

COVID-19 NEWS OF INTEREST

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

This chart provides a summary of workplace shutdowns implemented by each state. We have included links to the shutdown orders currently issued by state governments, and where available, guidance provided by each state as to what constitutes an essential or critical business that may remain open during a shutdown. Furthermore, this chart indicates whether the state has permitted businesses to apply for designation as an essential or critical business. In addition, we have included information relating to shutdown orders issued by Washington, D.C., and Puerto Rico. This chart also summarizes the various self-quarantine orders (and exemptions therefrom) that states have adopted regarding residents and non-residents traveling across state borders.

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, CISA published updated guidelines that expanded the list of essential critical infrastructures workers. Among other changes in the updated CISA guidelines, those workers who support crucial supply chains and enable functions for critical infrastructure are now deemed essential. It is unclear whether those shutdown orders that incorporated the original CISA guidelines into their definition of essential or critical business were also 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. We anticipate the relevant state or local governments will update their guidance to address this lack of clarity. We suggest that all businesses subject to shutdown orders incorporating the CISA guidelines review the current version, which can be accessed directly by clicking [here](#), to determine if their status has changed.

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

COVID-19: Workplace Shutdowns By State
Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

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 shutdown 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 shutdown order(s) and guidance to their specific business operations as any legal analysis is highly dependent on each business's facts and circumstances.

Please contact Scott Miller (smiller@willkie.com; 713-510-1715), Daniel Mun (dmun@willkie.com; 212-728-8288), or Tariq Mundiya (tmundiya@willkie.com; 212-728-8565) if you have any questions.

COVID-19: Workplace Shutdowns By State
Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

STATES

State	Orders, Guidance and other Directives	Commentary and Analysis
AL	<p>Order Links:</p> <p>Order 3/19/20</p> <p>Order 3/27/19</p> <p>Guidance Link:</p> <p>AL COVID-19 Resource Page</p>	<ul style="list-style-type: none"> • Not a broad workplace shutdown order. • Effective Period: March 28, 2020 through April 17, 2020. • The AL order permits organizers or sponsors of suspended events to submit a request for an exemption from the AL order to the State Health Officer based on whether effective measures have been taken to (i) identify those attending who may potentially be affected with COVID-19 (e.g., personal testing) and (ii) prevent the spread of infection even by those that are infected while not symptomatic (e.g., proper face masks, personal sanitation measures, etc.). • The AL order closes in-person instruction at schools, suspends non-work-related gatherings of 10 people or more and prohibits on-site consumption of food and alcohol. • The AL order also closes certain “non-essential” businesses, including all entertainment venues, athletic facilities and activities, close-contact service providers (such as hair and nail salons) and certain retail stores (including furniture, apparel, jewelry, department stores, sporting goods and book stores). • The AL order supersedes all orders previously issued by the State Health Officer and Jefferson and Mobile County Health Officers 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.
AK	<p>Order Links:</p> <p>Health Mandate 11</p>	<ul style="list-style-type: none"> • Effective Period: March 28, 2020 through April 11, 2020.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>Alaska Essential Services and Critical Workforce Infrastructure Order</p> <p>Guidance Links:</p> <p>CISA Guidance on Essential Critical Infrastructure Workers</p> <p>Department of Treasury Guidance on Essential Financial Services Workers</p> <p>Department of Defense Guidance on Defense Industrial Base Essential Critical Infrastructure Workforce</p> <p>AK COVID-19 Resource Page</p>	<ul style="list-style-type: none"> • The AK order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Service and Critical Infrastructure”. • Essential Services and Critical Infrastructure include Healthcare Operations, Essential Infrastructure, Financial services sector, First Responders and Essential Governmental Functions (each as defined in the AK order), including the following Essential Businesses: (i) grocery stores, supermarkets, food banks, convenience stores and other establishments engaged in the retail sale of food, beverages and other household consumer products, (ii) food and agriculture, (iii) businesses that provide food, shelter, social services and other necessities of life for economically disadvantages or otherwise needy individuals, (iv) newspapers, television, radio and other media services, (v) gas stations and auto-supply, auto-repair, bicycle-repair and related facilities, (vi) hardware stores, (vii) plumbers, electricians and other services providers who provide services necessary to maintain the safety, sanitation and essential operation of residences and critical infrastructure, (viii) mailing and shipping services, (ix) educational institutions facilitating distance learning, (x) laundromats and dry cleaners, (xi) restaurants for delivery or carry out, (xii) suppliers of work-from-home products, (xiii) suppliers of other essential businesses, (xiv) transporters of goods of other critical industries, (xv) airlines, railroads, taxis and other private transportation providers, (xvi) home-based care for seniors, adults or children, (xvii) residential facilities and shelters for seniors, adults or children, (xviii) professional services, (xix) childcare facilities, and (xx) all other businesses that can maintain Social Distancing Requirements and prohibit congregations of no more than 10 people in the business at a time (including employees). • The AK order incorporates by reference the CISA critical infrastructure guidelines, the Department of Treasury’s guidelines on essential financial services workers and the Department of Defense’s guidelines for the Defense Industrial Base. • Businesses may continue operations that consist exclusively of employees working remotely from their residences. • The AK order requires businesses providing Essential Services and Critical Infrastructure to take reasonable precautions to ensure the health of their service sector and employees. Any such essential businesses that are public-facing must promote

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>social distancing, including expanding delivery options, drive-through services, limiting the number of individuals in a building, clearly spacing lines to keep individuals six feet apart or making appointment times to minimize interactions between members of the public. Employers must also evaluate which of their employees can feasibly work remotely from home and, to the extent reasonable, take steps to enable employees to work from home.</p> <ul style="list-style-type: none"> • Social Distancing Requirements includes (i) maintaining a six-foot social distancing from other individuals, (ii) washing hands with soap and water for 20 seconds as frequently as possible or using 60% alcohol hand sanitizer, (iii) covering coughs and sneezes (into the sleeve or elbow, not hands), (iv) regularly cleaning high-touch surfaces, and (v) not shaking hands. • The AK order permits businesses to engage in minimum basic operations, including the minimum necessary activities to (i) maintain the value of inventory, ensure security, process payroll and employee benefits, and related functions, and (ii) facilitate employees of the business being able to continue to work remotely from their residences. • The AK order provides that while civil fines are capped at \$1,000 per violation, violators of the AK order may also be criminally prosecuted for Reckless Endangerment, which carries a \$2,500,000 fine for an offense that results in death, or a \$500,000 fine for an offense that does not result in death. Reckless Endangerment also carries a prison sentence of up to one year. • The AK order supersedes any local government or tribal mandate, directive or order.
AZ	<p>Order Link:</p> <p>Executive Order 2020-12</p> <p>Executive Order 2020-18</p>	<ul style="list-style-type: none"> • Effective Period: March 23, 2020; Indefinite (Stay-at-home order effective March 31, 2020 to April 30, 2020). • The AZ order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Function”. However, the Governor of Arizona, in conjunction with the Director of Health Services or the Division of Emergency Management, may add categories of essential services or operations. • Individuals in AZ shall limit their time away from their place of residence except: (i) to conduct Essential Activities; (ii) for employment, to volunteer or participate in Essential Functions; (iii) to utilize services or products provided by Essential

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>Guidance Link:</p> <p>AZ COVID-19 Resource Page</p>	<p>Businesses; and (iv) employment if, as a sole proprietor or family owned business, work is conducted in a separate office space from such person’s home and the business is not open to the public. No person is required to provide documentation or proof of their activities to justify their activities under the AZ order.</p> <ul style="list-style-type: none">• Non-essential businesses may continue to operate those activities that do not require in-person, on-site transactions and are encouraged to maintain at least minimum basic operations that 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, which include mail pickup.• An “Essential Function” is a function specifically identified as such in the AZ order or a function that promotes the public health, safety and welfare of the State of Arizona or assists others in fulfilling such functions, including, but not limited to, the following categories of essential functions (all terms being defined in the AZ order): (i) Healthcare and Public Health Operations; (ii) Human Services Operations; (iii) Essential Infrastructure Operations; (iv) Essential Governmental Functions; and (v) Essential Businesses and Operations, including, (a) stores that sell groceries and medicine, (b) food, beverage and agriculture, (c) outdoor recreation activities, (d) organizations that provide charitable and social services, (e) media, (f) gas stations and businesses needed for transportation, (g) financial institutions, (h) hardware and supply stores, (i) critical trades, (j) mail, post, shipping logistics, delivery and pick-up services, (k) educational institutions, (l) laundry services, (m) restaurants for consumption off-premises, (n) supplies to work from home, (o) supplies for Essential Businesses and Operations, (p) transportation, (q) home-based care and services, (r) residential facilities and shelters, (s) professional and personal services, (t) day care center for employees exempted by the AZ orders, (u) manufacture, distribution and supply chain for critical products and industries, (v) hotels and motels, and (w) funeral services.• Businesses that remain open shall implement rules and procedures that facilitate physical distancing and spacing of individuals of at least six feet. Businesses classified as Essential Functions must establish and implement social distancing

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>and sanitation measures established by the United States Department of Labor or the Arizona Department of Health Services.</p> <ul style="list-style-type: none">• Prior to enforcement action being taken to enforce the AZ order, a person shall be notified and given an opportunity to comply with the AZ order.• All state and local agencies must update their list of essential services to conform with the AZ order.• The AZ order prohibits local governments from issuing any order that conflicts with the policy, directives or intent of the AZ order, including that restricts or prohibits persons from performing any function designated as an Essential Function by the AZ Governor, the Director of the Arizona Department of Health Services or the Division of Emergency Management during the COVID-19 public health emergency, or limits an individual from conducting, participating in or receiving Essential Services, Essential Activities or Non-essential Services as outlined in the AZ order.
AR	Order Link: Executive Order 20-06 Guidance Link: AR COVID-19 Resource Page	<ul style="list-style-type: none">• Not a broad workplace shutdown order.• Effective Period: March 17, 2020; Indefinite.• Gatherings of more than 10 people in any confined indoor or outdoor space are prohibited indefinitely. Such gatherings include, without limitation, community, civic, public, leisure, commercial or sporting events, concerts, conferences, conventions fundraisers, parades, fairs and festivals.• The AR order does not apply to businesses, manufacturers, construction companies, places of worship, the AR General Assembly, municipal or county governing bodies, or the judiciary; however, the foregoing are advised to limit person-to-person contact and maintain appropriate social distancing of at least six feet.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> The AR order is silent on whether it supersedes any prior orders and whether local governments may enact more stringent measures.
CA	<p>Order Link:</p> <p>Executive Order N-33-20</p> <p>Guidance Links:</p> <p>CA COVID-19 Resource Page</p> <p>CISA Guidelines Identifying Critical Infrastructure During the COVID-19 Pandemic</p> <p>CISA Guidance on Essential Critical Infrastructure Workers</p> <p>List of Essential Critical Infrastructure Workers From CA</p>	<ul style="list-style-type: none"> Effective Period: March 19, 2020; Indefinite. The CA order does <u>not</u> provide businesses with the ability to apply for a designation as “business within a critical infrastructure sector”. Businesses operating within the 16 federal critical infrastructure sectors identified by the Cybersecurity & Infrastructure Security Agency (CISA) are permitted to continue physical operations during the shutdown. Governor may designate additional critical sectors. The 16 critical infrastructure sectors listed by CISA are: (i) Chemical Sector, (ii) Commercial Facilities Sector, (iii) Communications Sector, (iv) Critical Manufacturing Sector, (v) Dams Sector, (vi) Defense Industrial Base Sector, (vii) Emergency Services Sector, (viii) Energy Sector, (ix) Financial Services Sector, (x) Food and Agriculture Sector, (xi) Government Facilities Sector, (xii) Healthcare and Public Health Sector, (xiii) Information Technology Sector, (xiv) Nuclear Reactors, Materials and Waste Sector, (xv) Transportation Systems Sector, and (xvi) Water and Wastewater Systems Sector. On March 22, 2020 the CA state government published a list of “Essential Critical Infrastructure Workers” that is based on the CISA guidelines, but includes general profiles of certain of the sectors, as well as certain additional categories of Essential Critical Infrastructure Workers within certain of the sectors. Persons who leave home to perform work in critical infrastructure sectors are required to practice social distancing.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	State Public Health Officer	<ul style="list-style-type: none"> The CA order is silent on whether it supersedes any prior orders and whether local governments may enact more stringent measures.
CO	<p>Order Links:</p> <p>Notice of Public Health Order 20-22</p> <p>Public Health Order 20-24</p> <p>Amended Public Health Order 20-24</p> <p>Executive Order D 2020 013</p> <p>Executive Order D 2020 017</p> <p>Guidance Links:</p> <p>CO COVID-19 Resource Page</p> <p>D2020-013 Q&A</p>	<ul style="list-style-type: none"> Effective Period: March 26, 2020 through April 11, 2020. 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. The form requires businesses to state their name, address, contact person and nature of the business. Further, self-certifying businesses must check the box next to the critical business function that they are performing. Until April 30, 2020, all theaters, gyms, non-essential personal service facilities, casinos and restaurants must close, provided that restaurants, bars and other places that serve food may provide take-out services and delivery. Businesses that are not Critical Businesses may engage in 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, or related functions, or (ii) facilitate employees of the business being able to continue to work remotely from their residences. This includes sanitation, landscaping, maintenance and repair services, as well as filling online order to maintain the work and value of the business. All businesses must implement tele-work capabilities to the greatest extent possible. “Critical Businesses” are those businesses with operations in the following categories: (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 infrastructure; (iv) critical retail, including hardware, farm supply and building material stores; (v) critical services; (vi) news media; (vii)

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>D2020-017 Q&A</p> <p>Stay-at-Home Order FAQs</p> <p>Sector-Specific Critical Business Guidance</p> <p>DORA Guidance on Critical vs. Non-Critical Business Professions</p> <p>Construction Social Distancing Guidelines</p> <p>CDPHE Environmental Cleaning Guidance for COVID-19</p> <p>List of CDC-Approved Disinfectants Against Viruses</p>	<p>financial and professional institutions, including professional services such as legal, title company, or accounting services, real estate appraisals and services related to financial markets; (viii) providers of economic necessities to economically disadvantaged populations; (ix) construction; (x) defense; (xi) critical services necessary to maintain the safety, sanitation and critical operations of residences or other critical businesses; (xii) vendors that provide critical services or products, including logistics and technology support, child care and services; (xiii) educational institutions that provide critical services to students and the general public; and (xiv) critical government functions. The CO order FAQs provide additional information regarding what constitutes a Critical Business and lists containing examples of Critical Businesses.</p> <ul style="list-style-type: none"> • CO has published sector-specific guidance regarding what constitute Critical Businesses. In addition, the CO Department of Regulatory Agencies (DORA) has published guidance on Critical vs. Non-Critical Business Professions. • In addition to Critical Businesses, the CO order also exempts from its shelter-in-place directive Critical Governmental Functions, as defined in the CO order, including the provision, operation and support of Critical Governmental Functions. • Critical Businesses must comply with the guidance and directives for maintaining a clean and safe work environment issued by the CO Department of Public Health and any applicable local health department. All businesses maintaining in-person activities, including those engaging in Minimum Basic Operations, must comply with the Social Distancing Requirements to the greatest extent possible. The Social Distancing Requirements include (i) maintaining at least six feet of separation from other individuals; (ii) washing hands with soap and water for at least 20 seconds as frequently as possible or using hand sanitizer with at least 60% alcohol; (iii) covering coughs or sneezes (into a tissue or the sleeve or inner elbow, not hands); (iv) regularly cleaning high-touch surfaces; and (v) not shaking hands. • Businesses maintaining in-person activities in the construction sector must comply with additional social distancing and hygiene requirements, including (i) reducing the size of work crews; (ii) minimizing interaction between work teams; (iii) avoiding contact with visitors; (iv) workers must not congregate during breaks; (v) cleaning commonly touched surfaces before and after operation using CDC-approved disinfectants; (vi) using personal protective equipment for hygiene and

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>Self-Quarantine Guidance</p> <p>Self-Certification Link:</p> <p>Critical Business Self-Certification Form</p>	<p>safety; (vii) monitoring employee health and avoiding travel for high risk personnel; (viii) focusing on construction activities that are truly critical; and (ix) encouraging deferral of non-essential work (e.g., residential projects such as home renovations).</p> <ul style="list-style-type: none"> • If an individual has travelled to places where there is community transmission of COVID-19, then he or she may have to quarantine for 14 days when arriving in CO. If an individual arrives in CO feeling sick, they may need to isolate for seven days in CO. • CO's hope is that involvement by law enforcement is reserved only for the most aggravated circumstances. • 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 enact more stringent measures. The most restrictive terms of the orders will apply. So if the city or county's order is more restrictive than the state order, individuals must follow the city or county order.
CT	<p>Order Links:</p> <p>Executive Order No-7H</p> <p>Executive Order No-7J</p> <p>Guidance Links:</p> <p>CT COVID-19 Resource Page</p>	<ul style="list-style-type: none"> • Effective Period: March 23, 2020; Indefinite. • CT allows businesses to request an opinion from the Department of Economic & Community Development (the "DECD") to be deemed "essential". In response to any opinion request, the DECD is required to determine if it is in the best interest of the state to have the applicable workforce continue at full capacity to properly respond to the COVID-19 emergency. • Non-essential retailers are permitted to be staffed on-site, provided, further, that non-essential businesses may only offer remote orders and delivery or curbside pickup.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>DECD Guidance</p> <p>CISA Guidelines Identifying Critical Infrastructure During the COVID-19 Pandemic</p> <p>CISA Guidance on Essential Critical Infrastructure Workers</p> <p>Designation Link:</p> <p>Application for Essential Business Designation</p>	<ul style="list-style-type: none">• 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.• All businesses must employ, to the maximum extent possible, any telecommuting or work-from-home procedures they can safely employ.• Essential Businesses are those included in the CISA critical infrastructure guidelines, in addition to an expanded list of (i) healthcare and related operations, including, among other things, (1) manufacturing, distributing, warehousing and supplying of pharmaceuticals and (2) medical supplies and equipment providers, including devices, diagnostics, services and any other healthcare-related supplies or services; (ii) infrastructure, including, among other things, hotels and other places of accommodation; (iii) all manufacturing and corresponding supply chains, including aerospace, agriculture and related support businesses; (iv) retail, including, among other things, (1) appliances, electronics, computers and telecom equipment; (2) big-box stores; and (3) hardware, paint and building material stores, including home appliance sales/repair; (v) food and agriculture; (vi) services, including, among other things, (1) building cleaning and maintenance and warehouse/distribution, shipping and fulfillment; (2) accounting and payroll services; (3) financial advisors and financial institutions; (4) news and media; and (5) real estate transactions and related services; (vii) providers of basic necessities to economically disadvantaged populations; (viii) construction, including, among other things, construction support activities; (ix) services necessary to maintain the safety, sanitation and essential operations of all residences and other buildings (including services necessary to secure and maintain non-essential workplaces); (x) vendors that provide essential services or products, including logistics and technology support, child care, and services needed to ensure the continuing operation of government agencies and provide for the health, safety and welfare of the public; and (xi) defense.• Food services such as restaurants cannot provide on-premises consumption but may continue take-out or delivery service.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> The CT order supersedes any other orders to the extent they are inconsistent with the CT order.
DE	<p>Order Links:</p> <p>Fourth Modification to State of Emergency</p> <p>Fifth Modification to State of Emergency</p> <p>Seventh Modification to State of Emergency</p> <p>Eighth Modification to State of Emergency</p> <p>Guidance Links:</p> <p>DE COVID-19 Resource Page</p> <p>CISA Guidelines Identifying Critical Infrastructure During the COVID-19 Pandemic</p>	<ul style="list-style-type: none"> Effective Period: March 24, 2020; Indefinite. The DE order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Business”; however, questions regarding designation can be emailed to the Delaware Division of Small Business at covid19faq@delaware.gov. Until May 15, 2020 (or the earlier elimination of the COVID-19 public health threat), all Non-Essential Businesses must close, provided that Non-Essential Businesses may (i) continue to offer goods and services over the internet and (ii) undertake Minimum Basic Operations. Non-Essential Businesses include, among other things, (i) Hospitality and Recreation Facilities (as defined in the DE order); (ii) concert halls and venues; (iii) theaters and performing arts venues; (iv) sporting event facilities and venues; (v) golf courses and shooting ranges, except to the extent a golf course or shooting range complies with social distancing requirements contained in any DE order; (vi) realtors of both residential and non-residential properties and associated industries, except to the extent they are able to work from home and to take any action necessary to complete any sales or rentals in progress as of March 22, 2020; (vii) certain business support activities; (viii) shopping malls, except shopping malls where public access is required so that the public can access any Necessary Retail and Services Establishments (as defined in the DE order) located within or adjacent to the shopping mall; and (ix) retail stores not included within the definition of Essential Businesses. Most non-essential businesses may still transact with customers via online or telephone orders, and deliver those orders in person to their house or other location they specify. Non-essential businesses are not permitted to transact via curbside pickup. The definition of “Essential Business” in the DE order generally follows the CISA guidelines for critical infrastructure sector workers, but includes additional categories such as (i) construction (residential and non-residential), (ii) necessary products

