - Personal Services</u></a></p>	<p>outdoor gatherings (e.g., concerts, sporting events, farmers’ markets, among others) of more than 50 people but not more than 250 people, including the event participants, subject to the conditions set forth in the WY order, and should follow public health recommendations of the CDC and the WY Department of Health such as practicing social distancing and wearing a face covering when in public. Additional exceptions may be granted at the discretion of the County Health Officer, under the direction and supervision of the State Health Officer, if demonstrated in writing to the County Health Officer that people at a gathering will maintain 6 feet of space between one another and that effective sanitation will be performed before and after the gathering. Any exception must be approved in writing by the State Health Officer.</p> <ul style="list-style-type: none"> <li>• Effective May 15, 2020, certain close-contact service businesses (e.g., nail salons, hair salons, barber shops, among others) may re-open or continue to operate under strict conditions listed in the WY order, including, among others, (i) keeping all service stations at least 6 feet apart, (ii) all staff must wear face coverings, (iii) the facility must maintain adequate records of its patrons for purposes of contact tracing, and (iv) screening of staff for COVID-19 symptoms must be done at the beginning of shifts, (v) operating on an appointment only basis, (vi) encouraging contactless payment and (vii) employees shall be screened for symptoms of COVID-19 and employee logs of the screening activity must be kept and made available for inspection by the local health officers. The restrictions in the WY order do not prohibit owners, employees, contractors, vendors or suppliers from entering, exiting, or occupying that place of business in their professional capacity. Additional exceptions may be granted at the discretion of the County Health Officer, under the direction and supervision of the State Health Officer, if demonstrated in writing to the County Health Officer that effective cleaning and safety measures are implemented by the service provider. Any exception must be approved in writing by the State Health Officer.</li> <li>• Effective May 1, 2020, gyms may open in a limited capacity but must enforce certain restrictions, including, among others, (i) wearing of face coverings by staff, (ii) screening staff for COVID-19 symptoms at the</li> </ul>

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	<p><a href="#">Executive Order (6/10/20) - Gatherings</a></p> <p>Guidance Link:</p> <p><a href="#">WY COVID-19 Resource Page</a></p>	<p>beginning of their shift, (iii) maintaining a record of customer usage, and (iv) limiting occupancy to 1 person per 120 square feet.</p> <ul style="list-style-type: none"><li>• The WY order supersedes all individual county orders currently in effect.</li></ul>

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### WASHINGTON, D.C. AND PUERTO RICO

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Washington, D.C.	<p>Order Links:</p> <p><a href="#">DC COVID-19 Orders Homepage</a></p> <p><a href="#">Mayor's Order 2020-053 (3/24/20)</a></p> <p><a href="#">Mayor's Order 2020-054 (3/30/20)</a></p> <p><a href="#">Mayor's Order 2020-058 (4/8/20)</a></p> <p><a href="#">Mayor's Order 2020-063 (4/15/20)</a></p> <p><a href="#">Mayor's Order 2020-066 (5/13/20)</a></p> <p><a href="#">Mayor's Order 2020-067 (5/27/20)</a></p> <p>Guidance Links:</p> <p><a href="#">DC COVID-19 Resource Page</a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: March 25, 2020 through July 24, 2020 (Phase Two of reopening effective June 22, 2020).</b></li><li>• Effective June 22, 2020, Washington, D.C. is moving to Phase Two of its reopening, allowing certain additional businesses to reopen under specified conditions.</li><li>• During Phase Two: (i) non-essential retail businesses may open to customers for indoor shopping, provided that they limit the number of persons in the establishment to 50% of capacity, (ii) (a) barbershops and hair salons, and (b) tanning, tattoo, waxing, threading, electrolysis, cryotherapy, facial and other skin services and nail salons may operate provided that they comply with the requirements of Orders 2020-67 and 2020-75, respectively, and (iii) all businesses that operate during Phase Two must (a) follow protocols required by existing Mayor's Orders and guidance provided by the DC Department of Health (the "DOH"), (b) inform all employees that they should not come to work if sick and of applicable leave provisions, and (c) create a plan regarding COVID-19, including providing all employees information about testing locations in the District and guidance from the CDC.</li><li>• During Phase Two: (i) childcare centers; (ii) museums; (iii) libraries; (iv) colleges and universities; (v) camps and aftercare activities; (vi) fitness establishments; and (vii) recreational facilities such as recreation centers, bowling alleys, climbing gyms, squash or racquet clubs, skating rinks, and skateboard parks may reopen, in each case, subject to compliance with the requirements identified in Order 2020-075.</li><li>• During Phase Two, restaurants and other licensed food establishments may: (i) continue to open for outdoor dining, and taverns, nightclubs and mixed use facilities that serve food, and that are already</li></ul>

