



ALABAMA

Operative Plans and Orders: [Amended Safer at Home Order](#) (May 21, 2020)

Relevant Websites: [AL COVID-19 Information Hub](#)
[AL Public Health COVID-19 Website](#)

Alabama is currently operating on the amended [Safer at Home Order](#) that was implemented on May 21, 2020, and runs through July 3, 2020. All individuals are encouraged to minimize travel outside of the home and to wear face coverings when it is necessary to leave home. Retail stores are open to the public so long as six-foot social distancing and 50% normal occupancy limits are observed.

The Alabama Department of Public Health (ADPH) has issued [guidelines](#) regarding sanitation and social distancing for a variety of sectors, ranging from businesses to athletic facilities to places of worship. ADPH recommends that employers allow employees to work from home as much as possible. ADPH recommends that employees be screened for COVID-19 symptoms including fever and direct employees with symptoms to leave the premises immediately for medical attention, post signage in the workplace, and implement workplace cleaning and disinfection practices based on CDC guidelines.

Close-contact service providers such as barbershops, hair salons, nail salons, spas, tattoo services, and massage therapy establishments must comply with social distancing requirements between customers and each employee is required to wear a facial covering. Athletic facilities, such as fitness centers, gyms, and spin facilities, and entertainment venues including theaters, concert venues, performing centers, race tracks, tourist attractions (including museums and planetariums), and casinos must also limit occupancy to less than 50%.

Since original Safer at Home Order issued on May 11, Alabama has allowed restaurants, bars, and breweries to offer on-premises consumption of food or drink if the party size at tables is limited to eight persons and maintain at least six-feet of separation between people seated at different tables. Each employee must wear a facial covering while in regular interactions with guests and patrons.

Child daycare facilities, summer camps, and athletic activities were allowed to resume on May 23, with athletic competitions resuming on June 15. Educational institutions are allowed to open June 1. All of these activities are subject to social distancing and sanitation guidelines. Beaches and social gatherings are permitted without limits, but individuals not from the same household are required to maintain social distance.

The amended Safer at Home Order supersedes and preempts all orders previously issued by Jefferson and Mobile Counties and any county and municipal orders that impose less stringent COVID-19 related curfew or quarantine measures.

Last updated on May 28, 2020

ALASKA

Operative Plans and Orders: [AK Reopen Alaska Responsibly Plan](#)
[COVID-19 Health Mandates](#)

Relevant Website: [AK COVID-19 Information Website](#)

On May 22, 2020, Alaska began Phases III and IV of the “Reopen Alaska Responsibly Plan.” Under Phases III and IV, “Alaska is open for business,” meaning that all businesses, houses of worship, libraries, museums, recreational activities, and sports activities may resume operations. Alaska places the burden on individuals, businesses, and organizations to minimize the spread of COVID-19 and encourages compliance with local, state, national, and industry guidelines to safely conduct business.

Despite the wide-scale reopening, [Health Mandate 018](#) still requires a 14-day quarantine for interstate and international travelers. The State continues to restrict access to senior centers, prisons, and other institutions, and will monitor major industries and large public gatherings.

Last updated on May 28, 2020

ARIZONA

Operative Plans and Orders: [Order 2020-27 – Good Samaritan Order](#) (April 9, 2020)
[Order 2020-33 – Returning Stronger](#) (April 29, 2020)
[Order 2020-36 – Stay Healthy, Return Smarter, Return Stronger](#) (May 12, 2020)

Relevant Websites: [Guidance for Retail](#)
[Guidance for Restaurants & Coffee Shops](#)
[Guidance for Gyms](#)
[Guidance for Places of Worship](#)
[Guidance for Shopping Malls](#)
[Guidance for Theaters](#)

Effective May 16, 2020, [Executive Order 2020-36 – Stay Healthy, Return Smarter, Return Stronger](#) replaced prior stay-at-home orders with new reopening guidelines for non-essential businesses. Businesses are required to follow guidelines promulgated by the CDC, OSHA, and the Arizona Department of Health Services for increased cleaning, monitoring, PPE, phased work returns, and recommended group congregation limits. To date, most restaurants, retail stores, personal care services, and outdoor recreation and entertainment facilities are open for business, subject to these guidelines. All public schools will remain closed through the end of the academic year.