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>CISA Guidance on Essential Critical Infrastructure Workers</p> <p>Public Health Recommendations after Travel from Areas with Potential Risk of Exposure to Coronavirus Disease 2019</p> <p>COVID-19 Information for DE Small Businesses</p> <p>NAICS Essential Business List</p> <p>CDC Coronavirus (COVID-19) Guidelines</p>	<p>retailers (including products or equipment necessary for people to work from home and household consumer products necessary to maintain safety, sanitation and essential operations of residences), (iii) manufacturing, (iv) necessary retail and services establishments (including businesses that provide support services for scientific, technical or information technology fields), and (v) open air recreation facilities. In addition, the Delaware Department of Small Business published a list of businesses qualifying as Essential Businesses designated by NAICS code.</p> <ul style="list-style-type: none"> The DE order provides detailed guidelines on operational requirements for Essential Businesses that remain open, which include requiring employees who are sick and employees who reside or intimately interact with persons diagnosed with COVID-19 to remain home and following guidelines from the Centers for Disease Control and Prevention (CDC). All businesses must following “Social Distancing Requirements”, which include maintaining at least six-foot social distancing from individuals, washing hands with soap and water for at least 20 seconds as frequently as possible or using hand sanitizer, covering coughs or sneezes (not with hands), regularly cleaning high-touch surfaces, and not shaking hands, as well as any other subsequent guidance issued by the CDC. The Delaware Division of Small Business provides additional online guidance stating that, if the size of crowds within a store or the size of the store makes compliance with the requirement that persons maintain six feet of separation, it is the responsibility of the business owner to restrict access to their store in order to maintain these standards, which may require limiting access to such store, including by asking customers to line up outside or to wait in their cars before entering. In addition to complying with the requirements above, all businesses (other than healthcare providers) that permit customers onto their premises must (i) not permit the number of persons in the store at any one time to exceed 20% of such store’s stated fire occupancy capacity (approximately 150 square feet per person), except that during exclusive hours for high-risk populations (including seniors), the number of persons in the store at any one time must not exceed 10% of such store’s stated fire occupancy capacity (approximately 300 square feet per person); (ii) clearly mark six-foot spacing in checkout lines, utilize signage or ropes in any other high-traffic areas of such store and provide similar methods to encourage adequate spacing if there are lines outside; (iii) discontinue self-serve food and product sampling; and (iv) designate staff to

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>count the number of customers entering and exiting the store and to enforce limits, monitor and assist customers in maintaining adequate social distancing and ensure CDC cleaning guidelines are followed.</p> <ul style="list-style-type: none">• Beginning April 1, 2020, all state buildings and Essential Businesses deemed high-risk by the Public Health Authority must (i) screen every employee, visitor and member of the public upon entering, and (ii) display signage developed by the Public Health Authority that cautions individuals experiencing symptoms of COVID-19 not to enter the premises.• The DE order permits all businesses to continue “Minimum Basic Operations” – (i) the minimum necessary activities to 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) minimum necessary activities to facilitate employees’ ability to work remotely.• Beginning on March 30, 2020, any individual who enters DE from another state, and is not merely passing through, must immediately self-quarantine for 14 days from the time of entry into DE (or the duration of the individual’s presence in DE, whichever is shorter). 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 an Essential 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 and applies retroactively to any person who has come to DE within the last 14 days for the remainder of the 14-day period since arrival in DE. Any individual required to self-quarantine will be responsible for all costs associated with such self-quarantine. There is no process to apply for an exemption from these self-quarantine requirements.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> The DE order is silent on whether it supersedes any prior orders and whether local governments may enact more stringent measures.
FL	<p>Order Links:</p> <p>Executive Order 20-71</p> <p>Executive Order 20-71</p> <p>Executive Order 20-80</p> <p>Executive Order 20-82</p> <p>Executive Order 20-86</p> <p>Executive Order 20-89</p> <p>Executive Order 20-91</p>	<ul style="list-style-type: none"> Effective Period: Executive Order 20-91 (closure of non-essential businesses) is in effect through April 30, 2020. Executive Orders 20-82 and 20-86 (self-quarantine requirements) are in effect until May 8, 2020. Executive Orders 20-68 and 20-71 (closures of bars, beaches, restaurants and gyms) are in effect until May 8, 2020. All businesses are permitted to submit an online inquiry to the FL Division of Emergency Management as to whether such business is an essential service. Businesses not currently deemed as providing essential services can submit an application to the FL Division of Emergency Management to have their business added to the approved list of essential services. The FL order does not provide businesses with the ability to apply for a designation as an “essential service”. “Essential services” means and encompasses the list detailed in the CISA guidelines, as updated on March 28, 2020 and any subsequent lists published, on essential critical infrastructure, plus those businesses and activities designated as essential by Executive Order 20-89 and its attachments, which includes an expanded list of: (i) healthcare providers; (ii) grocery stores, farmers’ markets, farm and produce stands, supermarkets, food banks, convenience stores and other establishments engaged in the retail sale of canned food, dry goods, fresh fruits and vegetables, pet supply, fresh meats, fish and poultry and any other household consumer products (such as cleaning and personal care products), as well as stores that sell groceries and also sell other non-grocery products, and products necessary to maintain the safety, sanitation and essential operations of residences; (iii) food cultivation; (iv) businesses that provide food, shelter, social services and other necessities of life for the economically disadvantaged or otherwise needy individuals; (v) newspapers, television, radio and other media services; (vi) gas stations, new and used automobile dealership and auto-supply stores, auto-repair and related facilities, provided that such businesses ensure that customers practice social distancing as advised by the CDC; (vii) banks and related financial institutions; (viii) hardware stores; (ix) contractors and other tradesmen, appliance repair

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>Executive Order 20-92</p> <p>Guidance Links:</p> <p>FL COVID-19 Resource Page</p> <p>CISA Guidance on Essential Critical Infrastructure Workers</p>	<p>personnel, exterminators and other service providers who provide services that are necessary to maintaining the safety, sanitation, and essential operation of residences and other structures; (x) businesses providing mailing and shipping services, including post office boxes; (xi) private colleges, trade schools and technical colleges, but only as needed to facilitate online or distance learning; (xii) laundromats, dry cleaners and laundry service providers; (xiii) restaurants and other facilities that prepare and serve food (for take-out, curbside pickup or delivery only); (xiii) suppliers of office products needed for people to work from home; (xiv) businesses that supply other essential businesses with the support or supplies necessary to operate, and which do not interact with the general public; (xv) airlines, taxis and other private transportation providers; (xvi) home-based care for seniors and adults; (xvii) assisted living facilities, nursing homes, and adult day care centers and senior residential facilities; (xviii) professional services, such as legal or accounting services, when necessary to assist in compliance with legally mandated activities; (xix) landscapers and pool care businesses, including residential landscape and pool care services; (xx) childcare facilities that enable employees exempted under the FL order to work as permitted; (xxi) businesses operating at any airport, seaport or other government facility; (xxii) pet supply stores; (xxiii) logistics provides, including warehouses, trucking, consolidators, fumigators and handlers; (xxiv) telecommunications providers; (xxv) providers of propane or natural gas; (xxvi) office space and administrative support necessary to perform any essential service; (xxvii) open construction sites, irrespective of the type of building; (xxviii) architectural, engineering or land surveying services; (xxix) factories, manufacturing facilities, bottling plants or other industrial facilities; (xxx) waste management services; (xxxi) any business that is interacting with customers solely through electronic or telephonic means and delivering products via mailing, shipping or delivery service; (xxxii) hotels, motels, other commercial lodging establishments and temporary vacation rentals (though gyms, restaurants and bars within these establishments are subject to the other restrictions within the FL order); (xxxiii) veterinarians and pet boarding facilities; (xxxiv) firearm and ammunition supply stores; (xxxv) mortuaries, funeral homes and cemeteries; (xxxvi) businesses selling alcoholic beverages, (xxxvii) marinas, boat launches, docking, fueling, marine supply and other marina services as set forth in Miami-Dade County Emergency Order 06-20 and (xxxviii) business providing services to any local, state or federal governments, including municipalities, pursuant to a contract with such government.</p>

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none">• Other essential services may be added to the list of essential services with the approval of the FL State Coordinating Officer, in close coordination with the FL State Health Officer. The FL State Coordinating Officer maintains an online list of essential services, as specified in the FL order along with any approved additions. The online list is available on the FL Division of Emergency Management’s Website at www.floridadisaster.org and the FL Department of Health’s website at www.floridahealth.gov.• The FL order encourages individuals to work from home. Restaurants, bars, and recreational, entertainment and personal care businesses (such as gyms, tattoo parlors, etc.) must close, except for drive-thru, pickup or delivery options for food and drinks.• The FL order also requires essential service establishments to continue to determine, adopt and maintain reasonable measures to ensure sanitation and cleanliness of premises and items that may come into contact with employees and the public, and such establishments are required to take reasonable action to ensure that people adhere to the CDC’s social distancing guidelines.• The FL order does not limit the number of persons who may be physically present performing services at any location where an essential business is being conducted except as expressly set forth in the FL order or otherwise governed by and State of Federal order or regulation. Employers and employees are urged, but are not required, to practice social distancing, such as keeping six feet between persons and limiting group size to less than 10 people.• Every person who enters FL from an area with substantial community spread of COVID-19, must self-quarantine for 14 days from the time of entry into FL or the duration of the person’s presence in FL, whichever is shorter. The self-quarantine requirement does not apply to persons employed by the airlines, persons performing military, emergency, health or infrastructure response, or persons involved in any commercial activity. The self-quarantine requirement applies retroactively to all persons who have entered FL after being in any area with substantial community spread within the previous 14 days. All such persons are required to inform any individual in FL with whom they have had direct physical

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>contact in the past 21 days that they traveled from an area with substantial community spread. The FL order requires the establishment of checkpoints for those persons entering FL and to require such persons to provide information, including in written form, regarding their original of travel and quarantine address. 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.</p> <ul style="list-style-type: none"> The FL order does not supersede any Executive Order issued by the Governor related to COVID-19. The FL order supersedes any conflicting official action or order issued by local officials in response to the COVID-19 disaster.
GA	<p>Order Links:</p> <p>Executive Order 03.23.20.01</p> <p>Executive Order 04.02.20.01</p> <p>Guidance Links:</p> <p>GA COVID-19 Resource Page</p> <p>CISA Guidance on Essential Critical Infrastructure Workers</p>	<ul style="list-style-type: none"> Not a broad workplace shutdown order. Effective Period: April 3, 2020 through April 13, 2020. The GA order does <u>not</u> provide businesses with the ability to apply for a designation as an “Critical Infrastructure”. The GA Department of Economic Development is authorized to issue guidance to any business, corporation, organization or industry group regarding its status as Critical Infrastructure. Such guidance does not require a finding of fact and is to be in writing and will be considered a final agency action for purposes of GA Code Section 50-13-19. The GA order requires social, recreational, entertainment and personal care businesses to close. Restaurants can remain open only to provide take out. Critical Infrastructure businesses may remain open (subject to complying with certain mitigation measures). Non-Critical Infrastructure businesses that are not described in the first sentence may remain open for business subject to Minimum Business Operations, social distancing requirements, and mitigation measures that are more stringent than those imposed on Critical Infrastructure businesses.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>GA Guidance and FAQs</p>	<ul style="list-style-type: none">• Non-Critical Infrastructure businesses are permitted to conduct Minimum Basic Operations that are limited to (i) minimum necessary activities to maintain the value of a business, provide services, manage inventory, ensure security, process payroll and employee benefits or for related functions (including remaining open to the public subject to the restrictions of the GA order), (ii) minimum necessary activities to facilitate employees being able to work remotely from their residences or members or patrons being able to participate remotely from their residences, and (iii) instances where employees are working outdoors without regular contact with other persons (such as delivery services, contractors, landscape businesses, and agricultural industry services).• No business shall allow more than 10 persons to be gathered at a single location if such gathering requires persons to be within six feet of each other.• “Critical Infrastructure” means businesses defined as “essential critical infrastructure workforce” in the CISA guidelines, dated March 19, 2020, and revised on March 28, 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.• Critical Infrastructure that continues in-person operation during the effective dates of the GA order are to implement measures which mitigate the exposure and spread of COVID-19 among its workforce. The operation of Critical infrastructure shall not be impeded by county, municipal or local ordinance. Such measures may include, but are not limited to: (i) screening and evaluating workers who exhibit signs of illness, such as a fever over 100.4 degrees Fahrenheit, cough or shortness of breath; (ii) requiring workers who exhibit signs of illness to not report to work or to seek medical attention; (iii) enhancing sanitation of the workplace as appropriate; (iv) requiring hand washing or sanitation by workers at appropriate places within the business location; (v) providing personal protective equipment as available and appropriate to the function and location of the worker within the business location; (vi) prohibiting gatherings of workers during working hours; (vii) permitting workers to take breaks and lunch outside, in their office or personal workspace or in such other areas where proper social distancing is attainable; (viii) implementing teleworking for all possible workers; (ix) implementing staggered

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>shifts for all possible workers; (x) holding all meetings and conferences remotely wherever possible; (xi) delivering intangible services remotely wherever possible; (xii) discouraging workers from using other workers' phones, desks, offices or other work tools and equipment; (xiii) providing disinfectant and sanitation products for workers to clean their workspace, equipment and tools; (xiv) prohibiting handshaking and other unnecessary person-to-person contact in the workplace; (xv) placing notices that encourage hand hygiene at the entrance to the workplace and in other workplace areas where they are likely to be seen; (xvi) suspending the use of Personal Identification Number (PIN) pads, PIN entry devices, electronic signature capture and any other credit card receipt signature requirements to the extent such suspension is permitted by agreements with credit card companies and credit agencies.</p> <ul style="list-style-type: none">• All businesses that are not Critical Infrastructure are to only engage in Minimum Basic Operations and such must implement the measures outlined above to mitigate the exposure and spread of COVID-19 among its workforce. In addition, such non-Critical Infrastructure businesses must (i) enforce social distancing of non-cohabitating persons while present on such business's property, (ii) for retailers and service providers, providing for alternative points of sale outside of buildings (including curbside pick-up or delivery of products and/or services if an alternative point of sale is permitted under GA law), (iii) increasing physical space between workers and customers, and (iv) increasing physical space between workers' worksites to at least six feet.• The GA order suspends the enforcement of any local ordinance or order adopted by or issued since March 1, 2020, with the stated purpose or effect of responding to a public health state of emergency, ordering residents to shelter-in-place, ordering a quarantine, or combatting the spread of COVID-19 that in any way conflicts, varies, or differs from the terms of the GA order. Enforcement of all such ordinances and orders is suspended. The GA order prohibits counties and municipalities from adopting any similar ordinance while the GA order is in effect, except for such ordinances or orders as are designed to enforce compliance with the GA order.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> The GA order supersedes all prior executive orders or Agency Administrative Order to the extent such orders conflict with the GA order. In the event of any conflict, the provisions of a quarantine order issued to a specific person by the GA Department of Public Health will control.
HI	<p>Order Links:</p> <p>Third Supplementary Proclamation</p> <p>Order for Self-Quarantine</p> <p>Guidance Link:</p> <p>HI COVID-19 Resource Page</p>	<ul style="list-style-type: none"> Effective Period: March 25, 2020 through April 30, 2020. The self-quarantine requirements are effective from March 21, 2020; Indefinitely. The HI order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Business and Operation”. Essential businesses and operations must be conducted through telework whenever possible. Essential businesses and operations are those included in the CISA critical infrastructure guidelines or designated by the Director of Hawaii’s Emergency Management Agency, in addition to an expanded list of (i) healthcare services and facilities, (ii) stores that sell groceries and medicine, (iii) food, beverage, cannabis production and agriculture, (iv) educational institutions, (v) organizations that provide charitable and social services, (vi) media, (vii) gas stations and businesses needed for transportation, (viii) financial institutions, (ix) hardware and supply stores, (x) critical trades, (xi) mail, post, shipping, logistics, delivery and pick-up services, (xii) laundry services, (xiii) restaurants for consumption off-premises, (xiv) supplies to work from home, (xv) supplies for essential businesses and operations, (xvi) transportation, (xvii) home-based care and services, (xviii) residential facilities and shelters, (xix) professional services, (xx) child care services for employees exempted by the HI order, (xxi) manufacture, distribution, and supply chain for critical products and industries, (xxii) critical labor union functions, (xxiii) hotels and motels, (xxiv) funeral services, and (xxv) government functions. All essential businesses and operations must exercise the following social distancing requirements: (a) maintaining a minimum of six feet of physical separation between persons and designating with signage or taping the six-foot spacing for employees and customers, (b) make available hand sanitizer and sanitizing products to employees and customers, (c)

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>implementing separate operating hours for elderly and high-risk customers and (d) posting online whether a facility is open and how best to reach the facility and continue services by phone or remotely.</p> <ul style="list-style-type: none"> • The HI order does not apply to travel to engage in minimum basic operations of non-essential 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. • Beginning on March 21, 2020, 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. Persons under quarantine are not permitted to leave the designated quarantine location except for medical emergencies or to seek medical care. 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. There is no process to apply for an exemption from these self-quarantine requirements. • In the event of inconsistency or conflict between the HI order and any county order, the relevant documents shall be read to allow for maximum flexibility so that essential businesses and operations continue unimpeded.
ID	<p>Order Link:</p> <p>Order of the Director</p> <p>Guidance Links:</p> <p>ID COVID-19 Resource Page</p>	<ul style="list-style-type: none"> • Effective Period: March 25, 2020 through April 15, 2020. • The ID order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Business”. • Businesses that are not Essential Businesses must take all steps necessary for employees to work remotely from home, to the extent possible. • The ID order permits all businesses to continue the following Minimum Basic Operations: (i) the minimum necessary activities to maintain the value of the business’s inventory, ensure security, payroll and employee benefits or related

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>CISA Guidance on Essential Critical Infrastructure Workers</p> <p>Department of Treasury Guidance on Essential Financial Services Workers</p> <p>Department of Defense Guidance on Defense Industrial Base Essential Critical Infrastructure Workforce</p>	<p>functions, and (ii) the minimum necessary activities to facilitate employees of the business being able to work remotely from their residences.</p> <ul style="list-style-type: none"> Essential Businesses are those included in the CISA critical infrastructure guidelines, as well as Healthcare Operations, Essential Infrastructure and Essential Government Functions (each of which is defined in the ID order), in addition to an expanded list of: (i) grocery stores, certified farmers’ markets, farm and produce stands, supermarkets, food banks, convenience stores, and other establishments engaged in the retail sale of canned food, dry goods, fresh fruits and vegetables, pet supply, fresh meats, fish, poultry, liquor, beer, and wine and any other household consumer products; (ii) food cultivation and production; (iii) businesses that provide food, shelter, and social services, and other necessities of life for economically disadvantaged or otherwise needy individuals; (iv) newspapers, television, radio, and other media services; (v) gas stations and auto supply, auto repair, and related facilities; (vi) banks, credit unions, and financial institutions; (vii) hardware stores and firearms businesses as provided for in Idaho Code section 46-601(3); (viii) plumbers, electricians, exterminators, landscapers, and other service providers who provide services that are necessary to maintaining the safety, sanitation, and essential operation of residences, Essential Activities (as defined in the ID order), and Essential Businesses; (ix) businesses providing mailing and shipping services; (x) educational institutions for purposes of facilitating distance learning or performing essential functions; (xi) laundromats, dry cleaners, and laundry service providers; (xii) restaurants and other facilities that prepare and serve food, but only for delivery or carry out; (xiii) hotels, motels, shared rental units, and similar facilities for purposes of housing, or to quarantine, those individuals exempted under the ID order; (xiv) businesses that supply products needed for people to work from home; (xv) businesses that supply other Essential Businesses or essential government functions with the support or supplies necessary to operate; (xvi) businesses that ship or deliver groceries, food, goods or services directly to residences; (xvii) airlines, taxis, and other private transportation providers providing transportation services necessary for Essential Activities and other purposes expressly authorized in the ID order; (xviii) home-based care for seniors, adults, or children; (xix) residential facilities and shelters for seniors, adults, and children; (xx) essential tribal operations; (xxi) all operations at or related to the Idaho National Laboratory or needed to support or provide supplies to the Idaho National Laboratory; (xxii) professional services, such as legal or accounting