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	<p><a href="#">CISA Guidance on Critical Infrastructure Workforce</a></p> <p><a href="#">Phase One Guidance</a></p>	<p>approved to provide outdoor service by the Alcoholic Beverage Regulation Administration, may also operate outdoor dining, subject to compliance with the social distancing and sanitization minimum safeguards identified in Order 2020-67; and (ii) open for indoor dining, subject to compliance with the minimum safeguards and capacity requirements identified in Order 2020-075. Licensed food establishments are encouraged to use a reservation system to avoid crowding and queuing nearby and to keep customer logs to facilitate contact tracing by the DOH.</p> <ul style="list-style-type: none"><li>• During Phase Two, real estate open houses may be held and developers may resume hosting ground-breakings, grand openings, and other events, subject to compliance with the requirements identified in Order 2020-075.</li><li>• During Phase Two, the businesses that must remain closed except for minimum business operations, curbside pickup or delivery, or home-based services include, among others: (i) hookah bars, cigar bars and similar establishments; (ii) hot tubs, saunas and steam rooms at gyms; (iii) bars, nightclubs and mixed-use facilities except to the extent serving food consistent with prior Mayor's Orders; (iv) all high-contact sports; and (v) spray parks. Healthcare providers may offer outpatient or other surgical procedures that will not unduly burden hospital capacity or COVID-19 related resources, and guidance on these procedures is provided by the DOH.</li><li>• Businesses are allowed to conduct Minimum Basic Operations, which are the minimum necessary activities to (i) maintain the value of the business's inventory, ensure security, process payroll and employee benefits, and related functions, (ii) facilitate employees of the business being able to continue to work remotely from their residences, (iii) facilitate teleworking or the remote delivery of services formerly provided in-person by the business, (iv) provide for the pay and benefits of the business's employees, (v) provide cleaning and disinfection of a business's facilities, and (vi) provide employee supervision of contractors or employees providing essential maintenance of the facility.</li></ul>



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		<p>Face coverings must be worn by persons conducting Minimum Basic Operations unless such person is working alone or cannot wear a face covering for medical reasons.</p> <ul style="list-style-type: none"><li>• Individuals are advised to wear face coverings if taking care of a person with suspected or confirmed COVID-19, entering a healthcare provider's office, entering a public setting (especially where social distancing is difficult to maintain), or if they have respiratory symptoms. Face coverings should not be placed on young children younger than 2 years of age, anyone who has trouble breathing, or is unconscious, incapacitated or otherwise unable to remove the covering without assistance.</li><li>• Gatherings of more than 50 individuals not of the same household are prohibited.</li><li>• No farmers' market or fish market may operate unless issued a waiver, which may be obtained by submitting a plan to the DC government at <a href="mailto:dcfoodpolicy@dc.gov">dcfoodpolicy@dc.gov</a> to outline how they will operate and enforce social distancing protocols, and that plan must be approved. The requirements of the plan are set forth in more detail in Mayor's Order 2020-058. During Phase One, farmers markets operating under a waiver may amend their plans and request waivers (via the email address above) to allow the sale of non-food items and food prepared on site, allow customers to select their own produce, provide produce in non-pre-bagged quantities, and provide non-essential information and education. Existing waivers are extended to allow markets to operate through the rest of the season.</li><li>• The DC order provides that the Department of Consumer and Regulatory Affairs ("DCRA") may request and an Essential Business must provide its plans for complying with the requirement to minimize person-to-person contact and achieve Social Distancing. DCRA may impose penalties and summary closure of businesses (subject to subsequent hearings at the Office of Administrative Hearings), including penalties of up to \$1,000 per day for violations per site and penalties of up to \$5,000 per day per site for operations after an order to close or a visit by an inspector that resulted in</li></ul>