Retail businesses are encouraged to provide contactless payment systems or provide for the disinfection of all payment portals. Facilities should regularly disinfect any high-touch surfaces. Signs must be posted at all entrances advising the public not to enter if they have any COVID-19 symptoms or if they have had known exposure to someone with COVID-19 in the past 14 days. Additionally, signs must advise the public that they may wish to refrain from entering if they are considered especially vulnerable. The State requests that all businesses consider maintaining a log with dates and times of persons entering a facility to expedite contact tracing in the event an outbreak occurs.

Last updated on May 28, 2020

CALIFORNIA

Editor's Note: California's response to the COVID-19 pandemic is unique as compared the rest of the Union. The State's size, population composition, and layers of government authority make it impossible to formulate one comprehensive response plan. Accordingly, California's reopening strategy is comprised of multiple tiers. Reopening of a specific location within California will be governed by State, county, and municipal orders. Standards among the three levels of government typically vary and conflict. This is because, under California law, individual counties and cities are free to adopt more stringent curbs on social and economic activity during states of emergency. California residents, therefore, are cautioned to adhere to the most restrictive standards applying to their specific location. What follows is a review of California's most prominent reopening plans.

Operative Plans and Orders:

[CA Executive Order N-33-20](#) (March 19, 2020)
[CA Public Health Officer Stay at Home Order](#) (March 19, 2020)

[CA Executive Order N-60-20](#) (May 4, 2020)
[CA Public Health Officer Resilience Roadmap Order](#) (May 7, 2020)

[Resilience Roadmap](#) (Updated May 25, 2020)
[COVID-19 Industry Guidance: Office Workspaces](#)
[Cal/OSHA COVID-19 General Checklist for Office Workspaces](#)

Contra Costa County:

[Contra Costa Shelter In Place Order](#) (May 18, 2020)

Los Angeles County:

[Safer at Work and in the Community for Control of COVID-19](#)
[Appendix D: Reopening Protocol Office-Based Worksites](#) (May 26, 2020)

[Guidance for Cloth Face Coverings](#) (Updated May 4, 2020)
[Guidance for Social Distancing](#) (April 10, 2020)

City of Los Angeles:

[Safer at Home Emergency Order](#) (Revised May 27, 2020)
[City of Los Angeles Offices Resuming Operations](#) (May 27, 2020)
[COVID-19 Signage for Offices/Co-Working Spaces](#)
[General COVID-19 Signage for Los Angeles Businesses](#)

Orange County:

[Amended Orders and Strong Recommendations of the County of Orange Health Officer](#) (Revised May 28, 2020)

City of Irvine:

[Amended Order of City Manager \(May 27, 2020\)](#)

San Francisco City/County:

[SF Shelter In Place Order](#) (May 22, 2020)

City of San Francisco:

[Mayoral Declarations Regarding COVID 19](#)
[Plan for Re-Opening San Francisco](#) (May 28, 2020)

Relevant Websites:

[Contra Costa Health Services COVID-19 Health Orders](#)
[Orange County Press Releases 2020](#)
[Re-Open Orange County Safely – Best Practices](#)
[City of Irvine Executive Orders and Resolutions COVID-19](#)
[SF Department of Public Health COVID-19 Health Orders](#)
[County of Los Angeles Roadmap to Recovery Resources](#)
[COVID-19 Orders](#) (City of Los Angeles)
[City of Los Angeles Tools for Offices](#)

The State Level

On May 7, 2020, California’s Public Health Officer issued an [Order](#) articulating a four-stage reopening framework, “California Pandemic Resilience Roadmap.” These stages are:

- **Stage 1:** Safety and preparedness for making essential workforce environments as safe as possible by continuing to build out testing, contact tracing, PPE, and hospital surge capacity, physical and work flow adaption, essential workforce safety nets, PPEs more widely available, and preparing sector-by-sector safety guidelines for expanded workforce. Additionally, making individual behavior changes, such as staying at home except for essential and permitted activities
- **Stage 2:** Gradually opening of lower risk workplaces starting with retail, manufacturing, offices (when telework is not possible), outdoor museums, and limited personal services. Under this stage, time outside the home and travel must be limited to permissible activities such as healthcare, food, and outdoor exercise and recreation. Individuals and their immediate

families may frequent beaches and parks as well as access local shopping and other activities related to open sectors.

- **Stage 3:** Phase in higher-risk workplaces beginning with limited personal care and recreational venues (with workplace modifications). Travel for permissible activities such as healthcare, food, Stage 1-3 work, and local shopping and other activities related to open sectors.
- **Stage 4:** End of Stay-At-Home Order – gradually open larger gathering venues such as nightclubs, concert venues, and live audience sports. Gradually resume remaining activities and travel.