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>services, when necessary to assist in compliance with legally mandated activities; and (xxiii) childcare facilities providing services that enable employees exempted in the ID order to work as permitted thereunder.</p> <ul style="list-style-type: none"> • Essential Businesses shall to the greatest extent feasible comply with social distancing requirements. • Businesses in operation must adhere to Social Distancing Requirements, including (i) maintaining at least six-foot social distancing from other individuals; (ii) washing hands with soap and water for at least 20 seconds as frequently as possible or using hand sanitizer; (iii) covering coughs or sneezes (with the sleeve or elbow, not hands); (iv) regularly cleaning high-touch surfaces; and (v) not shaking hands. • The ID order supersedes the prior COVID-19 executive order issued by the Director of the Idaho Department of Health and Welfare. Local governments may enact more stringent measures.
IL	<p>Order Link:</p> <p>Executive Order 2020-07</p> <p>Executive Order 2020-10</p> <p>Executive Order 2020-18</p> <p>Guidance Links:</p>	<ul style="list-style-type: none"> • Effective Period: March 21, 2020 through April 30, 2020. • The IL order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Business and Operation”. • Businesses are permitted to continue Minimum Basic Operations (subject to complying with Social Distancing Requirements), which includes 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 continue to work remotely from their residences. • 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 of (i) stores that sell groceries and medicine; (ii) food, beverage, and

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>IL COVID-19 Resource Page</p> <p>CISA Guidelines Identifying Critical Infrastructure During the COVID-19 Pandemic</p> <p>CISA Guidance on Essential Critical Infrastructure Workers</p>	<p>cannabis production and agriculture; (iii) organizations that provide charitable and social services; (iv) media; (v) gas stations and businesses needed for transportation; (vi) financial institutions; (vii) hardware and supply stores; (viii) critical trades; (ix) mail, post, shipping, logistics, delivery and pick-up services; (x) educational institutions; (xi) laundry services; (xii) restaurants for consumption off-premises; (xiii) supplies to work from home; (xiv) supplies for Essential Businesses and Operations; (xv) transportation; (xvi) home-based care and services; (xvii) residential facilities and shelters; (xviii) professional services; (xix) certain day care centers; (xx) manufacture, distribution, and supply chain for critical products and industries; (xxi) critical labor union functions; (xxii) hotels and motels; and (xxiii) funeral services.</p> <ul style="list-style-type: none"> • Businesses in operation must adhere to Social Distancing Requirements, including (i) maintaining at least six feet of social distancing from other individuals, (ii) washing hands with soap and water for at least 20 seconds or using hand sanitizer, (iii) covering coughs or sneezes (into the sleeve or elbow, not hands), (iv) regularly cleaning high-touch surfaces, and (v) not shaking hands. The IL order goes further to provide that businesses should (a) designate with signage or taping the six-foot spacing for employees and customers in line, (b) make available hand sanitizer and sanitizing products to employees and customers, (c) implementing separate operating hours for elderly and vulnerable customers, and (d) posting online whether a facility is open and how best to reach the facility and continue services by phone or remotely. • The IL order modifies and continues IL executive orders 2020-03, 2020-04, 2020-05, 2020-06, 2020-07, 2020-08, 2020-09, 2020-10, 2020-11, 2020-12, 2020-13, 2020-14, 2020-15, 2020-16 and 2020-17. • The IL order does not modify any existing legal authority that allows (i) the state or any county from ordering a quarantine or 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.
IN	Order Link:	<ul style="list-style-type: none"> • Effective Period: March 24, 2020 through April 6, 2020.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p data-bbox="233 448 466 521">Executive Order 20-08</p> <p data-bbox="260 558 438 586">Guidance Link:</p> <p data-bbox="260 626 443 699">IN COVID-19 Resource Page</p>	<ul data-bbox="520 448 1986 1471" style="list-style-type: none"><li data-bbox="520 448 1986 521">• The IN order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Business Operation”.<li data-bbox="520 558 1986 675">• Businesses are allowed to have workers strictly necessary to conduct minimum basic operations to maintain the value of inventory, preserve the condition of its physical plant and equipment, ensure security, process payroll and employee benefits, or for related functions, or facilitate the ability of other workers to work remotely.<li data-bbox="520 712 1986 829">• Businesses that fall within Health and Public Health Operations, Human Services Operations, Essential Infrastructure, Essential Governmental Functions and Essential Businesses and Operations – all of the terms are defined in the IN order – are permitted to stay open.<li data-bbox="520 867 1986 1235">• Essential Businesses and Operations are those included in the CISA critical infrastructure guidelines, in addition to an expanded list of (i) stores that sell groceries and medicine, (ii) food, beverage and agriculture, (iii) organizations that provide charitable and social services, (iv) religious entities, (v) media, (vi) gas stations and businesses needed for transportation, (vii) financial and insurance institutions, (viii) hardware and supply stores, (ix) critical trades, (x) mail, post, shipping, logistics, delivery and pick-up services, (xi) educational institutions, (xii) laundry services, (xiii) restaurants for consumption off-premises, (xiv) supplies to work from home, (xv) supplies for essential businesses and operations, (xvi) transportation, (xvii) home-based care and services, (xviii) residential facilities and shelters, (xix) professional services, (xx) manufacture, distribution, and supply chain for critical products and industries, (xxi) critical labor union functions, (xxii) hotels and motels and (xxiii) funeral services.<li data-bbox="520 1273 1986 1471">• Businesses in operation must adhere to social distancing requirements, including (i) maintaining at least six feet of social distancing from other individuals; (ii) washing hands with soap and water for at least 20 seconds or using hand sanitizer; (iii) covering coughs or sneezes; (iv) regularly cleaning high-touch surfaces; and (v) not shaking hands. The IN order goes further to provide that businesses should (a) designate with signage or taping the six-foot spacing for employees, (b) make available hand sanitizer and sanitizing products to employees and customers, (c) implementing separate operating hours

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>for elderly and vulnerable customers and (d) posting online whether a facility is open and how best to reach the facility and continue services by phone or remotely.</p> <ul style="list-style-type: none"> • The IN order also provides an operations checklist for all businesses and employees to follow. • The IN order does not supersede orders currently in effect, except to the extent it is more stringent than other orders.
IA	<p>Order Links:</p> <p>Proclamation of Disaster Emergency (3/19/20)</p> <p>Proclamation of Disaster Emergency (3/26/20)</p> <p>Proclamation of Disaster Emergency (4/2/20)</p> <p>Guidance Links:</p> <p>IA COVID-19 Resource Page</p>	<ul style="list-style-type: none"> • Not a broad workplace shutdown order. • Effective Period: March 17, 2020 (extensions effective March 26, 2020 and April 2, 2020) through April 30, 2020. • The following businesses are closed: (i) restaurants and bars (excluding carry-out, drive-thru and delivery); (ii) fitness centers; (iii) swimming pools; (iv) salons; (v) medical spas; (vi) tattoo establishments; (vii) tanning facilities; (viii) massage therapy establishments; (ix) theaters; (x) casinos and gaming facilities; (xi) senior citizen centers and adult daycare facilities; and (xii) non-essential retail establishments (bookstores, clothing stores, shoe stores, jewelry stores, luggage stores, cosmetic, beauty or perfume stores, florists and furniture/home furnishing stores, though these establishments may still serve the public through online or telephone sales, delivery, or curbside pickup). • The closure does not affect other retail establishments, such as discount stores, grocery stores, or pharmacies that sell goods in addition to other essential food, medical supplies and household goods. • Mass gatherings of more than 10 people are prohibited. Gatherings of people inside parked cars, trucks, or other enclosed motor vehicles shall not constitute a gathering of more than 10 people if no more than 10 people are inside each vehicle, all people remain inside each vehicle, and the vehicle remains enclosed with all windows, sunroofs, and convertible tops closed. All auctions with more than 10 people present in person are prohibited except for livestock auctions that only include food animals, which may continue to operate so long as there are no more than 25 people present in person.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> The IA order does not modify the prior orders issued by the IA Governor and is silent on whether local governments may enact more stringent measures.
KS	<p>Order Link:</p> <p>Executive Order No. 20-16</p> <p>Guidance Links:</p> <p>KS COVID-19 Resource Page</p> <p>CISA Guidance on Essential Critical Infrastructure Workers</p> <p>Kansas Department of Health and Environment</p>	<ul style="list-style-type: none"> Effective Period: March 30, 2020 through April 19, 2020. The KS order provides that individuals or entities who are uncertain whether they perform functions exempted from the KS order may email KHFF@ks.gov to determine whether their functions are deemed essential. Individuals are required to stay at home and are only allowed to go to work to perform an essential function as identified in the Kansas Essential Function Framework (KEFF), which is a framework for identifying and continuing essential functions that must remain operational to maintain critical services and infrastructure during the COVID-19 pandemic. KEFF was developed with reference to the CISA guidelines. The KS order allows employees to travel to and from work to pick up equipment or supplies needed for telework so long as they follow appropriate safety protocols, including maintaining a six-foot distance between individuals and following other directives regarding social distancing, hygiene and other efforts to slow the spread of COVID-19. All individuals performing essential functions must, to the extent possible without causing significant disruption, (i) use telework capabilities to avoid meeting in person and (ii) follow appropriate safety protocols for in-person work, including maintaining a six-foot distance between individuals and following other directives regarding social distancing, hygiene and similar efforts to slow the spread of COVID-19. The KEFF 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, (a) the distribution and transmission of electricity; (b) the maintenance of supply chains for Essential Functions and Critical Infrastructure, as defined

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>by the CISA Guidelines; (c) the transportation of cargo and passengers by air, mass transit, rail, or road; (d) the manufacture, distribution, sale or maintenance of trains, aircraft, automobiles, or cargo or passenger vessels (and related parts); (e) the operation of gas stations, stores and restaurants (take-out or delivery only); (f) the delivery of mail, packages, food and groceries; and (g) the transport of materials by pipeline; (iii) KEFF 300 Manage, which includes, among other functions, (a) the operation of media outlets; (b) the development and maintenance of public works and support services for Essential Functions; (c) the education and training of essential functions personnel; (d) the operation of government; (e) the maintenance of access to medical records; (f) the management of hazardous materials, waste and wastewater; (g) the manufacturer and sale of firearms; (h) the performance of legal services; (i) the protection of sensitive information; (j) the provision and maintenance of critical infrastructure (including the construction of buildings and the production and distribution of construction materials); (k) the provision of capital markets, investment activities, consumer and commercial banking services, insurance services, medical care services and payment services; and (l) 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 (a) fuels; (b) electricity; (c) water; (d) agricultural products and services, chemicals, metals and materials; (e) housing (including the construction of single family homes or other housing); and (f) real estate services.</p> <ul style="list-style-type: none">• The Kansas Department of Health and Environment issued guidance stating that individuals in Kansas should quarantine for at least 14 days if travelling to KS from (i) CA, NY, Washington, D.C. or FL on or after March 5th; (ii) IL or NJ on or after March 23rd; (iii) LA or CO after March 27th; (iv) visiting one of the following CO counties or locations after March 8th: (a) Eagle, CO, (b) Summit, CO, (c) Pitkin, O., (d) Gunnison, CO or any of Vail, Avon Breckenridge, Keystone, Copper Mountain, Aspen, Snowmass Village, Basalt, Crested Butte, Kebler Pass; (v) traveling on a cruise ship or river boat cruise on or after March 15th; or (vi) traveling internationally on or after March 15th. In addition, individuals who have either received notice that they were in close contact of a confirmed COVID-19 patient or were previously told by a public health agency that they should self-quarantine should also self-quarantine for a period of at least 14 days. Individuals working in public health, hospitals,

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>clinics, pharmaceutical and food supply along with others defined as critical infrastructure sectors in the CISA guidelines are not required to self-quarantine.</p> <ul style="list-style-type: none">• The KS order is to be read in conjunction with previous executive orders regarding COVID-19, but any contract provisions in previous executive orders are superseded by the KS order.• The KS order expressly supersedes all local city and county “stay home” or similar orders prohibiting citizens from leaving their homes in order to slow the spread of COVID-19. Any local orders that remain in effect after the expiration of the KS order may resume in force and effect. While the KS order is in effect, no local jurisdiction shall issue or enforce any more or less restrictive “stay home” or similar orders. However, local authorities retain any authority to issue or enforce isolation or quarantine orders and the Kansas Secretary of Health and Environment has authority to make isolation, quarantine or other orders restricting movement as necessary to respond to escalating or worsening conditions in any local jurisdiction.
KY	<p>Order Link: Executive Order 2020-246</p> <p>Guidance Link: KY COVID-19 Resource Page</p>	<ul style="list-style-type: none">• Effective Period: March 23, 2020; Indefinite.• The KY order does <u>not</u> provide businesses with the ability to apply for a designation as a “life-sustaining retail business”.• The KY order provides that all in-person retail businesses that are not life-sustaining are ordered to close, but may provide local delivery and curbside service of online or telephone orders.• Life-sustaining retail businesses include grocery stores, pharmacies, banks, hardware stores and other businesses that provide staple goods.• The KY order requires any open retail businesses to follow social distancing and hygiene guidance from the CDC and KY Department of Health, including (i) physical separation of employees and customers by at least six feet, (ii) ensuring

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>employees practice appropriate hygiene measures, including regular, thorough handwashing, (iii) regularly cleaning and disinfecting frequently touched objects and surfaces and (iv) ordering sick individuals to leave the premises.</p> <ul style="list-style-type: none"> • The KY order prohibits all KY residents from traveling out of the state except (i) when required by employment; (ii) to obtain groceries, medicine or other necessary supplies; (iii) to seek or obtain care by a licensed healthcare provider; (iv) to provide care for the elderly, minors, dependents, persons with disabilities or other vulnerable persons; or (v) when required by court order. In addition, KY residents located in another state for a reason other than the foregoing list of exemptions must, upon their return to KY, self-quarantine for 14 days. • The KY order supersedes all prior Executive Orders and Orders issued by Cabinets that conflict with the KY order.
LA	<p>Order Links:</p> <p>Executive Department Proclamation Number 33 JBE 2020</p> <p>Executive Department Proclamation Number 41 JBE 2020</p> <p>Guidance Links:</p> <p>LA COVID-19 Resource Page</p>	<ul style="list-style-type: none"> • Effective Period: March 23, 2020 through April 30, 2020. • The LA order does <u>not</u> provide businesses with the ability to apply for a designation as an “essential business”. • The LA order requires the closing of (i) all areas of public amusement (zoos, arcades, pool halls, casinos, movie theaters, bars etc.), (ii) all personal care and grooming businesses (including fitness centers and gyms) and (iii) all malls (except for those stores with direct exits to the outside and which are providing essential services/products as provided by CISA Guidelines). • Businesses closed to the public pursuant to the LA order are allowed to conduct certain necessary activities such as payroll, cleaning services, maintenance or upkeep as necessary. • Businesses included in the CISA critical infrastructure guidelines may remain open without restrictions on operations. • Businesses not required to close to the public and that are not included in the CISA critical infrastructure guidelines may continue operations, but with only essential employees and minimal contact with the public, while maintaining proper social

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>CISA Guidelines Identifying Critical Infrastructure During the COVID-19 Pandemic</p> <p>CISA Guidance on Essential Critical Infrastructure Workers</p>	<p>distancing. Such businesses are also subject to the limitation on gatherings of 10 people or more in a single space at the same time where individuals will be in close proximity to one another.</p> <ul style="list-style-type: none"> • Restaurants and cafes may not permit consumption of food or beverages on premises, but may provide take out through curbside delivery, drive-thru or delivery services. Hotels may continue operations only for serving registered hotel guests via room service. • The LA order permits the chief law enforcement officers of any political subdivision to impose a local curfew from 10:00 p.m. to 5:00 a.m. • The LA order is silent on whether it supersedes any prior orders and whether local governments may enact more stringent measures.
ME	<p>Order Links:</p> <p>Executive Order 19</p> <p>Executive Order 28</p> <p>Executive Order 34</p> <p>Guidance Links:</p> <p>ME COVID-19 Resource Page</p>	<ul style="list-style-type: none"> • Effective Period: March 25, 2020 through April 30, 2020. • ME allows businesses to request an opinion from the Department of Economic and Community Development (DECD) to be deemed essential. The ME order designates the DECD as the lead agency for addressing questions regarding the ME order. • Essential Businesses and Operations shall to the maximum extent practicable have employees work remotely and comply with social distancing requirements. • Essential Businesses and Operations are those included in the CISA critical infrastructure guidelines, in addition to an expanded list of: (i) food processing and agriculture; (ii) fishing and aquaculture; (iii) industrial manufacturing; (iv) construction and maintenance of essential infrastructure; (v) trash collection and transfer stations; (vi) grocery and household goods, including convenience stores; (vii) forest products; (viii) essential home repair; (ix) hardware and auto repair; (x) pharmacy and other medical, psychiatric, and long-term care facilities; (xi) group homes and residential treatment

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>Essential/Non-Essential Business List</p> <p>CISA Guidance on Essential Critical Infrastructure Workers</p> <p>ME Center for Disease Control and Prevention</p> <p>Designation Link:</p> <p>Application for Essential Business Designation</p>	<p>facilities; (xii) biomedical; (xiii) life science; (xiv) behavioral health, health care, dental care, and long-term services and support providers and organizations; (xv) child care providers; (xvi) post offices and shipping outlets; (xvii) banks and credit unions; (xviii) gas stations and laundromats; (xix) veterinary clinics, animal welfare and animal feed and supply stores; (xx) truck delivery and distribution of goods; (xxi) public transportation; (xxii) legal, business, professional, environmental permitting and insurance services; (xxiii) hotel and commercial lodging; and (xxiv) all utilities such as electricity, water, wastewater and telecommunications. An additional list of Essential Businesses and Operations (which list, among other things, designates certain Essential Businesses and Operations as “retail”) and non-Essential Businesses and Operations is published on ME’s COVID-19 Resource Page.</p> <ul style="list-style-type: none"> • Businesses are permitted to conduct Minimal Operations that are limited to: (i) taking orders by phone, email or other 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 benefits and related functions. • Non-Essential Businesses and Operations may continue those activities that: (i) do not allow customer, vendor or other in-person contact; (ii) do not require more than 10 workers to convene in a space where social distancing is not possible; and (iii) are facilitated to the maximum extent practicable by employees working remotely. Non-Essential Business and Operations include recreational and entertainment businesses such as shopping malls, casinos, gyms, and spas. • Retailers constituting Essential Businesses and Operations that continue to remain open and that have retail space of (i) less than 7,500 square feet (e.g., gas stations and convenience and specialty food stores) shall limit the number of customers in the store at one time to five; (ii) more than 7,500 and less than 25,000 square feet (e.g., stand-alone pharmacies and certain hardware stores) shall limit the number of customers in the store at one time to 15; (iii) more than 25,000 and less than 50,000 square feet (e.g., mid-sized and locally owned grocery stores) shall limit the number of customers in the store at one time to 50; (iv) more than 50,000 and less than 75,000 square feet (e.g., chain grocery stores) shall limit the number of customers in the store at one time to 75; and (v) more than 75,000 square feet (e.g., Lowes, Wal-Mart, Target and Home Depot) shall limit the number of customers in the store at one time to 100 and shall install protective shields between

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>customers and checkout clerks as soon as practicable. The ME order directs retailers to (a) actively monitor and enforce the foregoing capacity limits and (b) enforce a six-foot separation requirement between customers waiting in line outside the store with such six-foot spacing marked with signage and ground lines.</p> <ul style="list-style-type: none">• Essential stores shall (i) prioritize opportunities to offer and transact as much business as possible through curbside order-pick up and other limited in-person contact methods, and (ii) broadly advertise and promote this method, including how to best reach the facility and continue services by telephone or remotely.• Essential stores shall (i) implement and actively enforce social distancing requirements in and around their facilities; (ii) prominently post signage at all public entrances instructing customers to remain six feet away from other people inside and outside the store; (iii) mark every customer line with signage and floor lines designed to impose social distancing; (iv) disinfect the handles of every used cart and basket prior to customer reuse; (v) take all reasonable steps to minimize customer handling of unpurchased merchandise; and (vi) offer separate operating hours for persons over the age of 60 and customers with medical conditions to be the only customers in the store. Stores that fail to comply with the six-foot separation requirement can be ordered by the state to close.• 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).• 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 Executive Order 19F 12/20.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> Guidance for self-quarantine has been made available by the Maine Center for Disease Control and Prevention. The ME order amends Executive Order 19. 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.
MD	<p>Order Link:</p> <p>Executive Order Number 20-03-30-01</p> <p>Guidance Links:</p> <p>MDH COVID-19 Resource Page</p> <p>Interpretive Guidance COVID19-04</p> <p>Interpretive Guidance COVID19-05</p> <p>Interpretive Guidance COVID19-06</p> <p>Interpretive Guidance COVID19-07</p>	<ul style="list-style-type: none"> Effective Period: March 23, 2020; Indefinite. The MD order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Business”. Staff and owners of businesses not required to close may travel between their homes and such businesses, and to and from customers to deliver goods or perform services. In addition, staff and owners of Non-Essential Businesses may travel between their homes and such businesses to engage in Minimal Operations and to and from customers to deliver goods. The MD order permits staff and owners of Non-Essential Businesses to be on-site for only the following purposes (“<u>Minimal Operations</u>”), provided that the following activities can be accomplished in a manner consistent with all applicable guidance from the CDC, the Maryland 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 without limitation, picking up mail and processing payroll; (iv) preventing loss of, or damage to property, including without limitation, preventing spoilage of perishable inventory; (v) caring for live animals; and (vi) continuing to sell products on a delivery pick-up basis. Curbside pick-up at Non-Essential Businesses is prohibited. All businesses, whether or not qualifying as essential 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, in the case of Essential Businesses, curbside pick-up).