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		<p>a warning or a request to close, that was not immediately complied with. Individuals should call 311 to report suspected violations of the DC Order.</p> <ul style="list-style-type: none"><li>• The DC order provides that the DC Mayor may grant a business a waiver from the shutdown order through the District of Columbia Homeland Security and Emergency Management Agency.</li><li>• Mayor's Order 2020-053 supersedes Mayor's Order 2020-51, dated March 20, 2020, to the extent of any inconsistency, Mayor's Order 2020-058 amends Mayor's Orders 2020-053 and 2020-054 as specified therein, Mayor's Order 2020-063 amends all prior Mayor's Orders as specified therein, and Mayor's Order 2020-66 supersedes all prior Mayor's Orders to the extent of any inconsistencies. Mayor's Order 2020-067 extends all prior Mayor's Orders through July 24, 2020. Mayor's Order 2020-075 supersedes all prior Mayor's Orders to the extent of any inconsistencies.</li></ul>
PR	<p>Order Links:</p> <p><a href="#"><u>Executive Order OE-2020-023</u></a> <a href="#"><u>(EN) (3/15/20)</u></a></p> <p><a href="#"><u>Executive Order OE-2020-29</u></a> <a href="#"><u>(EN) (3/30/20)</u></a></p> <p><a href="#"><u>Executive Order OE-2020-30</u></a> <a href="#"><u>(EN) (3/30/20)</u></a></p> <p><a href="#"><u>Executive Order OE-2020-33</u></a> <a href="#"><u>(EN) (4/12/20)</u></a></p>	<ul style="list-style-type: none"><li>• <b>Effective Period: May 26, 2020 through June 15, 2020.</b></li><li>• Pursuant to PR orders 2020-38 and 41, PR order 2020-33 was modified to (i) allow for certain new categories of businesses and commercial activities and services to operate in the first phase of its reopening and (ii) extend the lockdown and curfew measures until June 15, 2020. The reopening plan may be modified based on periodic assessments by the PR Medical Task Force and Economic Task Force of results (e.g., risk of infection, healthcare facility capacity limits).</li><li>• The PR order (i) exempts certain businesses and services from closure, and (ii) exempts individuals in certain professions from curfew and lockdown requirements.</li><li>• Some examples of exempted businesses and services professions are: (i) food (including food and drink supply chains), (ii) health, medicine and pharmaceutical items/equipment (including elective</li></ul>

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	<p><a href="#">Executive Order OE-2020-34</a> <a href="#">(EN) (4/14/20)</a></p> <p><a href="#">Executive Order OE-2020-37</a> <a href="#">(EN) (4/24/20)</a></p> <p><a href="#">Executive Order OE-2020-38</a> <a href="#">(EN) (5/1/20)</a></p> <p><a href="#">Executive Order OE-2020-41</a> <a href="#">(SP) (5/21/20)</a></p> <p><a href="#">Governor of PR Extends Curfew and Expands List of Businesses Allowed to Reopen</a></p> <p>Guidance Links:</p> <p><a href="#">Puerto Rico COVID-19 Resource Page (Spanish)</a></p> <p><a href="#">Circular Letter No. 2020-05</a></p> <p><a href="#">Puerto Rico Tourism Company Guidance</a></p>	<p>surgery, dentistry and optometry), (iii) supply chains related to exempted goods and services set out in the PR order, (iv) services that are necessary for maintaining health, safety and residential operations, (v) logistics and transportation services relating to the distribution of sanitization products, (vi) personnel working in the wholesale goods and food manufacturing and supply chain, and (vii) personnel working with utilities or critical infrastructure.</p> <ul style="list-style-type: none"><li>• The PR Circular Letter provides that businesses that believe they should be exempt from closure for reasons of health and national security may email the PR Department of Economic Development and Commerce at <a href="mailto:emergencias@ddec.pr.gov">emergencias@ddec.pr.gov</a> with a document explaining why they should be exempted. Pursuant to the PR order, heads of agencies may also request additional services be deemed essential or emergency services.</li><li>• These exemptions are subject to the relevant businesses, services and individuals complying with both general precautionary measures, as well as, where applicable, health and safety measures that are specific to the industry or type of business or service (e.g., limited operating hours and operating by appointment only for certain businesses and services).</li><li>• Exempted services may be provided so long as they are offered in an emergency situation and a phone number or email address is made available for contact. These exempted services may not open to the public and must take into account the preventive measures set out in the PR order to safeguard health, safety and hygiene and establish necessary controls to achieve social distancing and prevent the spread of COVID-19.</li><li>• General precautionary measures that individuals visiting establishments and offices allowed to open and private establishments that reopen must each comply with include, among others: (i) wearing face coverings, (ii) maintaining 6 feet of social distancing from other individuals, (iii) ensuring all</li></ul>