Prior to reopening, office businesses must: (1) familiarize themselves with the [COVID-19 Industry Guidance: Office Workspaces](#) provided by Cal/OSHA; (2) perform a detailed risk assessment, prepare a written worksite specific protection plan, and implement the worksite specific protection plan; (3) train employees on how to limit the spread of COVID-19, including how to screen themselves for symptoms and to stay at home if they detect any symptoms; (4) implement individual control measures and screenings; (5) implement disinfecting protocols, (6) apply physical distancing guidelines; and (7) post the [Cal/OSHA COVID-19 General Checklist for Office Workspaces](#) in their facilities to show customers and employees that the business has reduced the risk of spreading infection.

The May 7 order allows counties to move further ahead in the resilience roadmap if they meet certain criteria, including that there are no deaths in the last 14 days. Counties that want to speed up their reopening may do so as long as they do not have more than a 5% increase in COVID-19 hospitalizations in the last seven days. (For smaller counties where a single new hospitalized patient could cause a significant percentage jump, those counties will have to show that they had fewer than 20 COVID-19 patients hospitalized on any day in the past 14 days.) Counties also need to show that they had no more than 25 COVID-19 cases per 100,000 residents in the past 14 days, or a positive test rate of less than 8%. Additionally, counties must demonstrate that they have adequate testing and contact-tracing capacity to monitor spread of the COVID-19 and that hospitals and nursing homes can handle new outbreaks.

[The County Level](#)

Editor's Note: All but 11 of California's 58 counties have moved into Stage 2 where retail, related logistics, manufacturing, office workplaces, limited personal services, outdoor museums, childcare, and essential businesses may open with modifications. Counties that are maintaining more restrictive public health measures are in the Bay Area.

Orange County: On May 28, 2020, the Orange County Health Officer issued its Amended Orders and Strong Recommendations. All county residents with COVID-19 (diagnosed or likely to have COVID-19) must continue to self-isolate. Likewise, any resident who knows that they have been in close contact with a person diagnosed with or likely to have COVID-19 must self-quarantine for the entire 14-day COVID-19 incubation period. The County strongly urges residents who are 65 years or older or who have serious underlying medical conditions to continue staying at home.

Residents and visitors to Orange County are required to wear a cloth face-covering outside their home when they are not able to maintain at least six feet of physical distance from another person who is not a household member. (This mandate does not apply to children under the age of two and other individuals who could not remove the covering without assistance.)

All businesses, industries, and entities that reopen in the County as part of Stage 2 must post their corresponding industry-specific checklist at the public entrance of each property, which is substantively similar to the State’s recommendation.

Los Angeles County: On May 26, 2020, as part of its plan to move through Stage 2, Los Angeles County issued a revised order called “[Safer at Work and in the Community for Control of COVID-19.](#)” The order emphasizes that physical distancing requirements, cloth face coverings and other safety protocols must be observed when taking part in any permitted activities. However, all Los Angeles County residents are still encouraged to remain in their residences as much as practical and limit close contact with others outside of their household.

All businesses must implement measures to: (1) protect and support employee and customer health; (2) ensure appropriate physical distancing; (3) apply proper infection control; (4) communicate with the public; and (5) safeguard equitable access to services. When these measures are met, indoor and outdoor retail shopping centers may reopen at 50% capacity. Flea markets, swap meets, and drive-in movie theaters may resume operations. Pools, hot tubs, and saunas that are in a multi-unit residence or part of a homeowner’s association also may reopen. Beachgoers may return to the surf and sand if they abide by certain rules like wearing a face covering and physically distancing from strangers.

Gatherings of people not from the same household are still prohibited, except for faith-based services and in-person protests. Faith-based organizations may resume services so long as congregants are limited to less than 25% of the building’s capacity, or a maximum of 100 people, whichever is lower. In-person protests are permitted if attendance is limited to the lesser of 25% of the area’s maximum occupancy or a maximum of 100 attendees.

Bay Area Counties: In general, the Counties of Alameda, Contra Costa, Marin, San Mateo, Santa Clara, Santa Cruz, and San Francisco have coordinated their efforts in response to the pandemic and are continuing to collaborate in their reopening. They have implemented similar directives concerning the use of face masks, social distancing, and work-from-home programs as their sister counties of Orange and Los Angeles.