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>CDC Business Response Guidance</p> <p>OSHA Guidance on Preparing Workplaces for COVID-19</p>	<ul style="list-style-type: none">• Essential Businesses are those included in the CISA critical infrastructure guidelines, in addition to an expanded list of: (i) businesses in the commercial facilities sector, including, among other things, building and property maintenance companies and companies that sell supplies and materials for maintenance of commercial and residential buildings, including “big box” home improvement supply stores; (ii) businesses in the critical manufacturing sector, including, among other things, companies that provide power transmission equipment, construction equipment, telecommunications utility infrastructure and cleaning and sanitation equipment and supplies; (iii) businesses in the energy sector, including, among other things, companies that provide utility maintenance services; (iv) businesses in the food and agriculture sector, including, among other things, companies that manufacture, maintain and sell agricultural equipment; (v) businesses in the healthcare and public health sectors, including, among other things, manufacturers and distributors of medical equipment and supplies and home health care companies; (vi) businesses in the information technology sector, including, among other things, companies that design, develop, distribute, host, sell and support IT software and hardware; (vii) businesses in the transportation systems sector, including, among other things, companies that supply parts or provide maintenance and repair services for transportation assets and infrastructure; (viii) businesses supporting firms, including, among other things, companies that provide raw materials, products or services to any business, organization or facility included in the CISA guidelines; (ix) businesses and institutions involved in the research and development, manufacture, distribution, warehousing and supplying of (a) pharmaceuticals, (b) biotechnology therapies, and (c) medical devices, diagnostics, equipment and services; (x) auto and truck dealerships; (xi) bicycle shops; (xii) private security firms; (xiii) day care; (xiv) companies providing moving and storage of household items; (xv) printers and sign shops; (xvi) companies and organizations providing support for persons with intellectual or developmental disabilities; (xvii) engineering, surveying, architectural and interior design firms; (xviii) title companies; (xix) motorcycle parts stores and repair shops; (xx) companies that provide portable tents, portable flooring, portable lighting, portable toilets, portable handwashing stations, portable HVAC and other related equipment; (xxi) companies that rent tools and/or equipment; (xxii) greenhouses and nurseries; (xxiii) companies that provide waste management services, including, without limitation, waste pickup and hauling and dumpster rental; and (xxiv) residential cleaning services.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none">• If a business, organization or facility is unsure about whether or not it is considered “non-essential” under the MD order, it should (i) <i>first</i>, carefully review the MD order, all available guidance from CISA and all Interpretive Guidance issued by the Maryland Office of Legal Counsel to confirm that the business organization or facility is not addressed in some way; (ii) <i>second</i>, if “non-essential” status is still unclear, make a good faith determination about whether it is “non-essential” based on (a) the MD order’s purpose, which is to “reduce the threat to human health caused by the transmission of the novel coronavirus in MD, and to protect and save lives”; and (b) how similar businesses, organizations and facilities are treated under the MD order; and (iii) <i>third</i>, if the business, organization or facility decides to remain open pending more detailed legal advice, strictly adhere to all applicable guidance from the CDC, MDH and OSHA regarding social distancing and environmental cleaning and disinfection.• Food services such as restaurants cannot provide on-premises consumption but may continue take-out or delivery service, which must be provided in accordance with the social-distancing recommendations of the Maryland Department of Health, which recommendations include, among other things, (i) avoiding handshaking, hugging and other intimate types of greetings, and (ii) avoiding crowds, especially in poorly ventilated areas.• 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.
MA	Order Links: Executive Order 03/23/20	<ul style="list-style-type: none">• Effective Period: March 24, 2020 through May 4, 2020. The MA order’s self-quarantine requirements are in effect indefinitely.• Businesses that are not covered under the COVID-19 Essential Services guidance, but believe themselves to be essential or an entity providing such services, may request to be designated as essential by submitting an online form. The designation form requires the applicant to provide, among other things, the number of employees,

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

<p>Executive Order 3/31/20</p> <p>COVID-19 Essential Services</p> <p>Guidance Links:</p> <p>MA COVID-19 Resource Page</p> <p>Self-Quarantine Requirement</p> <p>COVID-19 Guidelines and Procedures for All Construction Sites and Workers at All Public Works</p> <p>Designation Link:</p> <p>Essential Designation Application</p>	<p>industry of service and a description of why the business is seeking designation as essential. The form requires the applicant to certify that the information provided is true and accurate under penalty of perjury.</p> <ul style="list-style-type: none">• All businesses and organizations that do not provide COVID-19 Essential Services must close their physical workplaces and facilities. The MA order does not prohibit telecommuting.• Businesses providing COVID-19 Essential Services must follow social distancing protocols consistent with guidance provided by the Massachusetts Department of Public Health, which guidance has not yet been issued.• COVID-19 Essential Services include (i) healthcare, public health and human services; (ii) law enforcement, public safety and first responders; (iii) food and agriculture; (iv) energy; (v) water and wastewater; (vi) transportation and logistics; (vii) public works and infrastructure support services; (viii) communications and information technology; (ix) other community-, education- or government-based operations and essential functions; (x) critical manufacturing; (xi) hazardous materials; (xii) financial services; (xiii) chemical; (xiv) defense industrial base; (xv) residential and shelter facilities and services; (xvi) hygiene products and services; and (xviii) 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, once issued.• COVID-19 Essential Services also includes construction-related activities, provided that the guidelines and procedures issued by the Massachusetts Division of Capital and Asset Management and Maintenance are followed, which guidelines include, among other things, requiring that prior to starting a shift, each employee self-certifies to their supervisor that they (i) have no signs of a fever or measured temperature above 100.3 degrees or higher, a cough or trouble breathing within the past 24 hours, (ii) have not had “close contact” with an individual diagnosed with COVID-19 and (iii) have not been asked to self-isolate or quarantine by their doctor or a local public health official.• The MA order does not apply to (i) any municipal legislative body, the General Court or the Judiciary, (ii) residential schools for special needs students, (iii) public and private elementary and secondary schools (which are subject to another order), and (iv) the operation of child care programs (which are subject to another order).
---	--

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> • The MA order requires the Commissioner of Public Health to issue guidance (subject to the Governor’s approval) to implement the terms of the MA order and directs the Commissioner of Public Health to supplement the terms of the MA order in the event she determines additional measures are required to ensure that the terms of the MA order are observed. • Beginning on March 27, 2020, all travelers arriving to Massachusetts are instructed to self-quarantine for 14 days. Visitors are instructed not to travel to Massachusetts if they are displaying symptoms. Health care 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. • The MA order supersedes any order or rule issued by a municipality that will or may impede or interfere with the achievement of the objectives of the MA order.
MI	<p>Order Links:</p> <p>Executive Order 2020-21</p> <p>MI Department of Health and Human Services April 2, 2020 Emergency Order</p> <p>MI Department of Health and Human Services April 2, 2020 Emergency Rules</p>	<ul style="list-style-type: none"> • Effective Period: March 24, 2020 through April 13, 2020. • The MI order does <u>not</u> provide businesses with the ability to apply for a designation as a business that employs critical infrastructure workers. • Businesses are allowed to have workers strictly necessary to conduct minimum basic operations to maintain the value of inventory and equipment, care for animals, ensure security, process transactions (including payroll and employee benefits), or facilitate the ability of other workers to work remotely to continue to work in-person. • Businesses that fall within the CISA critical infrastructure guidelines are permitted to remain open. In addition, those workers in chemical supply chains and safety, child care workers serving children of critical infrastructure workers, workers at certain designated suppliers and distribution centers, workers in the insurance industry, volunteers at businesses or organizations that provide food, shelter and other necessities to the economically disadvantaged and workers who perform critical labor union functions, may also continue working in-person to the extent necessary. Businesses that employ critical infrastructure

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>Guidance Links:</p> <p>MI COVID-19 Resource Page</p> <p>MI Critical Infrastructure Workers Guidance</p> <p>CISA Guidance on Essential Critical Infrastructure Workers</p> <p>MI FAQ</p> <p>MIDHHS FAQ</p>	<p>workers can only have critical infrastructure workers on site. All other in-person business operations must be suspended. The MI FAQ addresses questions around a few businesses and types of employees and whether they are or are not covered by the CISA critical infrastructure guidelines.</p> <ul style="list-style-type: none"> Businesses that employ critical infrastructure workers (“<u>Designating Businesses</u>”) may designate suppliers, distribution centers or service providers (“<u>Designated Businesses</u>”) whose continued operation is necessary to enable, support or facilitate the work of its critical infrastructure workers. Such Designated Businesses may then in turn designate those of its workers who are necessary to perform the work in support of the original Designating Business and further designate other suppliers, distribution centers, and service providers whose continued operation is necessary to enable, support or facilitate the work of the Designated Businesses’ critical infrastructure workers. The further designated business must then designate its own critical infrastructure workers. <u>Businesses must designate those of their suppliers, distribution centers, service providers or workers who are necessary to perform critical infrastructure work or minimum basic operations orally prior to March 31, 2020 at 11:59 p.m. After such time, they must be so designated in writing by email, public website or other appropriate means. Workers in health care and public health and who perform necessary government activities, as well as workers and volunteers for businesses that provide food, shelter and other necessities to the economically disadvantaged, need not be designated.</u> The MI FAQ clarifies that some limited forms of construction are permissible, including construction to maintain and improve roads, bridges, telecommunications infrastructure, and public health infrastructure (such as the creation or expansion of hospitals or other medical facilities to provide or support the provision of necessary care during the emergency). Construction workers may also undertake projects that are necessary to maintain the safety, sanitation, and essential operations of a residence during the emergency; any non-emergency maintenance or improvements to residences is not

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>permitted. In addition, businesses are permitted to designate a construction firm under the MI order to provide necessary support to the work of such business's critical infrastructure workers.</p> <ul style="list-style-type: none">• Businesses in operation must practice social distancing, including: (i) limiting the number of workers present on premises to no more than is strictly necessary to perform critical infrastructure functions; (ii) promoting remote work to the fullest extent possible; (iii) keeping workers and patrons on premises at least six feet from one another; (iv) increasing standards of facility cleaning and disinfection, as well as adopting protocols to clean and disinfect in the event of a positive COVID-19 case in the workplace; (v) adopting policies to prevent workers from entering the premises if they display respiratory symptoms or have had contact with a person who is known or suspected to have COVID-19; and (vi) any other social distancing practices and mitigation measures recommended by the CDC.• 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 (MIDHHS). 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 and has in some cases requested that individuals self-quarantine in their own homes. In addition, MI has set up designated quarantine facilities for people having a high risk of infection.• Violations of the MI order are subject to a civil monetary penalty of up to \$1,000 per day for each continuing violation. For businesses regulated by a licensing agency, violations must also be referred to the relevant licensing agencies for additional enforcement action as determined by the licensing agency. In addition, law enforcement is authorized to bar access to businesses that fail to comply with the applicable procedures and restrictions in the MI order and MI FAQ.• The MI order does not supersede orders currently in effect, except to the extent it is more stringent than other orders.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
MN	<p>Order Link:</p> <p>Emergency Executive Order 20-20</p> <p>Guidance Links:</p> <p>MN COVID-19 Resource Page</p> <p>CISA Guidance on Essential Critical Infrastructure Workers</p> <p>MDH Public Health Guidelines</p> <p>NAICS Critical Sectors List</p>	<ul style="list-style-type: none"> • Effective Period: March 28, 2020 through April 10, 2020. • The MN order does <u>not</u> provide businesses with the ability to apply for a designation as operating within a “Critical Sector”. The list of Critical Sectors may be clarified, as deemed necessary by the Governor of MN. Clarifications will be posted at: http://mn.gov/deed/critical/. • Until May 1, 2020, all bars, restaurants and other places of public accommodation are obligated to close, provided that all such places of public accommodation may offer food using delivery and take-out services. • All workers working in a Critical Sector must work from home if they are able to do so. • Critical Sectors include those sectors in the CISA critical infrastructure guidelines, in addition to an expanded list of: (i) healthcare and public health, including workers supporting manufacturers and warehouse operations and distributors of personal care, hygiene and healthcare products; (ii) law enforcement, public safety and first responders; (iii) food and agriculture; (iv) energy; (v) water and wastewater; (vi) transportation and logistics; (vii) public works; (viii) communications and information technology; (ix) other community-based government operations and essential functions; (x) critical manufacturing; (xi) hazardous materials; (xii) financial services; (xiii) chemical; (xiv) defense industrial base; (xv) tribal governments; (xvi) the judicial branch; (xvii) the executive branch; (xviii) executive constitutional offices; (xix) the legislative branch; (xx) federal employees; (xxi) national guard; (xxii) faith leaders and workers; (xxiii) education; (xxiv) construction and critical trades (including workers in skilled trades such as electricians, plumbers, HVAC and elevator technicians and other related construction of all kinds); (xxv) child care providers; (xxvi) hotels, residential facilities and shelters; (xxvii) shelters for displaced individuals; (xxviii) charitable and social services organizations; (xxix) legal services; (xxx) notaries; (xxxi) critical labor union functions; (xxxii) laundry services; (xxxiii) animal shelter and veterinarians; (xxxiv) real estate transactions; and (xxxv) essential supply stores, provided that this category is limited to work at businesses that sell products, tools, materials or supplies necessary for (1) the foregoing Critical Sectors to continue their essential operations, (2) workers to work from home or (3) for the maintenance of the safety, sanitation and essential operation of homes or

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>residences. In addition, the Minnesota Department of Employment and Economic Development published a list of industries qualifying as Critical Sectors designated by NAICS code.</p> <ul style="list-style-type: none"> • The MN order directs that all activities and work performed should be conducted in a manner that adheres to the Minnesota Occupational Safety and Health Standards and the Minnesota Department of Health and CDC Guidelines related to COVID-19. • 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.
MS	<p>Order Links:</p> <p>Executive Order No. 1463</p> <p>Supplement to Executive Order 1463</p> <p>Guidance Links:</p> <p>MS COVID-19 Resource Page</p> <p>MSDH COVID-19 Guidance and Preventive Steps</p>	<ul style="list-style-type: none"> • Not a broad workplace shutdown order. • Effective Period: March 24, 2020 through April 17, 2020. • The MS order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Business or Operation”. • The MS order requires that MS residents avoid social and other non-essential gatherings in groups of more than 10 people where the gatherings are in a single space at the same time and where individuals are in close proximity to each other. The MS order’s 10-person limitation does not apply to normal operations of locations like (i) airports; (ii) medical and healthcare facilities; (iii) retail shopping, including grocery and department stores; (iv) offices; (v) factories and other manufacturing facilities; (vi) or any Essential Business or Operation. • All restaurants, bars or other dining establishments must suspend dine-in services unless they are able to reduce capacity to allow no more than 10 people to be gathered in a single space at the same time where individuals are in seated or

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>CISA Guidance on Essential Critical Infrastructure Workers</p>	<p>otherwise in close proximity to each other. However, the use of drive-thru, carryout or delivery options is permitted and encouraged.</p> <ul style="list-style-type: none">• The MS order recommends and encourages that all businesses utilize, to the maximum extent possible, work-from-home or other telework procedures.• Essential Business or Operation are those sectors included in the CISA critical infrastructure guidelines, in addition to an expanded list of: (i) essential government functions; (ii) essential healthcare operations; (iii) essential infrastructure, including, among other things, suppliers and distributors and supply chain companies; (iv) manufacturing, including, among other things, the manufacturing of products used by any other Essential Business or Operation; (v) agriculture and farms; (vi) essential retail; (vii) essential services; (viii) media; (ix) education; (x) financial services; (xi) professional services; (xii) providers of basic necessities to economically disadvantaged populations; (xiii) construction and construction-related services; (xiv) essential services necessary to maintain the safety, sanitation and essential operations of residences and essential businesses and essential business operations; (xv) Defense Industrial Base; (xvi) vendors that provide essential services or products; and (xvii) religious entities.• The MS order permits the Mississippi Department of Health, the Mississippi Emergency Management Agency or other appropriate agencies of the State of Mississippi to add other categories to the Essential Business or Operation list.• Any Essential Business or Operation providing essential services or functions shall take reasonable measures to ensure compliance with the CDC and Mississippi Department of Health guidance to prevent the spread of COVID-19, including, but not limited to, (i) social distancing; (ii) sending sick employees home and actively encouraging sick employees to stay home; and (iii) separating and sending home employees who appear to have respiratory illness symptoms.• No governing body, agency, or subdivision of MS may adopt any measures that are less restrictive than the provisions of Executive Order No. 1463 and the orders, rules, regulations, resolutions and actions taken by political subdivisions of MS

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>prior to issuance of Executive Order No. 1463, and subsequent thereto, may continue to be in effect and shall not be suspended or unenforceable, so long as the same provide the minimum applicable restrictions set out in Executive Order No. 1463 and do not impose restrictions that prevent any Essential Business or Operation from operating at such level necessary to provide essential services and functions during the COVID-19 State of Emergency.</p>
MO	<p>Guidance Link:</p> <p>MO COVID-19 Resource Page</p>	<ul style="list-style-type: none"> • No shutdown order issued to date (except for school closures).
MT	<p>Directive Links:</p> <p>Directive Implementing Executive Orders 2-2020 and 3-2020</p> <p>Directive Implementing Executive Orders 2-2020 and 3-2020 and providing mandatory quarantine for certain travelers arriving in Montana</p>	<ul style="list-style-type: none"> • Effective Period: March 28, 2020 through April 10, 2020. • The MT directive does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Business and Operation”. • Businesses are allowed to carry on Minimum Basic Operations 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 continue to work remotely from their residences. • Essential Businesses and Operations are Health Care and Public Health Operations, Human Services Operations, Essential Infrastructure, Governmental Functions (each of which are defined in the MT directive), and the following list of businesses and operations that is meant to encompass the critical infrastructure sector workers identified in the CISA guidelines: (i) stores that sell groceries and medicine, (ii) food and beverage production and agriculture, (iii) organizations that provide charitable and social services, (iv) media, (v) gas stations and businesses needed for transportation, (vi) financial and real estate services and institutions, (vii) hardware and supply stores, (viii) critical trades, (ix) mail, post, shipping, logistics, delivery and pick-up services, (x) educational institutions, (xi) laundry services, (xii) restaurants for consumption off-