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		<p>employees wash hands for 20 seconds and use hand sanitizer prior to beginning, and intermittently throughout, the workday, (iv) disinfecting work stations upon arrival and end of shift, and (v) limit the number of employees in common areas.</p> <ul style="list-style-type: none"><li>• Prior to commencing work, all exempt businesses must (i) prepare an infection control risk management plan based on OSHA 3990 Occupational Health and Safety Guidance and submit it to the PR Department of Labor and Human Resources; and (ii) fill out and submit the employer compliance self-certification documentation available <a href="#">here</a>. Employers currently operating under prior exemptions must also submit the employer compliance self-certification documentation as promptly as possible, though their operations are not required to stop in the interim.</li><li>• Any employer operating under the PR order may not terminate, discipline or otherwise discriminate against an employee for exercising such employee's rights under recently adopted acts such as the FFCRA and Act No. 37-2020, nor for taking any available leave, filing a claim, testifying, or trying to testify in a case in connection with the foregoing.</li><li>• Employers must also protect employees who are vulnerable to being infected with COVID-19 by taking into account these circumstances in reintegrating their staff.</li><li>• Beginning May 11, 2020, segments of the construction and manufacturing industries not previously exempt from closure were permitted to resume operations, subject to implementing strict safety measures to safeguard the health of safety of workers, and based on the CDC, DOL and OSHA guidelines. Prior to reopening, employers must provide workers with training, guidance and constant supervision regarding such newly established measures. Construction work at businesses not exempted under the PR order are allowed only if they are aimed at implementing necessary precautionary measures to prevent the spread of COVID-19 when their operations resume (including</li></ul>

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District/Territory	Orders, Guidance and other Directives	Commentary and Analysis
		<p>conducting preparation work at marinas for hurricane season and private, residential and governmental construction work). The supply of building materials for construction work is authorized, as is the supply of materials, inventory and support services for manufacturing industries.</p> <ul style="list-style-type: none"><li>• Beginning May 26, 2020, the following businesses were permitted to resume operations, provided that capacity does not exceed 50% of maximum occupancy: retail, shopping centers (permitted to train employees beginning May 26, 2020 and to open to the public on June 8, 2020, with a maximum capacity rate of one person per 100 square feet for shopping centers that are in closed format), and, by appointment only, car dealerships, travel agencies and armory shops. Restaurants may accept customers for dine-in services by reservation only, limited to 25% of maximum capacity. In addition, funerary services with a maximum capacity of 10 people per family unit, car washes, pawn shops (including for sale of goods/merchandise), laundromats (provided that services must be coordinated electronically and no members of the public may enter), and IT establishments, vet clinics and barber/beauty shops, in each case, by appointment only, may resume operations. Elective surgeries are permitted, provided that the Local Resumption of Elective Surgery Guidelines of April 17, 2020 of the American College of Surgeons are followed. Cosmetic surgeries are permitted provided all required security measures are taken and the hospital's intensive care unit beds and ventilators do not exceed 50% of maximum capacity.</li><li>• Any owner and/or person in charge of a residence that allows people other than cohabitants to congregate in such residence and its surroundings in violation of the PR order may be deemed to be in violation of the PR order and is subject to penalties.</li><li>• The PR order recommends that any business authorized to operate thereunder offer preferential service to people working at hospitals, laboratories and law enforcement agencies. Businesses</li></ul>

## COVID-19 State Action Tracker: Workplace Shutdowns, Travel Restrictions and Reopenings

**Last Updated: July 7, 2020, 6:00 p.m. Eastern Time**

District/Territory	Orders, Guidance and other Directives	Commentary and Analysis
		<p>operating in the food sector must, after 7:00 p.m., only render services to hospital and technological laboratory personnel and law enforcement agents identified as such.</p> <ul style="list-style-type: none"><li>• Entertainment and recreational businesses (e.g., shopping centers, theater, clubs, casinos, gyms, bars and any other similar place promoting group gatherings) must remain closed.</li><li>• The PR order also periodically exempts from lockdown (i) up to five employees per employer solely for the purpose of processing payments and (ii) to gather materials and equipment necessary and to deliver them to employees in order to promote teleworking. This was last authorized to be done on May 28, 2020 from 5:00 am to 2:00 pm for payroll processing and to gather materials and equipment and deliver such materials and equipment to the corresponding employees. This will be allowed again on June 11, 2020 5:00 am to 2:00 pm for payroll processing. In each case, the employer must identify the necessary personnel who may visit the workplace exclusively for such purposes and related tasks and must also take all necessary preventive measures to safeguard the health and safety of such employees at the workplace. Any employer who uses this exemption as a subterfuge to carry out non-exempted work is subject to the penalties set forth in the PR order.</li><li>• Any person who is reasonably suspected to have been exposed to COVID-19 must be quarantined for 14 days and any person who has been diagnosed with COVID-19, or is reasonably suspected to have been infected with COVID-19, must socially isolate for 14 days.</li><li>• The PR Circular Letter supersedes any other executive order that may be inconsistent with the PR order, to the extent of such inconsistency. The PR order supersedes any other executive order that may be inconsistent with the provisions of the PR order, to the extent of such inconsistency.</li></ul>