Operators of all Bay Area businesses must prepare or update, post, implement, and distribute to their personnel a social distancing protocol for each of their facilities that are frequented by personnel or members of the public. In addition, all businesses must follow the applicable industry-specific guidance issued by the State. Furthermore, Bay Area Counties place special emphasis on:

- Limiting the number of people who can enter a facility at any one time to ensure that people easily maintain a minimum six-foot distance from one another, except as required to complete Essential Business activity;

- Requiring face coverings to be worn by all persons entering a public area, other than those exempted from face covering requirements (e.g. young children);
- Where lines may form, businesses must make minimum markings in six-foot increments to establish where individuals should stand to maintain adequate social distancing;
- Providing hand sanitizer, soap and water, or effective disinfectant at or near the entrance of facilities and in other appropriate areas for use by the public and personnel, and in locations where there is high-frequency employee interaction with members of the public (e.g. cashiers);
- Providing for contactless payment systems or, if not feasible to do so, supplying disinfectant at all payment portals, pens, and styluses for application after each use;
- Regularly disinfecting other high-touch surfaces;
- Mandatory postings of signs at entrances advising that prospective entrants must avoid entering the facility if they have any COVID-19 symptoms, maintain a minimum six-foot distance from one another, sneeze and cough into one's elbow, not shake hands or engage in any unnecessary physical contact; and
- Adhering to all other measures as announced by the Centers for Disease Control and Prevention's COVID-19 website: <https://www.cdc.gov/coronavirus/2019-ncov/community/guidancebusiness-response.html>

The City Level

City of Los Angeles: Los Angeles is complying with the County of Los Angeles' reopening guidelines. However, the city has taken extra measures in response to the economic fallout of the pandemic by banning all evictions of residential and commercial tenants who cannot pay rent due to the financial impacts caused by COVID-19. The City also urges office-based businesses to telework to the maximum extent possible. All City businesses must require workers and customers to wear face covering and adopt the County Public Health protocols. Owners, managers, and operators must provide evidence of their implementation of the protocols to any enforcement authority upon demand.

City of San Francisco: Although San Francisco has officially entered Stage 2, its residents are still required to shelter in place. On May 22, 2020, the City issued an updated Shelter in Place Order in preparation of a larger reopening that contained the mandated social distancing protocol and permitted the resumption of small and large construction projects. The order continues to restrict most activity, travel, governmental, and business functions to essential needs. However, the City has lifted restrictions to permit elective surgeries, curbside pickup for retail outlets, and outdoor businesses like carwashes, flea markets, and garden to operate. As progress in slowing the spread of COVID-19 continues, the order will allow further nonessential businesses and additional activities to resume operating. The gradual and measured resumption of activity will be managed based on overall volume, duration, and intensity of person-to-person contact. The San Francisco Department of Public Health is expected to issue new directives for residents and businesses in early June 2020.

Last updated on May 29, 2020

COLORADO

Operative Plans and Orders:

[Public Health Order 20-24 Stay At Home](#)

[Public Health Order 20-28 Safer At Home](#) (April 26, 2020)

[Executive Order D 2020 044 – Safer At Home](#) (April 26, 2020)

[Extension of Executive Order D 2020 039 – PPE In Critical Businesses](#) (May 16, 2020)

[Executive Order D 2020 79 – Safer At Home](#) (May 25, 2020)

Relevant Websites:

[Safer at Home](#)

[Industry Specific Operational Guidance](#)

On April 27, 2020, Colorado implemented a phased “Safer At Home” plan for reopening the State. The plan consists of two levels: “Stay at Home” where all residents are required to stay at home except for necessary activities and “Safer at Home” where non-essential and non-critical businesses and industries begin to operate subject to certain limitations. Currently, numerous retail and recreational establishments have begun reopening efforts including: (1) [office-based businesses](#) subject to 50% occupancy and other precautionary guidelines; (2) [non-critical manufacturing](#) subject to distancing and staffing levels; (3) [personal care services](#); and (4) certain [retail](#) outlets. The Safer At Home Order has been extended until June 1, 2020 and workers in “critical industries” must continue wearing PPE while in contact with customers or goods through June 16, 2020.

Construction on critical activities (infrastructure, housing, transportation, energy, and utilities) throughout Colorado have been largely unaffected by either order except for [requirements](#) of social distancing practices and increased hygiene protocols.

As of May 26, 2020, dine-in restaurants were permitted to begin reopening subject to certain [detailed guidelines](#) including: (1) 50% limitation of posted occupancy code up to 50 patrons; (2) party size limited to eight people; (3) increased hygiene policies; and (4) implementing symptom monitoring protocols for employees. Private campsites opened effective May 25, 2020 and ski resorts are cleared to open for summer business, pending approval from local authorities. Notably, indoor shopping malls and bars throughout Colorado remain closed, but will be evaluated in June.