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>from another state or country</p> <p>Guidance Links:</p> <p>MT COVID-19 Resource Page</p> <p>CISA Guidance on Essential Critical Infrastructure Workers</p>	<p>premises, (xiii) supplies to work from home, (xiv) supplies for Essential Businesses and Operations, (xv) transportation, (xvi) home-based care and services, (xvii) residential facilities and shelters, (xviii) professional services, (xix) manufacture, distribution and supply chain for critical products and industries, (xx) critical labor union functions, (xxi) hotels and motels, and (xxii) funeral services.</p> <ul style="list-style-type: none"> • Essential Businesses and Operations shall employ where feasible telework or other remote working opportunities and non-Essential Businesses and Operations may continue operations consisting exclusively of employees working from home. • Businesses in operation must take proactive measures to ensure compliance with Social Distancing Requirements, including where possible (i) designating with signage, tape, or by other means six-foot spacing for employees and customers in line 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. • 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. • 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 counties may enact more restrictive ordinances.
NE	Guidance Link:	<ul style="list-style-type: none"> • No shutdown order issued to date.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	NE COVID-19 Resource Page	
NV	<p>Order Link:</p> <p>Declaration of Emergency Directive 003</p> <p>Guidance Links:</p> <p>NV COVID-19 Resource Page</p> <p>Nevada Health Response Press Release</p> <p>Nevada Department of Business and Industry Guidance</p> <p>CDC Sanitization Guidelines</p>	<ul style="list-style-type: none">• Not a broad workplace shutdown order.• Effective Period: March 20, 2020 through April 16, 2020.• The NV order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Licensed Business”.• Non-Essential Businesses that promote recreational social gathering activities (e.g., recreation centers, night clubs, etc.) or promote extended periods of public interaction where the risk of transmission is high (e.g., gyms, beauty shops, etc.) are required to close.• Restaurants and food establishments may provide take-out or delivery, but are required to adopt risk mitigation policies, including, but not limited to (i) ensuring that customers maintain social distancing practices by not congregating within six feet, (ii) disallowing the formation of queues that violate the foregoing social distancing guidelines, (iii) adopting contactless payment systems whenever possible, (iv) food workers abiding by applicable hygiene guidelines (including handwashing and glove requirements), and (v) following CDC sanitization recommendations (including disinfecting surfaces routinely and at frequent intervals).• Essential Licensed Businesses (e.g., healthcare providers, veterinary services, grocery stores, pharmacies, financial institutions, hardware stores, convenience stores, security services and gas stations) are permitted to remain open, provided that they adopt COVID-19 risk mitigation measures, including but not limited to (a) providing curbside pickup or delivery of goods, (b) ensuring customers remain six feet apart, (c) disallowing the formation of queues that violate such distancing requirements and (d) adopting contactless payment systems whenever possible. Essential Licensed Businesses that cannot

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>provide take-out or similar services must (i) limit access to their premises so that customers can remain six feet apart and (ii) implement sanitation and disinfection policies that comply with the CDC sanitization recommendations, including disinfecting surfaces regularly.</p> <ul style="list-style-type: none">• Retail cannabis dispensaries may operate by delivery only pursuant to guidance issued by the Department of Taxation.• The construction, mining, manufacturing, and infrastructure sector labor force may continue operations, provided that they (i) maintain strict social distancing practices to facilitate a minimum of six feet of separation between workers; (ii) adopt policies and practices that ensure minimum contact between the workforce and the general public; and (iii) comply with any applicable COVID-19 risk mitigation policies provided in the NV order and any precautionary measures and guidance promulgated by the Nevada Department of Business and Industry.• Businesses that fall within the CISA critical infrastructure guidelines are permitted to remain open; provided that their operations are appropriately modified for CDC workforce and consumer protection guidance.• All other businesses not delineated in the NV order (other than retail sales) may continue operations if such businesses are able to implement social distancing safeguards for the protection of their employees and (i) perform operations without contact with the Nevada general public; or (ii) to the extent practicable, provide services without causing members of the Nevada general public to congregate within a minimum of 6 feet of each other for more than incidental contact; or (iii) provide services without causing more than 10 members of the Nevada public to congregate.• The NV order is silent on whether it supersedes any prior orders and whether local governments may enact more stringent measures.
NH	Order Links:	<ul style="list-style-type: none">• Effective Period: March 28, 2020 through May 3, 2020.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>Emergency Order #2 Pursuant to EO 2020-04</p> <p>Emergency Order #16 Pursuant to EO 2020-04</p> <p>Emergency Order #17 Pursuant to EO 2020-04</p> <p>Exhibit A to Emergency Order #17 Pursuant to EO 2020-04</p> <p>Guidance Links:</p> <p>New Hampshire Essential/Non-Essential Businesses Common Inquiries Clarification List</p>	<ul style="list-style-type: none"> • Businesses that are not listed as Essential Services under the NH order that believe themselves to be essential or an entity providing such services may request to be designated as essential by submitting a written request via email to essential@nheconomy.com. These requests should include basic contact information and a brief justification. Requests by businesses to be designated an essential function should only be made if they are NOT covered by the guidance. • Essential Services generally follow the CISA critical infrastructure guidelines, and include (i) law enforcement, public safety and first responders; (ii) food and agriculture; (iii) health care, public health and human services; (iv) energy; (v) waste and wastewater; (vi) transportation and logistics; (vii) public works; (viii) communications and information technology; (ix) other community-based essential functions and government operations; (x) manufacturing; (xi) hazardous materials; (xii) financial services; (xiii) chemical; and (xiv) defense industrial base. Additional services may be designated as Essential Services and added to Exhibit A to the NH order with written approval of the Commissioner of Business and Economic Affairs and the NH Governor. • The NH order allows persons to leave home for purposes of employment in cases where an individual is working remotely for a business that does not provide Essential Services. • All businesses providing Essential Services are required to practice social distancing in accordance with CDC guidance, including (i) physical separation of employees and customers by at least six feet; (ii) ensuring employees practice appropriate hygiene measures, including regular, thorough handwashing with soap and water for at least 20 seconds or using hand sanitizer; (iii) covering coughs or sneezes (into the sleeve or elbow, not hands); (iv) regularly cleaning and disinfecting frequently touched objects and surfaces; (v) not shaking hands; and (vi) encouraging employees to stay home when sick and sending home those who report feeling ill or display symptoms. • Non-essential retailers may transition to curbside pickup or delivery for orders taken online, by phone or by other remote means. Staff necessary to support taking of orders and curbside pickup or delivery may be physically on site (provided

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>CISA Guidance on Essential Critical Infrastructure Workers</p>	<p>appropriate social distancing protocols are observed and facilities are cleaned frequently). On-site cash transactions are prohibited.</p> <ul style="list-style-type: none"> The NH order is silent on whether it supersedes any prior orders and whether local governments may enact more stringent measures.
NJ	<p>Order Links:</p> <p>Executive Order 107</p> <p>Executive Order 108</p> <p>Guidance Link:</p> <p>NJ COVID-19 Resource Page</p>	<ul style="list-style-type: none"> Effective Period: March 21, 2020; Indefinite. The NJ order does <u>not</u> provide businesses with the ability to apply for a designation as an “essential retail business”. 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. The NJ order requires that all brick-and-mortar premises of non-essential retail businesses must close to the public, and all recreational and entertainment businesses must close to the public. 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.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> • Essential retail businesses must, where practicable, provide pickup services outside or adjacent to their stores for goods ordered online or by phone. Essential retail businesses remaining open must abide by social distancing practices, including using reasonable efforts to keep customers 6 feet apart, and frequent cleaning of surfaces. • The NJ order includes specific carveouts for (i) the provision of health care services to members of the public, (ii) access to essential services for low-income residents, (iii) operations of newspapers, television, radio and other media services, (iv) operations of law enforcement, and (v) operations of the federal government. • The Superintendent of the State Police is empowered to add, amend, clarify, make exceptions to and provide exclusions from the list of essential retail businesses included in the NJ order. • 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).
NM	<p>Order Link:</p> <p>Public Health Order 03/23/20</p> <p>Guidance Link:</p> <p>NM COVID-19 Resource Page</p>	<ul style="list-style-type: none"> • Effective Period: March 24, 2020; Indefinite. • The NM order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential business”. • Essential business means (i) health care operations; (ii) homeless shelters, food banks, and other services providing care to indigent or needy populations; (iii) childcare facilities necessary to provide services to employees of essential businesses; (iv) stores that sell food and other household consumer products; (v) food cultivation, processing or packaging operations; (vi) facilities used by law enforcement personnel and first responders; (vii) infrastructure operations (including commercial and residential construction); (viii) manufacturing operations involved in certain industries listed in the NM order; (ix) services necessary to maintain the safety and sanitation of residences or essential businesses; (x) media services; (xi) gas stations, automobile repair facilities and retailers who generate the majority of their revenue from the sale of automobile repair

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>products; (xii) hardware stores; (xiii) laundromats and dry cleaner services; (xiv) utilities (including their contractors and suppliers) engaged in power generation, fuel supply and transmission, and water and wastewater supply; (xv) funeral homes, crematoriums and cemeteries; (xvi) banks, credit unions, insurance providers, payroll services, brokerage services and investment management firms; (xvii) real estate services; (xviii) businesses providing mailing and shipping services; (xix) laboratories and defense and national security-related operations supporting the U.S. government or a contractor to the U.S. government; (xx) restaurants for take-out or delivery and local breweries or distillers for carry-out; (xxi) professional services where necessary to assist in compliance with legally mandated activities; and (xxii) logistics and businesses that store, ship or deliver groceries, food, goods or services directly to residences or retailers.</p> <ul style="list-style-type: none"> • Essential businesses must minimize their operations and staff to the greatest extent possible. In addition, all essential businesses must adhere to social distancing protocol and maintain six-foot social distancing from other individuals, avoid person-to-person contact, and direct employees to wash their hands frequently. Further, all essential businesses shall ensure that all surfaces are cleaned routinely. • Casinos (other than casinos on tribal lands) and horse racing facilities must close and all call centers must cease in-person operations. • Hotels, motels, RV parks and other places of lodging must not operate at more than 50% of maximum occupancy. Health care workers shall not be counted for purposes of determining maximum occupancy. • Grocery stores and other retailers are to limit sale of medications, durable medical equipment, baby formula, diapers, sanitary care products and hygiene products to three items per individual. • The NM order supersedes any other previous orders, proclamations, or directives in conflict.
NY	Order Links:	<ul style="list-style-type: none"> • Effective Period: March 20, 2020 through April 19, 2020.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>Executive Order 202.6</p> <p>Executive Order 202.7</p> <p>Executive Order 202.8</p> <p>Executive Order 202.9</p> <p>Guidance Links:</p> <p>NY COVID-19 Resource Page</p> <p>Guidance for Determining Whether a Business Enterprise is Subject to a Workforce Reduction Under Recent Executive Orders</p> <p>Designation Link:</p> <p>Request for Designation as an Essential Business:</p>	<ul style="list-style-type: none">• Businesses that are not listed in the NY State guidance, but believe themselves to be essential or an entity providing essential services or functions, may request to be designated as an essential business by submitting an online form to the Empire State Development Corporation. The designation form requires the business to provide, among other things, the number of employees, description of the business, industry description and a brief description of the reasons why the business should be exempted. The form requires the applicant to certify the information provided is true and accurate under penalty of perjury.• Any Essential Business and any entity providing essential services or functions (whether to an Essential Business or a non-essential business) are not subject to the in-person work restriction.• Essential Businesses are (i) essential health care operations, (ii) essential infrastructure, (iii) essential manufacturing, (iv) essential retail, (v) essential services, (vi) news media, (vii) financial institutions, (viii) providers of basic necessities to economically disadvantaged populations, (ix) 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), (x) defense, (xi) essential services necessary to maintain the safety, sanitation and essential operations of residences or other Essential Businesses, and (xii) vendors that provide essential services or products, including logistics and technology support, child care and services. All non-essential construction is required to shut down.• Businesses and entities that provide other essential services must implement rules to help facilitate social distancing of at least six feet.• Any business that has only a single occupant or employee (e.g., a gas station) has been deemed exempt.• The NY order is silent on whether it supersedes any prior orders and whether local governments may enact more stringent measures.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
NC	<p>Order Links:</p> <p>Executive Order No. 117</p> <p>Executive Order No. 120</p> <p>Executive Order No. 121</p> <p>Guidance Link:</p> <p>NC COVID-19 Resource Page</p> <p>Designation Link:</p> <p>NCDR Essential Business Application Form</p>	<ul style="list-style-type: none"> • Effective Period: March 30, 2020 through April 29, 2020. • The NC order permits any business that has been excluded from the list of COVID-19 Essential Businesses and Operations and which believes that it may be essential to direct a request to be included to the North Carolina Department of Revenue (NCDR) using the application provided on the NCDR’s website. The NCDR may grant the request if it determines that it is in the best interest of the State to have such business continue to operate to respond to the COVID-19 pandemic. A business that has made such a request may continue to operate until the request is acted upon. • Businesses are allowed to conduct minimum basic operations to maintain the value of inventory and equipment, ensure security, process payroll and employee benefits, or related functions, and to facilitate employees of the business being able to continue to work remotely from their residences. • The NC order directs all businesses, including COVID-19 Essential Businesses and Operations, to the maximum extent possible, to (i) direct employees to work from home or telework and (ii) maintain the Social Distancing Requirements, which are defined in the NC order as (a) maintaining at least six feet distancing from other individuals, (b) washing hands using soap and water for at least 20 seconds as frequently as possible or using hand sanitizer, (c) regularly cleaning high-touch surfaces, and (d) facilitating online or remote access by customers if possible. • COVID-19 Essential Businesses or Operations are those sectors included in the CISA critical infrastructure guidelines, businesses in Healthcare and Public Health Operations, Human Services Operations, Essential Infrastructure Operations and Essential Governmental Operations (each as defined in the NC order), in addition to an expanded list of: (i) any businesses that meet Social Distancing Requirements between and among its employees and between and among employees and customers (except at the point of sale or purchase); (ii) stores that sell groceries and medicine; (iii) food and beverage production and agriculture; (iv) organizations that provide charitable and social services; (v) religious entities; (vi) media; (vii) gas stations and businesses needed for transportation; (viii) financial and insurance institutions; (ix) home

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>improvement, hardware and supply stores; (x) critical trades; (xi) mail, post, shipping, logistics, delivery and pick-up services; (xii) educational institutions; (xiii) laundry services; (xiv) restaurants for consumption off-premises; (xv) supplies to work from home; (xvi) supplies for COVID-19 Essential Businesses and Operations; (xvii) transportation; (xviii) home-based care and services; (xix) residential facilities and shelters; (xx) professional services; (xxi) manufacture, distribution and supply chain for critical products and industries; (xxii) defense and military contractors; (xxiii) hotels and motels; (xxiv) funeral services; and (xxv) additional COVID-19 Essential Retail Businesses, which are (a) electronic retailers that sell or service cell phones, computers, tablets and other communications technology, (b) lawn and garden equipment retailers, (c) bookstores that sell educational material, (d) beer, wine and liquor stores, (e) retail functions of gas stations and convenience stores, (f) retail located within healthcare facilities, and (g) pet and feed stores.</p> <ul style="list-style-type: none"> • The NC order expressly 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, to a greater degree than the NC order. The NC order does not limit or prohibit such ordinances and states of emergency declaration. • The NC order rescinds and replaces Section 1(a) of Executive Order Nos. 117 and 120, but does not otherwise rescind, amend or modify any prior executive orders.
ND	<p>Order Links:</p> <p>Executive Order 2020-06</p> <p>Executive Order 2020-06.1</p>	<ul style="list-style-type: none"> • Not a broad workplace shutdown order. • Effective Period: March 20, 2020 through April 6, 2020. • The ND orders close: (i) all restaurants, bars, breweries, cafes and similar on-site dining establishments to on-sale/on-site patrons, provided that take-out, delivery, curbside, drive-through or off-sale services may continue; (ii) all recreational facilities, health clubs, athletic facilities and theaters; (iii) all licensed cosmetologists, salons and barbers; and (iv) all tattoo and body art facilities, tanning facilities and massage facilities.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>Travel Quarantine Orders</p> <p>Guidance Link:</p> <p>ND COVID-19 Resource Page</p>	<ul style="list-style-type: none"> The ND orders require state agencies to accelerate the transition of non-essential staff members to remote, in-home worksites. The ND Department of Health (ND DOH) has issued a 14-day self-quarantine order for anyone traveling back to ND from overseas and states in the U.S. that the CDC or ND DOH have classified as having widespread community infection of COVID-19 that are listed in the ND DOH order. Individuals subject to quarantine are required to 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 are exempt from the travel quarantine. The ND DOH order provides that individuals may request relief from the quarantine requirements by calling the ND DOH health hotline at 1-866-207.2880 from 7 a.m. to 10 p.m. or email health@nd.gov. Relief will only be granted for essential medical needs and/or essential work activities. The quarantine order is silent as to duration. The ND orders are silent on whether they supersede any prior orders and whether local governments may enact more stringent measures.
OH	<p>Order Link:</p> <p>Director's Stay at Home Order</p> <p>Guidance Link:</p> <p>OH COVID-19 Resource Page</p>	<ul style="list-style-type: none"> Effective Period: March 23, 2020 through April 6, 2020. The OH order does <u>not</u> provide businesses with the ability to apply for a designation as an "Essential Business". The OH order permits businesses not qualifying as Essential Businesses and Operations to conduct "Minimum Basic Operations", provided that employees comply with social distancing requirements, which are: (i) minimum necessary activities to maintain the value of the business's inventory, preserve the condition of property, plant and equipment, ensure