Last updated on May 28, 2020

CONNECTICUT

Operative Plans and Orders:

[Executive Order No. 7PP](#) (May 18, 2020)

Relevant Websites:

[Connecticut Coronavirus Disease 2019 \(COVID-19\) Sector Rules and Certification for May 20th Reopen](#)

Connecticut’s Commissioner of the Department of Economic and Community Development (“DECD”) issued sector-specific guidelines for businesses and other entities to begin the reopening process. These guidelines were adopted by Governor Lamont’s [Executive Order 7PP](#) on May 18, 2020. The order encourages employees to continuing working from home (to the extent possible) through June 20, 2020. However, restaurants, retail, business offices, outdoor museums, and outdoor zoos may open on a limited basis on May 20, 2020, provided that they follow their “sector rules” and self-certify that they are following the State’s safety guidelines. Likewise, outdoor recreational facilities and university research facilities are permitted to operate subject to the [State’s General Business Rules](#).

Additionally, effective June 1, 2020, hair salons and barbershops will be permitted to open, subject to their [sector rules](#). Bars, gyms, theaters, nail salons, spas, and tattoo parlors remain closed through June 20, 2020, unless modified sooner by the DECD or executive order. Social and recreational gatherings of more than five people, and religious, spiritual, and worship gatherings of more than 50 are also prohibited through June 20, 2020. Face coverings are required to be worn in public when a six-foot social distancing is not possible. Finally, travelers entering the State by any mode of transportation are recommended to self-quarantine for 14 days.

Last updated on May 28, 2020

DELAWARE

Operative Plans and Orders:

[State of Emergency Declarations](#) (updated May 22, 2020)
[Delaware Reopening](#) (updated May 20, 2020)

Relevant Websites:

[DE COVID-19 Website](#)
[DE Economic Reopening Website](#)

Delaware has started a rolling reopening of the economy and will begin Phase I of a three-phase [Delaware Reopening](#) plan on June 1, 2020. On the same day, Delaware is lifting the ban on short-term rental units and the mandatory 14-day quarantine for out-of-state travelers. For Phase I, Delaware has issued general guidance for individuals and businesses as well as industry-specific guidance.

Delaware’s guidance to individuals is focused on safety precautions. Generally, people 13 years old and above are required to wear cloth face coverings in public (they are prohibited for children under age three) and should maximize physical distance from other people and must avoid. Non-essential travel and social settings of more than ten people should be avoided. Childcare centers remain closed except for emergency childcare sites. All Delaware schools are closed for the rest of the school year.

Starting June 1, 2020, non-essential businesses may start reopening with additional restrictions in place. Business should have staff continue to work from home whenever possible. If employees cannot work from home, businesses should close common areas and make hand sanitizer or handwashing stations readily available. Workers must maintain social distancing and work spaces may need to be adjusted to accommodate that requirement. Businesses must undergo a thorough cleaning at least daily; certain industries have more specific and stringent cleaning requirements. Generally, business are limited to 30% of the fire code occupancy (excluding employees).

Wilmington is following the orders and guidance provided by Governor John Carney and does not have any additional restrictions.

Last updated on May 28, 2020

FLORIDA

Operative Plans and Orders:

[2020-112 Executive Order re: Phase 1: Safe. Smart. Step-by-Step. Plan for Florida's Recovery](#) (April 29, 2020)

[2020-122 Executive Order re: Broward and Miami-Dade Counties to Phase 1: Safe. Smart. Step-by-Step. Plan for Florida's Recovery](#) (May 14, 2020)

[2020-123 Executive Order re: Full Phase 1: Safe. Smart. Step-by-Step. Plan for Florida's Recovery](#) (May 15, 2020)

[2020-131 Executive Order re: Expanding Full Phase 1: Safe. Smart. Step-by-Step. Plan for Florida's Recovery](#) (May 22, 2020)

Relevant Websites:

[Florida COVID-19 Resource Center](#)

[COVID: Guidance for Businesses & Employees \(Florida Department of Health\)](#)

[Florida Department of Health COVID-19 Response](#)

Miami-Dade County:

[Miami-Dade Emergency Order 23-20](#) (May 15, 2020)

[Miami-Dade Emergency Order 20-20](#) (April 9, 2020)

[Miami-Dade Emergency Order 07-20](#) (March 19, 2020)