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>Stay At Home Order Frequently Asked Questions</p>	<p>security, process payroll and employee benefits, or related functions, and (ii) minimum necessary activities to facilitate employees of the business being able to continue to work from home.</p> <ul style="list-style-type: none">• In addition to healthcare and public health operations, human services operations, essential infrastructure, essential governmental functions and the critical infrastructure sectors contained in the CISA guidelines, the OH order permits a list of additional businesses to remain open. For example, (i) with respect to stores that sell groceries and medicine, their supply chain and administrative support operations, and (ii) professional services (including legal and accounting) may remain open.• The OH order also permits (a) businesses that sell or manufacture products needed for people to work from home, (b) businesses that provide supplies for other Essential Businesses and Operations necessary to operate (including computers and household appliances), and (c) manufacturers and supply chains for critical products and industries to remain open.• Under the OH order's social distancing requirements, in addition to typical social distancing practices, all open businesses must (1) designate with signage or tape, six-foot spacing for employees and customers in line, (2) have hand sanitizer and sanitizing products available for employees and customers, (3) implement separate operating hours for elderly and vulnerable customers, and (4) post online whether a facility is open and how best to reach the facility and continue services by phone or remotely.• The OH order also provides a checklist of actions that must be taken by businesses/employers, which includes, among other things, allowing as many employees as possible to work from home, requiring sick employees to stay home and frequently performing enhanced environmental cleaning of commonly touched surfaces.• The OH FAQ provides that any resident returning from out of state should quarantine himself or herself for 14 days.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> The OH order supersedes prior orders in the event of any conflict, but does not modify any legal authority allowing the state or any local health department from ordering any quarantine or closure of a specific location for a limited period of time.
OK	<p>Order Link:</p> <p>Executive Order No. 2020-07</p> <p>Guidance Link:</p> <p>OK COVID-19 Resource Page</p> <p>Amended Executive Memorandum 2020-01</p> <p>Oklahoma Department of Health Website</p> <p>Oklahoma Essential Industries</p>	<ul style="list-style-type: none"> Effective Period: March 26, 2020 through April 30, 2020. The OK order does <u>not</u> provide businesses with the ability to apply for a designation as a business being within a critical infrastructure sector. The OK order limits business shutdowns to counties in which there is community spread of COVID-19, as identified by the Oklahoma Department of Health on its website. All businesses not identified as being within a critical infrastructure sector within the CISA guidelines or defined as essential by the Oklahoma Department of Commerce (ODC) through the use of NAICS codes must close. Additional sectors may be designated as critical or essential by executive memorandum and the ODC will publish a list of the essential business NAICS codes on its website. The OK order does not prevent restaurants and bars from providing takeout, curbside and delivery services. All public and private entities utilizing FDA-approved tests for COVID-19 are required to submit to the OK State Department of Health (OSDH), 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. Package delivery drivers must take their own temperatures daily and shall not deliver packages if their temperature registers over 100.4 degrees Fahrenheit.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> • Businesses within a critical infrastructure sector must take all reasonable steps necessary to comply with the OK order and protect employees, workers and patrons. • All persons who enter OK from an area with substantial community spread of COVID-19 (including New York, Connecticut, New Jersey, Washington, California and Louisiana) must quarantine for a period of 14 days from the time of entry into OK (or the duration of their stay, whichever is shorter). This requirement excludes persons employed by airlines and those performing military, emergency or health response, those workers coming in to OK to provide essential services (including those identified in Amended Executive Memorandum 2020-01), persons employed by utility companies and their contractors, as well as their Mutual Aid partners and Mutual Aid First Responders who are traveling into OK to assist with Emergency Management (which are other programs in OK). All persons entering OK and required to quarantine under the OK order are responsible for all costs associated with their quarantine. • The OK order is silent on whether local governments may enact more stringent measures.
OR	<p>Order Link:</p> <p>Executive Order No. 20-12</p> <p>Guidance Link:</p> <p>OR COVID-19 Resource Page</p>	<ul style="list-style-type: none"> • Effective Period: March 23, 2020; Indefinite. • Certain listed businesses, for which close personal contact is difficult or impossible to avoid, must close. These are generally recreational and entertainment businesses such as amusement parks, arcades, barbershops, hair salons, cosmetic stores, gyms, malls (i.e., portions of a retail complex containing stores and restaurants in a single area), etc. • Food services such as restaurants, bars and coffee shops cannot provide on-premises consumption, but may continue take-out or delivery service. • All other retail businesses are required to close, unless they designate an employee or officer to establish, implement and enforce social distancing policies consistent with guidelines from the Oregon Health Authority.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> • Grocery, health care, medical or pharmacy services are encouraged to comply with social distancing guidelines. • All non-retail businesses with offices in Oregon must facilitate telework. Work in offices is prohibited whenever telework and work-at-home options are available, in light of position duties, availability of teleworking equipment, and network adequacy. • If a business is not able to telework, then such business must designate an employee or officer to establish, implement and enforce social distancing policies consistent with guidelines from the Oregon Health Authority. Such policies must also address how the business will maintain social distancing protocols for business-critical visitors. • The OR order supersedes any other laws, ordinances, rules and orders to the extent they are inconsistent with the OR order.
PA	<p>Order Links:</p> <p>Executive Order March 19, 2020</p> <p>Executive Order March 23, 2020</p> <p>First Amendment to March 23, 2020 Executive Order</p>	<ul style="list-style-type: none"> • Effective Period: March 23, 2020 through April 6, 2020. • The PA order allows businesses to apply for a waiver to the business closure order, provided that any business seeking such a waiver suspends in-person operations until a waiver is approved and provided. Those businesses that were granted exemptions prior to the issuance of the PA order on March 23, 2020 are still permitted to remain open. • The PA order requires all non-life sustaining businesses to shut down physical operations, but may continue to conduct business through telework operations. • The test for whether a business constitutes a life-sustaining business depends on its North American Industry Classification Systems (NAICS) code. 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.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p><u>Second Amendment to March 23, 2020 Executive Order</u></p> <p><u>Third Amendment to March 23, 2020 Executive Order</u></p> <p><u>Fourth Amendment to March 23, 2020 Executive Order</u></p> <p><u>Fifth Amendment to March 23, 2020 Executive Order</u></p> <p><u>Executive Order April 1, 2020</u></p> <p><u>Secretary of Health's Order to Stay Home March 23, 2020</u></p> <p><u>First Amendment to March 23, 2020</u></p>	<ul style="list-style-type: none"> • If a business's NAICS code does not fall within a life-sustaining category, then such business may qualify for a waiver if it provides goods or services directly to a life-sustaining business (rather than non-providing non-critical operations that may broadly fit within the life-sustaining categories). All waiver requests MUST be submitted no later than 5:00 P.M. on Friday, April 3, 2020. Waiver requests should demonstrate that the manufacturing, construction or services businesses activity is part of the supply chain of a life-sustaining business and CISA critical infrastructure sectors and include a detailed narrative of the business's role in the supply chain. If a business is granted the waiver, it will receive a written confirmation which it should share with enforcement agencies to maintain operations. Waivers will only relate to the life-sustaining activities described by the applicant in the waiver. • PA has also issued guidance that it 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. • The PA order includes an attached chart that outlines 10 key industries, which are (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). These 10 key industries are further divided into 19 sectors and over 100 subsectors and industry groups. This chart of life-sustaining businesses details which businesses within these subsectors and industry groups may continue physical operations while the PA order is in effect. • Any life-sustaining business that remains open must follow social distancing practices and other mitigation measures defined by the CDC and the PA Department of Health to protect workers and patrons. These include (i) maintaining at least six feet of separation from other individuals, (ii) washing hands with soap and water for at least 20 seconds as frequently as possible

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>Secretary of Health's Order to Stay Home</p> <p>Second Amendment to March 23, 2020 Secretary of Health's Order to Stay Home</p> <p>Third Amendment to March 23, 2020 Secretary of Health's Order to Stay Home</p> <p>Fourth Amendment to March 23, 2020 Secretary of Health's Order to Stay Home</p> <p>Fifth Amendment to March 23, 2020 Secretary of Health's Order to Stay Home</p> <p>Secretary of Health's Order to Stay Home April 1, 2020</p>	<p>or using hand sanitizer, (iii) covering coughs or sneezes (into the sleeve or elbow, not hands), (iv) regularly cleaning high-touch surfaces, and (v) not shaking hands.</p> <ul style="list-style-type: none"> • Non-life sustaining businesses that are required to suspend in-person operations may retain essential personnel to process payroll and insurance claims, maintain security, and engage in similar limited measures on an occasional basis, but telework must be employed whenever possible and social distancing must be observed. Such businesses may also maintain limited in-person essential personnel for maintaining good repair, processing of essential functions, or to maintain compliance with federal, state or local regulatory requirements, subject to following social distancing and COVID-19 mitigation guidance provided by the PA Department of Health and the CDC. • Non-life sustaining businesses may continue to process mail order and online fulfillment with essential staff but telework should be employed whenever possible and social distancing requirements must be observed. • All prior orders and guidance regarding business closures are superseded by the PA order.

COVID-19: Workplace Shutdowns By State
Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>Guidance Links:</p> <p>PA COVID-19 Resource Page</p> <p>List of Life Sustaining Businesses</p> <p>Life Sustaining Business FAQ</p> <p>Stay at Home Guidance</p> <p>CISA Identification of Critical Infrastructure</p> <p>Waiver Link:</p> <p>Request for Waiver/Exemption to Business Closure</p>	
RI	<p>Order Links:</p> <p>Executive Order 20-04</p>	<ul style="list-style-type: none"> • Effective Period: March 23, 2020 through April 13, 2020. • The RI order does not provide non-critical retail businesses with the ability to apply for a designation as a “critical retail business”.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>Executive Order 20-09</p> <p>Executive Order 20-13</p> <p>Executive Order 20-14</p> <p>Guidance Links:</p> <p>RI COVID-19 Resource Page</p> <p>RI Department of Business Regulation</p>	<ul style="list-style-type: none"> The RI order suspends in-person operations of all public recreation and entertainment establishments and all close-contact businesses (i.e., businesses that cannot maintain social distancing with their customers) such as gyms, hair salons and tattoo parlors and all non-critical retail businesses. The RI order requires all critical retail employees and business service personnel that can work from home to do so, including, among others, accountants, lawyers, human resources and procurement professionals. This includes personnel working within a standalone business (e.g., a law firm) or within a larger business (e.g., legal division or team). In addition (i) any RI employer with employees (other than public health, public safety or healthcare workers) who live in other states shall use all means available to enable out-of-state employees to telecommute or make other work-from-home arrangements and (ii) any person living in RI who works in another state (a) is required to work from home and (b) except for public health, public safety and healthcare workers, if such person cannot perform his or her function via telework, then such person must self-quarantine when not at work. Critical retail businesses include, but are not limited to (i) food and beverage stores (e.g., supermarkets, liquor, specialty foods and convenience stores, farmers' markets, food banks and pantries); (ii) pharmacies and medical supply stores; (iii) compassion centers; (iv) pet supply stores; (v) printing shops; (vi) mail and delivery stores and operations; (vii) gas stations; (viii) laundromats; (ix) electronics and telecommunications stores; (x) office supply; (xi) industrial, construction and agricultural/seafood equipment and supply stores; (xii) hardware stores; (xiii) general power equipment; (xiv) funeral homes; (xv) auto repair and supply; (xvi) banks and credit unions; (xvii) firearms stores; (xviii) healthcare and public safety professional uniform stores; and (xix) other stores and businesses identified as critical by the Department of Business Regulation. Non-critical retail businesses include (i) arts and crafts stores; (ii) florists; (iii) furniture stores (by appointment only); (iv) car and other motor vehicle dealerships (except for auto repair and by appointment only); (v) music stores; (vi) billiard stores; (vii) sporting goods stores; (viii) home furnishings stores; (ix) lawn/garden supply stores; (x) bookstores; (xi) department

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>stores; (xii) gift stores; (xiii) beauty supply stores; (xiv) second-hand/consignment stores; (xv) shoe stores; (xvi) clothing stores; and (xvii) jewelry stores.</p> <ul style="list-style-type: none">• Financial services offered by pawn shops and payday lenders are permitted to continue. In-person retail at pawn shops must close.• For stores that are mixed retail and service, general retail with customers coming in and out of the store is prohibited.• Non-critical retail stores are permitted to continue to receive and ship orders made by phone or online.• The RI order requires all critical retail employers to implement social distancing.• The RI order requires businesses that remain open: (i) to the extent practicable, to implement CDC guidance regarding social distancing, including (a) maintaining a minimum distance of six feet between persons; (b) ensuring employees practice appropriate hygiene measures, including regular, thorough handwashing; (c) ensuring that employees who are sick remain home; and (d) regularly cleaning and disinfecting frequently touched objects and surfaces; and (ii) to post notices requiring compliance with recommendations by the CDC and the Director of the Rhode Island Department of Health. Gatherings of more than five people in any public or private space (e.g., large conference room) are prohibited.• Until April 13, 2020, any person travelling into RI for a “non-work-related purpose” must immediately self-quarantine for 14 days. Any person who (i) lives in RI, (ii) works in another state and (iii) cannot work from home, must self-quarantine when not at work. Any RI employer with employees who live in other states must use all means available to enable these employees to work from home. These restrictions do not apply to public health, public safety or healthcare workers. There is no process to apply for an exemption from these self-quarantine requirements.• The RI order does not supersede orders currently in effect, except to the extent it is more stringent than other orders.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
SC	<p>Order Links:</p> <p>Executive Order 2020-10</p> <p>Executive Order 2020-14</p> <p>Executive Order 2020-15</p> <p>Executive Order 2020-17</p> <p>Guidance Link:</p> <p>SC COVID-19 Resource Page</p>	<ul style="list-style-type: none">• Effective Period: April 1, 2020; Indefinitely• The SC order provides that a business may submit requests for clarification or a determination regarding whether the SC order applies to such business to the SC Department of Commerce (SC DOC) using a form provided by the SC DOC, which shall be available at www.sccommerce.com. Businesses may also submit questions or requests for clarification to the SC DOC by email to covid19sc@sccommerce.com or by telephone at 803-734-2873. A team from the SC DOC will review each request and respond within 24 hours of receipt. Pending the SC DOC’s determination, a business is authorized to continue operations, subject to any restrictions imposed by any SC order in connection with the State of Emergency, and with appropriate consideration of and adherence to guidance issued by state and federal public health and safety officials (including the CDC and OSHA). Any determination issued by the SC DOC is provisional and is subject to revision at any point.• Entertainment venues and facilities, recreational and athletic facilities and close-contact service providers are deemed “non-essential” businesses and must close to the non-employee members of the public.• The SC DOC, in consultation with the Office of the Attorney General of SC, is authorized and directed to issue supplemental guidance regarding the SC order and provide clarification as to whether a specific business is required to close.• All businesses are urged to facilitate effective “social distancing” practices, including by utilizing work-from-home options and to provide alternate means of purchasing products and services (including online or telephone orders or curbside deliveries).• The SC order prohibits gatherings of 50 or more people at any location or facility owned by the State of SC or any SC political subdivision, excluding certain emergency or essential government functions, and suspends on-site consumption of food and alcohol.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> • For the duration of the State of Emergency, any individual who enters SC from an area with substantial community spread (including the Tri-State Area (consisting of the States of NY, NJ and CT) and the City of New Orleans, LA) must self-quarantine for a period of 14 days from the time of entry into SC (or the duration of the individual's presence in SC, whichever is shorter), other than individuals employed by airlines and individuals performing or assisting with military, healthcare, or emergency response operations. Any individual required to self-quarantine will be responsible for all costs associated with such self-quarantine. There is no process to apply for an exemption from these self-quarantine requirements. The SC Department of Health and Environmental Control is authorized to provide supplemental guidance regarding the SC order. • 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.
SD	<p>Order Link:</p> <p>Executive Order 2020-08</p> <p>Guidance Links:</p> <p>SD COVID-19 Resource Page</p> <p>CISA Guidance on Essential Critical Infrastructure Workers</p>	<ul style="list-style-type: none"> • Not a broad workplace shutdown order. • Effective Period: March 23, 2020 through May 2, 2020. • All enclosed retail businesses that promote public gatherings (i.e., bars, restaurants, breweries, cafes, casinos, coffee shops, recreational or athletic facilities, health clubs and entertainment venues should (i) suspend or modify business practices as recommended by CDC guidance that involve ten or more people to be in an enclosed space where physical separation of at least six feet is not possible and (ii) continue offering or consider offering business models that do not involve public gatherings, including takeout, delivery and similar off-site services. • All businesses should (i) encourage staff to telework, if possible; (ii) implement social distancing measures; (iii) limit unnecessary work gatherings; (iv) limit non-essential travel; and (v) consider regular health checks including CDC guidance for COVID-19 screening if possible. All businesses should offer, to the extent possible, special shopping times or access periods for populations particularly vulnerable to COVID-19.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>CDC Business Response Guidance</p>	<ul style="list-style-type: none"> All businesses should implement the recommended CDC hygiene practices and other business strategies designed to reduce the likelihood of spreading COVID-19. The SD order states that it should be read in conjunction with the CISA critical infrastructure guidelines. All local and municipal governments should protect the critical infrastructure sectors defined by the CISA guidelines. The SD order is silent on whether it supersedes any inconsistent orders issued by local government.
TN	<p>Order Link:</p> <p>Executive Order No. 17</p> <p>Guidance Links:</p> <p>TN COVID-19 Resource Page</p> <p>The President's Coronavirus Guidelines for America</p> <p>CDC Coronavirus Protection Guidelines</p>	<ul style="list-style-type: none"> Effective Period: March 23, 2020 through April 14, 2020. The TN order does <u>not</u> provide businesses with the ability to apply for a designation as providing an “Essential Service”. Businesses that do not perform Essential Services shall not be open for access or use by the public, though they may continue providing delivery, including curbside delivery, for orders accepted online or by phone. Businesses may remain open to conduct minimum necessary activities to maintain its business, whether otherwise essential or not, including (i) maintaining the value of the business’s inventory; (ii) preserving the condition of the business’s physical plant and equipment, livestock, or other assets; (iii) ensuring the security of the business; (iv) processing the business’s mail payroll, and employee benefits; (v) facilitating employees of the business being able to continue to work remotely from their residences; or (vi) conducting any functions related to these activities. “Essential Services” are businesses operating in the sectors included in the CISA critical infrastructure guidelines, as well as the following (each of which is further described in the TN order): (i) Healthcare and Public Health Operations, (ii) Human Services Operations, (iii) Essential Infrastructure Operations, (iv) Essential Government Functions, (v) Food and Medicine Stores, (vi) Food and Beverage Production and Agriculture, (vii) Organizations that Provide Charitable and Social Services, (viii) Religious and Ceremonial Functions, (ix) Media, (x) Gas Stations and Businesses Needed for Transportation,

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>(xi) Financial Institutions and Insurance Entities, (xii) Hardware and Supply Stores, (xiii) Critical Trades, (xiv) Mail, Post, Shipping, Logistics, Delivery and Pick-up Services, (xv) Educational Institutions, (xvi) Laundry Services, (xvii) Restaurants for Off-Premises Consumption, (xviii) Supplies to Work from Home, (xix) Supplies for Essential Businesses and Operations, (xx) Transportation, (xxi) Home-based Care and Services, (xxii) Residential Facilities and Shelters, (xxiii) Professional Services, (xxiv) Manufacturing, Distribution and Supply Chain for Critical Products and Industries, (xxv) Hotels and Motels, (xxvi) Funeral Services, (xxvii) any business related to an Essential Activity, and (xxviii) any other business that operates at all times with 10 or fewer persons accessing the premises at a time, including employees, customers and other visitors.</p> <ul style="list-style-type: none">• All in-person dining or drinking, recreational, entertainment and close-contact personal services businesses are required to close.• All critical infrastructure remains operational, and all government entities and businesses will continue providing important and essential services.• 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. Business 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.• Any law, order, rule or regulations that would otherwise limit the enforceability of the TN order is suspended. The TN order does not preempt or limit the authority of a locality to issue further orders or measures on the same subjects. Defining

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>Essential Services in Attachment A to TN order No. 22 does not repeal TN orders Nos. 17 and 21 relative to restaurants, recreational and entertainment businesses, close-contact personal services, etc.</p>
TX	<p>Order Links:</p> <p>Executive Order GA 11</p> <p>Executive Order GA 12</p> <p>Governor's Proclamation Issued March 29, 2020</p> <p>Executive Order GA 14</p> <p>Guidance Links:</p> <p>TX COVID-19 Resource Page</p> <p>Texas Department of Emergency Management</p>	<ul style="list-style-type: none"> • Effective Period: April 2, 2020 through April 30, 2020. However, self-quarantine requirements are in effect indefinitely. • The TX order requires all persons to minimize social gatherings and in-person contact with people who are not in the same household, except where necessary to provide or obtain essential services. • “Essential services” consist of everything listed in the CISA guidelines, as updated, on essential critical infrastructure, plus religious services conducted in churches, congregations and houses of worship. Other essential services may be added to the list of essential services with the approval of the Texas Division of Emergency Management (TDEM). The TDEM maintains an online list of essential services, and persons can request additions to this list by contacting the TDEM at essential services@tdem.texas.gov or www.tdem.texas.gov/essentialservices. • In providing or obtaining essential services, people and businesses should follow the Guidelines from the President and the CDC by practicing good hygiene, environmental cleanliness, sanitation, implementing social distancing and working from home if possible. In particular, all services should be provided through remote telework from home unless they are essential services that cannot be provided through remote telework. Restaurants, bars, and recreational, entertainment and personal care businesses (such as gyms, tattoo parlors, etc.) must close, except for drive-thru, pickup or delivery options for food and drinks. • Beginning on March 28, 2020, every person who enters TX from CA, CT, LA, NJ, NY, WA or the cities of Atlanta, Chicago, Detroit or Miami, must self-quarantine for 14 days from the time of entry into TX or the duration of the person’s presence in TX, whichever is shorter. The self-quarantine requirement does not apply to (i) people traveling in connection with commercial activity, military service, emergency response, health response, or critical-infrastructure functions, as may be

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>Essential Services Guidance</p> <p>CDC Business Response Guidance</p> <p>CDC Sanitization Guidelines</p> <p>Designation Application:</p> <p>Self-Quarantine Exemption Application</p>	<p>determined by the TDEM, (ii) federal employees and contractors travelling for business purposes, and (iii) individuals traveling for essential health care services (unrelated to COVID-19) with a doctor's note. Further, a quarantined person may only leave the quarantine location to seek medical care or to leave TX. No person is allowed into the quarantined location, other than a health department employee, physician or healthcare provider. Persons entering TX must complete a form designating a quarantine location, which may be subsequently confirmed by TX officials. The TX order provides that the Texas Department of Public Safety Special Agents will conduct unannounced visits to the designated quarantine location to verify compliance with the self-quarantine mandate. Businesses providing essential services that have employees travelling to TX for commercial activities are automatically exempt from the travel-related quarantine requirement and are not required to apply for an exemption. All other persons entering TX must submit an application for exemption to the TDEM from the self-quarantine requirement and, if exempted, the TDEM will provide that person with an exemption letter to carry. The exemption form requires businesses to provide information about the business (including EINs), as well as a list of positions requesting exemptions and justifications for the travel exemption, and businesses must confirm that the listed information is accurate. Each person required to self-quarantine under the TX order is responsible for all associated costs of such self-quarantine.</p> <ul style="list-style-type: none"> • The TX order supersedes Executive Order GA-08, but not Executive Orders GA-09 through GA-13. 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 essential services allowed by the TX order or allows gatherings prohibited by the TX order. • County-level shutdown information for certain TX counties is contained in the summary of shutdown orders for certain U.S. districts, counties and territories beginning on page 86 of this chart, which can be accessed directly by clicking here.
UT	Order Links:	<ul style="list-style-type: none"> • Not a broad workplace shutdown order.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>Public Health Order 03/21/20</p> <p>Governor's Directive 3/27/20</p> <p>Guidance Link:</p> <p>UT COVID-19 Resource Page</p>	<ul style="list-style-type: none"> • Effective Period: Public Health Order - March 21, 2020 (Indefinite); Governor's Directive – March 27, 2020 (for individuals)/March 30, 2020 (for organizations) through April 13, 2020. • The UT Public Health Order and Governor's Directive prohibit gatherings of any size (except for members of the same household or residence) and suspend on-site consumption of food and alcohol. • Individuals are encouraged to, among other things, (i) stay at home as much as possible; (ii) work from home whenever possible; (iii) engage in appropriate social distancing; (iv) follow strict hygiene standards; and (v) help others as reasonably appropriate to practice the same principles. • Organizations are directed to (i) respond in a flexible way to varying levels of disease transmission in the community and refine business plans as needed; (ii) consider how best to decrease the spread of COVID-19 and lower the impact in the workplace; (iii) encourage and enable employees to telework from home (only employees who perform work that cannot be done from their home should be exempted from teleworking); (iv) utilize video conferencing and virtual meeting services; (v) implement policies for employees who cannot telework, including (a) requiring employees with symptoms to stay home, (b) not requiring a positive COVID-19 test result or health care provider's note for employees to stay home due to illness, (c) enhancing social distancing by grouping employees into cohorts of no more than 10 that have limited contact with other cohorts, (d) enabling employees to follow directives for all individuals (e.g., providing hand soap, sanitizer, etc.), (e) minimizing face-to-face contact with high-risk employees, and (f) implementing flexible work hours; (vi) assess essential functions and the reliance that others and the community have on services or products offered; and (vii) take measures to accommodate high-risk individuals in the workplace. • The UT directive does not apply to (i) health care professionals; (ii) law enforcement officers and first responders; (iii) faith leaders and workers; and (iv) charitable and social services organizations. • The UT order is silent on whether it supersedes any inconsistent orders issued by local government.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
VT	<p>Order Links:</p> <p>Addendum 6 to Executive Order 01-20</p> <p>Addendum 7 to Executive Order 01-20</p> <p>Guidance Links:</p> <p>VT COVID-19 Resource Page</p> <p>ACCD FAQs for Businesses</p> <p>ACCD Critical Business Sector Specific Guidance</p> <p>ACCD Stay Home Stay Safe Guidance to Retailers</p>	<ul style="list-style-type: none"> • Effective Period: March 25, 2020 through April 15, 2020. • Businesses that provide services or functions deemed critical to public health and safety, as well as economic and national security, are exempt from the VT order's blanket shutdown but must direct workers to work remotely when possible. • In addition to the sectors and activities listed in the CISA critical infrastructure guidelines, the following services and functions are also deemed critical to public health and safety as well as economic and national security: (i) health care operations; (ii) law enforcement, public safety and first responders; (iii) critical infrastructure; (iv) construction necessary to support the COVID-19 response and maintain critical infrastructure; (v) critical manufacturing, including processing and supply; (vi) retail servicing basic human needs, provided that these retail operations shall, to the extent possible, be conducted through online and telephone orders for delivery and curbside pickup; (vii) fuel products and supply; (viii) hardware stores, provided that these retail operations shall, to the extent possible, be conducted through online and telephone orders for delivery and curbside pickup; (ix) transportation sector and agricultural sector equipment parts, repair and maintenance, provided that these retail operations shall, to the extent possible, be conducted through online and telephone orders for delivery and curbside pickup; (x) trash collection and disposal, recycling and operations and maintenance of drinking water and wastewater/drainage infrastructure; (xi) agriculture and farms, animal shelters, production and delivery of seed, chemicals and fertilizers, CSAs and veterinarians; (xii) lodging, to the extent required to support COVID-19 response, critical infrastructure and national security; (xiii) other building and property services for the safety, sanitation and operations of residences or other businesses; (xiv) mail and shipping services; (xv) news media; (xvi) banks and related financial institutions, provided that routine retail banking operations are limited to transactions conducted through ATMS, drive-throughs and online/telephone services; (xvii) providers of necessities and services to economically disadvantaged populations; and (xviii) other vendors of technical, security, logistics, custodial and equipment repair and maintenance services necessary to support the COVID-19 response, critical infrastructure and national security. • The Vermont Agency of Commerce and Community Development (ACCD) published a list of critical businesses designated by NAICS code. If a business has multiple NAICS codes, only those portions of the business with codes designated on the

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>VDH Social Distancing</p> <p>NAICS Critical Business Designation List</p> <p>CISA Memorandum on Identification of Critical Infrastructure Workers</p> <p>CDC Domestic Travel Guidance</p> <p>Designation Link:</p> <p>Request for Continuation of Business Operations</p>	<p>list as critical are exempt from the VT order’s on-site shutdown requirement. In addition, the ACCD published sector-specific guidance for whether a business meets the definition of “critical to public health and safety, as well as economic and national security”.</p> <ul style="list-style-type: none"> • All businesses exempt from the VT order’s shutdown requirement must develop social distancing strategies/procedures consistent with CDC and the Vermont Department of Health (VDH) guidance, including, to the extent possible: (i) maintaining a distance of six feet between persons; (ii) requiring employees to practice appropriate hygiene measures, including regular, thorough handwashing; (iii) requiring employees who are sick to remain home; and (iv) regularly cleaning and disinfecting frequently touched objects and surfaces. The ACCD has published additional social distancing guidance for businesses that stay open with access to the public, which includes (a) offering dedicated shopping hours specifically for vulnerable populations, (b) completing a Coronavirus and Preparedness Checklist, and (c) hanging a Handwashing Steps sign in any public or employee bathroom. • Other businesses may be determined to be critical to public health and safety, as well as economic and national security after requesting an opinion from the ACCD. The ACCD shall consider (i) whether a business is necessary in order to properly respond to this emergency; (ii) whether a business transaction or the performance of services requires in-person contact; (iii) implications for business operations in VT, taking into account the economic and societal impacts as well as supply chain dependencies that are geographically distributed; and (iv) such other factors as the Secretary of ACCD shall determine, in consultation with the Commissioner of VDH and the VT Commissioner of Public Safety. The ACCD guidance indicates that a response will be received within 24 hours. • Until April 15, 2020, any person, resident or non-resident, travelling into VT for anything other than an “essential purpose” must immediately self-quarantine for 14 days or the balance of 14 days dating from the day of arrival. “Essential purpose” means (i) travel required for personal safety; (ii) food, beverage or medicine; (iii) medical care; (iv) care of others; and (v) to perform work, services or functions deemed critical to public health and safety, as well as economic and national security, as described above. Visitors are instructed not to travel to VT if they are displaying symptoms or if they are travelling from

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>cities and regions identified as COVID-19 “hot spots,” including FL and LA and the cities of Detroit, Chicago and New York City. In addition, residents of NY, NJ and CT should stay in their home states in strict compliance with CDC travel guidance. There is no process to apply for an exemption from these self-quarantine requirements.</p> <ul style="list-style-type: none"> The VT order is silent on whether it supersedes any prior orders and whether local governments may enact more stringent measures.
VA	<p>Order Links:</p> <p>Executive Order 55-2020</p> <p>Executive Order 53-2020</p> <p>Guidance Link:</p> <p>VA COVID-19 Resource Page</p>	<ul style="list-style-type: none"> Not a broad workplace shutdown. Effective Period: March 24, 2020 through June 10, 2020 (stay at home order effective March 30, 2020). All dining and congregation areas in restaurants, dining establishments, food courts, breweries, microbreweries, distilleries, wineries, tasting rooms and farmers’ markets are required to close. However, these businesses may continue to offer delivery and take-out services. Recreational and entertainment businesses are required to close. These include (but are not limited to): (i) indoor entertainment centers (e.g., theaters, concert venues, museums, etc.), (ii) indoor exercise facilities, (iii) personal care or personal grooming services that would not allow compliance with social distancing guidelines to remain six feet apart (e.g., beauty salons, barbershops, spas, tattoo shops, etc.), (iv) racetracks and historic horse racing facilities, and (v) indoor public amusement (e.g., bowling alleys, skating rinks, arcades, etc.). The following essential retail businesses may remain open during their normal business hours: (i) grocery stores, pharmacies and other retailers that sell food and beverage products or pharmacy products, including dollar stores, and department stores with grocery or pharmacy operations, (ii) medical, laboratory and vision supply retailers, (iii) electronic retailers that sell or service cell phones, computers, tablets, and other communications technology, (iv) automotive parts, accessories and tire retailers, as well as automotive repair facilities, (v) home improvement, hardware, building material,

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<p>and building supply retailers, (vi) lawn and garden equipment retailers, (vii) beer, wine and liquor stores, (viii) retail functions of gas stations and convenience stores, (ix) retail located within healthcare facilities, (x) banks and other financial institutions with retail functions, (xi) pet and feed stores, (xii) printing and office supply stores, and (xiii) laundromats and dry cleaners.</p> <ul style="list-style-type: none"> • Any brick-and-mortar retail businesses that are not listed as essential retail businesses may continue operating, but must limit all in-person shopping to no more than 10 persons per establishment. • All businesses are required to adhere to social distancing recommendations (including that individuals must at all times maintain a distance of at least six feet from any other individual), enhanced sanitizing practices on common surfaces, and other appropriate workplace guidance from state and federal authorities while in operation. • Business operations offering professional services may remain open, but should utilize teleworking as much as possible. Where teleworking is not feasible, such businesses must adhere to social distancing recommendations and enhanced sanitizing practices on common surfaces, and apply the relevant workplace guidance from state and federal authorities. • The VA order does not limit (a) the provision of health care or medical services, (b) access to essential services for low-income residents, (c) operations of the media, (d) law enforcement agencies, or (e) the operation of government. • The VA order amends Executive Order 53. The VA order is silent on whether local governments may enact more stringent measures.
WA	<p>Order Links:</p> <p>Proclamation by the Governor 20-25</p>	<ul style="list-style-type: none"> • Effective Period: March 25, 2020 through May 4, 2020. • The WA guidance provides an email address to which businesses may send emails to clarify their status, or petition to be added to the list of essential businesses (business@mil.wa.gov). The WA guidance does <u>not</u> provide guidance on what information should be included in a petition email.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>March 25 Clarification re: Construction</p> <p>Guidance Links:</p> <p>WA COVID-19 Resource Page</p> <p>List of Essential Critical Infrastructure Workers from the Governor</p> <p>WA State Dept. of Health Guidelines</p> <p>DOL Guidance on Preventing Worker Exposure to COVID-19</p> <p>DOL Guidance on Preparing Workplaces for COVID-19</p>	<ul style="list-style-type: none"> • All non-essential businesses in Washington State are required to stop all operations other than minimum basic operations, which the WA order defines as 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. • The WA order 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. • All essential businesses must establish and implement social distancing and sanitation measures established by the United States Department of Labor and the Washington State Department of Health and cannot operate until such guidelines are implemented in the applicable workplaces. The guidelines published by the Washington State Department of Health direct businesses to, among other things, (i) not require a doctor's note for sick employees; (ii) with respect to employees showing signs of COVID-19, place such employee in a private room away from others, ask such employee to wear a mask and have another person at the workplace contact the local health department; (iii) with respect to employees with COVID-19, keep such employee's infection status confidential, inform close contacts of such employee that they may have been close to someone with COVID-19; and (iv) 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. In addition, workplaces should, among other things, create social distancing by (1) placing staff members six feet apart and not holding in-person meetings; (2) telling sick employees to stay home; (3) placing posters around the office with guidance on washing hands, staying home when sick and how to cough and sneeze; (4) having employees to wash their hands for at least 20 seconds; and (5) cleaning high-touch areas.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none">• The WA order also exempts from its shutdown order (i) single-owner businesses with no in-person, on-site interactions and (ii) restaurants and food services providing delivery or take-away services, so long as proper social distancing and sanitation measures are established and implemented.• The WA order is silent on whether it supersedes any prior orders and whether local governments may enact more stringent measures.• On March 25, 2020, the WA Governor issued a clarification of the WA order that all commercial and residential construction must cease during the shutdown, other than construction: (i) related to essential activities described under the WA order; (ii) to further a public purpose related to a public entity or governmental function or facility, including but not limited to publicly financed low-income housing; and/or (iii) to prevent spoliation and avoid damage or unsafe conditions, and address emergency repairs at both non-essential businesses and residential structures.
WV	Order Link: Executive Order No. 9-20 Guidance Links: WV COVID-19 Resource Page DHHR FAQ	<ul style="list-style-type: none">• Effective Period: March 24, 2020; Indefinite.• The WV order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Business and Operation”.• 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 functions, and (ii) the minimum necessary activities to facilitate employees of such business to work from home.• Small businesses that do not invite in the general public and that have five or fewer employees in the office may operate normally but must ensure that proper social distancing and hygiene practices are maintained.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> Essential Businesses and Operations are those included in the CISA critical infrastructure guidelines, in addition to an expanded list of (i) healthcare, public health operations, and health insurance companies, including, among other things, (1) companies that compile, model, analyze and communicate public health information, (2) medical device and equipment companies and suppliers and (3) providers of any related and/or ancillary healthcare services; (ii) grocery stores and pharmacies, including, among other things, (1) companies that are part of a grocery store's/pharmacy's supply chain and (2) stores that sell products necessary to maintain the safety, sanitation and essential operations of residences and other Essential Businesses and Operations; (iii) food, beverage and agriculture; (iv) essential governmental functions; (v) human services organizations and childcare facilities and providers; (vi) essential infrastructure, including, among other things, (1) business management and maintenance, (2) distribution centers and (3) internet, video and telecommunications systems; (vii) coal mining and coal-fired electric generation facilities; (viii) manufacture, distribution and supply chain for critical products and industries, including, among other things, manufacturing companies, distributors and supply chain companies providing essential products and services in and for Essential Businesses and Operations; (ix) transportation and travel-related businesses and gas stations, including, among other things, farm equipment and construction equipment companies; (x) financial and insurance institutions, including, among other things, payday lenders and affiliates of financial institutions; (xi) hardware and supply stores; (xii) critical trades (e.g., building and construction tradesmen and tradeswomen), including, among other things, providers of services that are necessary to maintain the safety, sanitation and essential operation of residences, essential activities and Essential Businesses and Operations; (xiii) mail, post, shipping, logistics, delivery and pick-up services; (xiv) religious entities; (xv) educational institutions; (xvi) laundry services; (xvii) supplies to work from home; (xviii) 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; (xix) home-based care and services; (xx) residential facilities and shelters; (xxi) professional services; (xxii) media and first amendment protected speech; (xxiii) hotels and motels; and (xxiv) funeral services. Food services such as restaurants cannot provide on-premises consumption but may continue take-out or delivery service.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> The WV order is silent on whether it supersedes any prior orders and whether local governments may enact more stringent measures.
WI	<p>Order Links:</p> <p>Emergency Order #5</p> <p>Emergency Order #12</p> <p>Designation Link:</p> <p>WEDC Essential Businesses Application Form</p> <p>Guidance Links:</p> <p>WI COVID-19 Resource Page</p> <p>CISA Guidelines Identifying Critical Infrastructure During the COVID-19 Pandemic</p>	<ul style="list-style-type: none"> Effective Period: March 25, 2020 through April 24, 2020. In the exceptional circumstance that a business is not listed in the WI order as an Essential Business or Operation but believes that it should be included in that designation, the business may consult the information on the Wisconsin Economic Development Corporation (WEDC) website. If a business still believes that it does not fall within the meaning of Essential Businesses and Operations, it may apply to the WEDC using the application provided on the WEDC’s website to request designation as such. Businesses 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 to facilitate the ability of other workers to work remotely. Businesses that fall within Healthcare and Public Health Operations, Human Services Operations, Essential Infrastructure and Essential Governmental Functions – all of the terms are defined in the WI order – are permitted to stay open. Essential Businesses and Operations are those included in the CISA critical infrastructure guidelines, in addition to an expanded list of (i) stores that sell groceries and medicine; (ii) food and beverage production, transport, and agriculture; (iii) restaurants (for take-out or delivery); (iv) bars (for carryout); (v) child care settings; (vi) organizations that provide charitable and social services; (vii) weddings, funerals, and religious entities; (viii) funeral establishments; (ix) media; (x) gas stations and businesses needed for transportation; (xi) financial institutions and services; (xii) hardware and supplies stores; (xiii) critical trades; (xiv) mail, post, shipping, logistics, delivery and pick-up services; (xv) laundry services; (xvi) suppliers to work from home; (xvii) suppliers for Essential Business and Operations and Essential Governmental Functions; (xviii) transportation; (xix) home-based care and services; (xx) professional services; (xxi) manufacture, distribution and supply

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

State	Orders, Guidance and other Directives	Commentary and Analysis
	<p>CISA Guidance on Essential Critical Infrastructure Workers</p>	<p>chain for critical products and industries; (xxii) critical labor union functions; (xxiii) hotels and motels; (xxiv) higher educational institutions; and (xxv) WEDC-designated businesses.</p> <ul style="list-style-type: none"> • Businesses in operation must adhere to social distancing requirements, including (i) maintaining social distancing of six feet between people; (ii) washing hands with soap and water for at least 20 seconds or using hand sanitizer; (iii) covering coughs or sneezes (into the sleeve or elbow, not hands); (iv) regularly cleaning high-touch surfaces; (v) not shaking hands; and (vi) following all other public health recommendations issued by the Wisconsin Department of Health Services (DHS). All businesses in operation (including Essential Businesses and Operations) shall use technology to avoid meeting in person and allow remote work to the greatest extent possible. • The WI order supersedes any local order that is in conflict with the WI order. However, the WI order does not prevent the DHS and local health officials from issuing and enforcing isolation and quarantine orders pursuant to applicable laws.
WY	<p>Order Link:</p> <p>Public Health Order 03/19/20</p> <p>Continuation of Public Health Order 03/19/20</p> <p>Guidance Link:</p> <p>WY COVID-19 Resource Page</p>	<ul style="list-style-type: none"> • Not a broad workplace shutdown order. • Effective Period: March 19, 2020 through April 17, 2020. • The WY order closes places of public accommodation, such as restaurants, cigar bars, gyms, movie and performance theaters, opera houses, concert halls and music halls, provided that places of public accommodation may offer food and beverage service using delivery or drive-through service. Staff who handle payment are not involved in preparing, handling or delivering food. Only five members of the public may be allowed on the premises and must observe social distancing. • The WY order supersedes all previous individual county orders authorized by the Wyoming State Health Officer under Wyoming Statute § 35-1-240(a)(v). To the extent the county order is more restrictive, the more restrictive provisions still apply.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

CERTAIN DISTRICTS, COUNTIES & TERRITORIES

The summaries of the county-level shutdown orders for certain Texas counties beginning on page 86 of this chart reflect the terms of each currently issued order. Businesses should note that on March 31, 2020, the Governor of Texas issued an Executive Order expressly providing that such Executive Order supersedes any conflicting order issued by local officials in the State of Texas in response to the COVID-19 pandemic to the extent that such local order restricts essential services permitted by the Texas Executive Order or allows gatherings prohibited by the Texas Executive Order; accordingly, certain portions of the county-level orders may be preempted by the Texas Executive Order. Questions of preemption are highly fact specific and businesses should consult their own counsel prior to applying any county-level shutdown order to its business.

District/County/Territory	Orders, Guidance and other Directives	Commentary and Analysis
Washington, D.C.	Order Links: Mayor's Order 2020-053 Mayor's Order 2020-054	<ul style="list-style-type: none">• Effective Period: March 25, 2020 through April 24, 2020 (Stay at home order effective April 1, 2020).• The DC order provides that the DC Mayor may grant a waiver to a business through the District of Columbia Homeland Security and Emergency Management Agency (HSEMA).• All individuals living in Washington, D.C., are ordered to stay at their place of residence except as permitted by the DC order. Individuals may leave their residences to engage in Essential Activities (as defined in the DC order), perform or access Essential Government Functions (as defined in the DC order), work at Essential Businesses, engage in Essential Travel (as defined in the DC order), or engage in allowable recreational activities (outdoor activities with members of one's household that comply with Social Distancing Requirements).• 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

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

District/County/Territory	Orders, Guidance and other Directives	Commentary and Analysis
		<p>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.</p> <ul style="list-style-type: none"> • Essential Government Functions (as defined in the DC order) are permitted to continue operations. • The DC order is based on the CISA guidelines and, under the DC order, Essential Businesses are: (i) Healthcare and Public Health Operations (as defined in the DC order), (ii) Essential Infrastructure (as defined in the DC order), (iii) food and household products and services (restaurants are only included for delivery, carry-out and grab-and-go), (iv) social services providing necessities of life, (v) communications and information technology, (vi) energy and automotive, (vii) financial services, (viii) educational institutions (solely for distance learning and operations and modifying facilities to support the public emergency), (ix) transportation and logistics, (x) construction and building trades, (xi) housing and living facilities, (xii) professional services, and (xiii) childcare facilities. • Any Essential Business that remains open to the public with an expected occupancy of more than 10 people must promptly and conspicuously post in the building or facility a copy of the requirements for social distancing found on the coronavirus.dc.gov website as may be amended by the DC Department of Health. • Non-Essential Businesses include: (i) tour guides and touring services; (ii) gyms, health clubs, spas and massage establishments; (iii) theaters, auditoriums, and other places of large gatherings; (iv) nightclubs; (v) hair, nail and tanning salons and barbershops; (vi) tattoo parlors; (vii) sales not involved in essential services; (viii) retail clothing stores; and (ix) professional services not devoted to assisting essential business operations.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

District/County/Territory	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none">• Any Non-Essential business conducting Minimum Basic Operations or fuller operations under a waiver granted by HSEMA, may be asked to show their operational plan and why the activities they are conducting, and how they are conducting them, fit within allowable limits.• Home-based businesses may continue to operate, to the extent such businesses do not involve individuals making physical contact. Essential and non-Essential Businesses are required to take all reasonable steps necessary for employees to work remotely and to deliver services remotely.• Essential Businesses that remain open shall comply with Social Distancing Requirements, including (i) maintaining at least six feet of distance from other individuals (including when customers, clients or patients are standing in line or sitting in a waiting room), (ii) washing hands with soap and water for at least 20 seconds or using hand sanitizer frequently, or after contact with potentially infected surfaces, (iii) covering coughs or sneezes (preferably with a tissue immediately disposed of, or into the sleeve or elbow, not hands), (iv) regularly cleaning high-touch surfaces, (v) not shaking hands, and (vi) separating staff by off-setting shift hours or days and separating shifts.• 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 a warning or a request to close, that was [not] immediately complied with.• The DC order supersedes Mayor's Order 2020-51, dated March 20, 2020, to the extent of any inconsistency.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

District/County/Territory	Orders, Guidance and other Directives	Commentary and Analysis
<p>Bexar County, TX (including San Antonio)</p>	<p>Order Links:</p> <p>Bexar: Executive Order NW-03</p> <p>San Antonio: Emergency Order #5</p> <p>Guidance Link: CISA Guidance on Essential Critical Infrastructure Workers</p> <p>COVID-19 Health Mandate 3.1</p>	<ul style="list-style-type: none"> • Bexar County order Effective Period: March 24, 2020 through April 9, 2020. • San Antonio order Effective Period (upon City Council approval): March 24, 2020 through April 9, 2020. • Neither order provides businesses with the ability to apply for a designation as an “Exempted Business”. • The orders permit employees and contractors to (i) perform activities at their own residences (i.e., working from home or operating a home-based business regardless of whether it constitutes an Exempted Business), (ii) conduct operations to maintain security, upkeep and maintenance of premises, equipment or inventory, and (iii) perform IT or other operations that facilitate employees working from home. • Exempted Businesses are those included in the CISA critical infrastructure guidelines, in addition to an expanded list of: (i) healthcare services; (ii) government functions; (iii) education and research; (iv) infrastructure, development, operation and construction; (v) transportation; (vi) IT services; (vii) food, household staples and retail; (viii) services to economically disadvantaged populations; (ix) services necessary to maintain residences or support exempt businesses; (x) news media; (xi) financial institutions and insurance services; (xii) childcare services; (xiii) worship services provided by remote measures; and (xiv) funeral services. • Businesses and operations that constitute Exempted Businesses that remain open must, to the greatest extent possible, comply with the social distancing guidelines, including maintaining six feet of separation between persons for both employees and the general public.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

District/County/Territory	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> All provisions of the executive orders of the TX Governor shall be incorporated into the Bexar County order. To the extent that there is a conflict between the Bexar County order and any executive order of the TX Governor, the strictest order shall prevail. Both orders are silent on whether municipalities may enact more stringent measures.
Collin County, TX	Order Link: Order of County Judge Chris Hill	<ul style="list-style-type: none"> Not a workplace shutdown order. Effective Period: March 24, 2020 through April 1, 2020. The Collin County order directs all persons to stay home, except for travel related to essential activities. Entertainment activities are not considered essential activities. Businesses, jobs and workers are deemed essential by the Collin County order.
Dallas County, TX	Order Link: Amended Order of County Judge Clay Jenkins Guidance Links: CISA Guidelines Identifying Critical Infrastructure During the COVID-19 Pandemic	<ul style="list-style-type: none"> Effective Period: March 23, 2020 through April 3, 2020. The Dallas County order generally does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Business”. Businesses that fall within Essential Healthcare Operations, Essential Government Functions, Essential Critical Infrastructure (i.e., the critical infrastructure sectors described in the CISA guidelines and certain other operations described in the Dallas County order) and Essential Retail – all of the terms are defined in the Dallas County order – are permitted to stay open. Essential Businesses are Essential Healthcare Operations, Essential Government Functions, Essential Critical Infrastructure (i.e., the critical infrastructure sectors described in the CISA guidelines and certain other operations described in the Dallas County order) and Essential Retail (all of which are defined in

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

District/County/Territory	Orders, Guidance and other Directives	Commentary and Analysis
	<p>CISA Guidance on Essential Critical Infrastructure Workers</p>	<p>the Dallas County order), in addition to (i) providers of basic necessities to economically disadvantaged populations; (ii) essential services necessary to maintain essential operations of residences or other Essential Businesses; (iii) news media; and (iv) childcare services.</p> <ul style="list-style-type: none"> • The Dallas County order directs that all activities and work performed should be conducted in a manner that adheres to the Dallas County Health and Human Services Social Distancing Recommendations attached to the Dallas County order, including maintaining six feet of space between persons for both employees and the general public. • The Dallas County order is silent on whether it supersedes any prior orders and whether municipalities within Dallas County may enact more stringent measures.
Denton County, TX	<p>Order Link: Executive Order AE-20-03-24</p> <p>Guidance Link: CISA Guidelines Identifying Critical Infrastructure During the COVID-19 Pandemic</p>	<ul style="list-style-type: none"> • Effective Period: March 25, 2020 through April 1, 2020. • The Denton County order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Business”. • Essential Businesses are those included in the CISA critical infrastructure guidelines, in addition to an expanded list of: (i) Essential Healthcare Operations; (ii) Essential Government Functions; (iii) Education; (iv) Essential Critical Infrastructure; (v) Essential Retail (all of which are defined in the Denton County order); (vi) providers of basic necessities to economically disadvantaged populations; (vii) essential services necessary to maintain essential operations of residences or other Essential Businesses; (viii) news media; and (ix) childcare services. • All Essential Businesses must comply with the social distancing guidelines provided by the CDC, including maintaining six feet of separation between persons for both employees and the general public.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

District/County/Territory	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> The Denton County order is silent on whether it supersedes any prior inconsistent orders and whether municipalities within Denton County may enact more stringent measures.
Harris County, TX	<p>Order Link:</p> <p>Order of County Judge Lina Hidalgo – Stay Home, Work Safe</p> <p>Guidance Link:</p> <p>CISA Guidance on Essential Critical Infrastructure Workers</p> <p>Designation Application:</p> <p>Essential Business Exemption Application</p>	<ul style="list-style-type: none"> Effective Period: March 24, 2020 through April 3, 2020. Any business that is not an Essential Business may apply for designation as an Essential Business by submitting an online form, along with evidence that the continued operations of the business are essential to promoting the general welfare of the residents of Harris County during the COVID-19 response. The application must provide, among other things, a short description of the business, including a description of services, employees and clients, and an explanation for why the business should be considered an Essential Business, including details on the business’s plan for maintaining safety during the COVID-19 pandemic. The form requires the applicant to certify that the information provided is true and accurate under penalty of perjury. Essential Businesses are those included in the CISA critical infrastructure guidelines, Essential Critical Infrastructure, Essential Government Functions, Essential City of Houston Government Functions and Essential Healthcare Operations (all of which are defined in the Harris County order), in addition to an expanded list of: (i) essential retail, including, among other things, businesses that supply products needed for people to work from home; (ii) providers of basic necessities to economically disadvantaged populations; (iii) essential services necessary to maintain essential operations of residences or other Essential Businesses, including businesses that supply other Essential Businesses with other support or utilities needed to operate; (iv) news media; (v) childcare and adult care services; (vi) infrastructure, development, operation and construction; (vii) transportation; (viii) labor union functions; (ix) NASA and the Port of Houston; (x) airports and related operations; and (xi) professional services.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

District/County/Territory	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> All businesses qualifying as Essential Businesses under the CISA critical infrastructure guidelines must implement screening precautions to protect employees and all activities shall be performed in compliance with social distancing guidelines. To the greatest extent possible, all Essential Businesses must comply with Social Distancing Guidelines, including (i) maintaining 6 feet of separation for both employees and the general public; (ii) providing access to hand washing facilities with soap and water or hand sanitizer that contains at least 60 percent alcohol; (iii) posting a sign in a conspicuous place at the public entrance to the venue instructing members of the public not to enter if they are experiencing symptoms of respiratory illness, including fever or cough; and (iv) adhering to other general communicable disease control recommendations by public health authorities. The Harris County order is silent on whether it supersedes any prior inconsistent orders and whether municipalities within Harris County may enact more stringent measures.
Tarrant County, TX	<p>Order Link: Executive Order</p> <p>Guidance Link: CISA Guidelines Identifying Critical Infrastructure During the COVID-19 Pandemic</p>	<ul style="list-style-type: none"> Effective Period: March 24, 2020 through April 7, 2020. The Tarrant County order does <u>not</u> provide businesses with the ability to apply for a designation as an “Essential Business”. Essential Businesses are those included in the CISA critical infrastructure guidelines, in addition to an expanded list of: (i) Essential Healthcare Services; (ii) Essential Government Functions; (iii) Essential Critical Infrastructure; (iv) Essential Retail (all of which are defined in the Tarrant County order); (v) providers of basic necessities to economically disadvantaged populations; (vi) essential services necessary to maintain essential operations of residences or other Essential Businesses; (vii) news media; (viii) financial institutions; (ix) real estate transactions; (x) childcare services; (xi) animal

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

District/County/Territory	Orders, Guidance and other Directives	Commentary and Analysis
		<p>shelters, zoos and other businesses that maintain live animals; (xii) construction; (xiii) funeral services; (xiv) wedding services; (xv) worship services; and (xvi) moving services and supply.</p> <ul style="list-style-type: none">• All businesses are allowed to carry on “Minimum Basic Operations”, which the Tarrant County order defines as (i) operations necessary to maintain security, upkeep, and maintenance of premises, equipment or inventory, including but not limited to the care and maintenance of livestock or animals; (ii) IT or other operations that facilitate employees working from home; (iii) the facilitation of online or call-in sales performed by employees in a store or facility closed to the public; and (iv) in-store repair services performed by employees in a store or facility closed to the public.• Businesses and operations that constitute Essential Businesses or Minimum Basic Operations that remain open must practice social distancing, which requires (i) maintaining a distance of at least six feet from other individuals; (ii) frequently washing hands with soap and water for at least 20 seconds; (iii) using hand sanitizer; (iv) covering coughs or sneezes (into the sleeve or elbow); (v) regularly disinfecting high-touch surfaces; and (vi) not shaking hands.• All businesses qualifying as Essential Businesses under the CISA critical infrastructure guidelines must implement screening precautions to protect employees and all activities shall be performed in compliance with social distancing guidelines. All Minimum Basic Operations shall be performed in compliance with social distancing guidelines.• The Tarrant County order expressly supersedes any prior inconsistent orders and is silent on whether municipalities within Tarrant County may enact more stringent measures.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

District/County/Territory	Orders, Guidance and other Directives	Commentary and Analysis
<p>Travis County, TX (including Austin)</p>	<p>Order Links:</p> <p>County Judge Order No. 2020-5</p> <p>Order 20200324-007 by the Mayor of the City of Austin, Texas</p> <p>Guidance Links:</p> <p>CISA Guidelines Identifying Critical Infrastructure During the COVID-19 Pandemic</p> <p>CISA Guidance on Essential Critical Infrastructure Workers</p> <p>City of Austin – Guidance for the Construction Industry</p>	<ul style="list-style-type: none"> • Travis County order Effective Period: March 24, 2020 through April 13, 2020. • Austin order Effective Period: March 24, 2020 through April 13, 2020. • Neither order provides businesses with the ability to apply for a designation as an “Essential Business”. • The Austin order is nearly identical to the Travis County order, except that the Austin order adds laundry services to the definition of “Essential Businesses”, and the Austin order goes further to state that it does not restrict businesses operating in the CISA essential infrastructure sectors. • The City of Austin issued Guidance for the Construction Industry, in which the City of Austin clarified that the construction projects listed with specificity in the “construction” category of the Critical Infrastructure definition are the only construction projects constituting Essential Business and, accordingly, commercial and residential construction activities would generally be prohibited under the Austin order. While the Travis County order’s definition of Critical Infrastructure is consistent with the definition provided in the Austin order, Travis County has not issued guidance indicating whether it intends for the construction projects listed in the “construction” category of the Critical Infrastructure definition to be an exhaustive list of the construction projects constituting Essential Business. • All businesses are allowed to carry on “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, or for related functions, or (ii) facilitate employees and clients of the business being able to continue to work and to receive services remotely from their residences (residences include hotels, motels, shared rental units and similar facilities).

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

District/County/Territory	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none"> Essential Businesses are: (i) healthcare operations, (ii) stores that sell groceries and other essential supplies, (iii) food cultivation businesses, (iv) social services and charitable organizations, (v) news media, (vi) gas stations and businesses needed for transportation, (vii) financial institutions, (viii) hardware and supply stores, (ix) critical trades, (x) mail and delivery services, (xi) educational institutions, (xii) restaurants for consumption off-site, (xiii) suppliers of products to work from home, (xiv) supplies and services for Essential Businesses, Critical Infrastructure and Essential Government Functions (as defined in the Travis County order), (xv) food delivery, (xvi) transportation, (xvii) home-based care and services, (xviii) residential facilities and shelters, (xix) professional services, (xx) information technology services and telecommunications services, (xxi) childcare facilities, (xxii) moving supply services and (xxiii) funeral services. All businesses must practice social distancing, including (i) maintaining a distance of at least six feet from other individuals, (ii) frequently washing hands with soap and water for at least 20 seconds, (iii) using hand sanitizer, (iv) covering coughs or sneezes (into the sleeve or elbow), (v) regularly disinfecting high-touch surfaces and (vi) not shaking hands. The Travis County order is silent on whether it supersedes any prior orders and whether municipalities within Travis County may enact more stringent measures.
PR	Order Link: Executive Order OE-2020-023 (EN) Guidance Links:	<ul style="list-style-type: none"> Effective Period: March 15, 2020 through March 30, 2020. The PR Circular Letter provides that businesses that believe they should be exempt for reasons of health and national security may email to the PR Department of Economic Development and Commerce at emergencias@ddec.pr.gov with a document explaining why they should be exempted.

COVID-19: Workplace Shutdowns By State

Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

District/County/Territory	Orders, Guidance and other Directives	Commentary and Analysis
	<p>Circular Letter No. 2020-02</p> <p>Guidance Clarifying Executive Order on COVID-19 Shutdown and Curfew Measures</p>	<ul style="list-style-type: none">• The following businesses are exempt from closure: (i) food, retail or wholesale businesses providing services through drive-thru, carry-out, or delivery only, including prepared foods, medications or medical equipment, (ii) pharmacies, (iii) supermarkets, (iv) gas stations, (v) banking or financial institutions, (vi) nursing homes, or (vii) other businesses related to the food, medical products, or fuel supply chains.• The PR Circular Letter also exempts operations in the following categories of businesses from closure: (i) health, (ii) food, (iii) fuels (processing, sales and distribution), (iv) critical infrastructure, (v) local and national security, (vi) goods and services, and (vii) supply chain. The PR Circular Letter also lists a number of sub-categories within these seven main categories of exempt businesses.• The PR order also imposes a curfew on PR citizens outside the hours of 5:00 a.m. to 9:00 p.m. However, the curfew does not apply to individuals duly identified as (i) public or private security agency employees at the state and federal level, (ii) health professionals, (iii) personnel working in hospitals, pharmacies, pharmaceutical companies, bioscience facilities or health centers, (iv) personnel working in the wholesale food and product manufacturing supply chain, from their origin to consumer retail outlets, (v) personnel working with utilities or critical infrastructure, (vi) call centers, (vii) port and airport personnel, (viii) members of the press, or (ix) citizens who are addressing emergency or health situations.• Entertainment and recreational businesses such as shopping centers, movie theaters, dance clubs, concert halls, theaters, game or gambling rooms, casino, amusement parks, gyms, bars, or any similar place or event that may promote the gathering of a group of citizens in the same place are required to close.

COVID-19: Workplace Shutdowns By State
Last Updated: April 3, 2020, 9:00 a.m. Eastern Time

District/County/Territory	Orders, Guidance and other Directives	Commentary and Analysis
		<ul style="list-style-type: none">• The PR Circular Letter states that exempt activities will continue to operate under regular hours, but each exempt company must make adjustments to its contingency plan, in order to comply with measures to avoid the spread of COVID-19, to avoid the conglomeration of employees and to seek to perform remote work wherever possible.• The PR Circular Letter supersedes any other executive order that may be inconsistent with the PR order, to the extent of such inconsistency.