[Miami-Dade Initial Reopening Plan](#)

[The New Normal - A Guide for Residents and Commercial Establishments](#)

[Executive Order Extending Declaration of State of Emergency in Miami-Dade County](#) (May 20, 2020)

On April 29, 2020, Florida Governor Ron DeSantis issued [Executive Order 20-112](#) announcing Phase 1 of Florida's reopening plan, titled "Safe. Smart. Step-by-Step. Plan for Florida's Recovery." Phase 1 commenced on May 4, 2020 with the gradual reopening of businesses restricted by previous executive orders. Bars, pubs, and nightclubs that derive more than 50% of

their gross revenue from the sale of alcoholic beverages shall continue to suspend the sale of alcoholic beverages for on-premises consumption. Restaurants and food establishments may allow on-premises consumption of food and beverage, so long as they adopt appropriate social distancing measures and limit their indoor occupancy to no more than 25% of their building capacity. Restaurants also may seat parties of ten or fewer people, but bar counters must remain closed to seating.

Additionally, gyms and fitness centers remain closed; vacation rentals remain prohibited; and in-store retail establishments may open storefronts if they operate at no more than 25% of their building occupancy and abide by the safety guidelines issued by the CDC and OSHA. Museums and libraries may open at no more than 25% of their building occupancy, provided that the reopening is permitted by local government and that child play areas and interactive areas or exhibits remain closed.

Miami-Dade County, Broward County, and Palm Beach County were excluded from Phase 1 reopening directives until May 15, 2020, when Governor DeSantis issued [Executive Order 20-123](#), which brought all Florida counties into Full Phase 1 reopening. This order was supplemented by [Executive Order 20-131](#), which authorized organized youth activities, including summer camps and youth recreation camps to operate. However, the reopening of Florida businesses and activities is to be considered in consultation with local leadership and all persons in Florida are to continue to limit their personal interactions outside of their homes.

Miami-Dade County: Despite Governor DeSantis authorizing a “Full Phase 1” of all Florida counties, Miami-Dade County’s reopening policies remain more stringent. In Miami-Dade County, Phase 1 reopening of certain businesses began on May 18, 2020. Pursuant to [Emergency Order 23-20](#), non-essential businesses may open with rigorous capacity and safety rules in place. Miami-Dade County establishments that have on-site employees or contractors who tests positive for COVID-19 must close for the shorter of (1) the time needed for all staff to be tested and the establishment to be deep-sanitized or (2) for 14 days from the date the employee or contractor was last on-site.

Additionally, Miami-Dade County must adhere to the requirements as set forth in [The New Normal](#) guide attached as Exhibit 1 to [Emergency Order 23-20](#). Specifically, all establishments must: (1) post CDC signage in public locations emphasizing measures to “Stop the Spread;” (2) train all personnel in new operating protocols to deal with COVID-19 issues; (3) ensure a minimum physical distance of six feet between people in common areas; (4) post contact information to allow employees and customers to raise questions or concerns; (5) if faced with infection from on-site personnel, immediately report the number of infected persons, time of infection, and proposed remediation plan to the Florida Department of Health; and (6) enhance sanitization protocols throughout establishment. Establishments also are required to follow the guidelines in The New Normal, which are categorized by workforce protection measures, employee protection measures, non-employee protection measures, business process adaptations, employer-led public health interventions, and industry-wide safeguards.

[Miami-Dade County Emergency Order 20-20](#), which was issued on April 9, 2020, further requires all individuals to wear facial coverings when in public where social distancing measures are not

possible. The order also requires bars, banquet halls, movie theaters, auditoriums, gymnasiums, fitness studios, hotels, tattoo parlors, and the like remain closed and specifies that the State’s order allowing organized youth activities to resume does not apply to the County. Likewise, Miami-Dade County Public Schools are closed for the remainder of the school year. As of April 29, 2020, all parks and recreational facilities (including marina services) may be open under limited circumstances, but all beaches remain closed. The city’s order only applies to the incorporated and unincorporated areas of Miami-Dade County—not to facilities subject to the jurisdiction of the State of Florida or the federal government.

Last updated on May 28, 2020

GEORGIA

Operative Plans and Orders:

[Executive Order 04.23.20.02](#)

[Executive Order 05.12.20.02](#)

[Reviving a Healthy Georgia Plan](#)

[City of Atlanta COVID-19 Response and Orders](#)

Relevant Websites:

[Georgia Department of Public Health Website](#)

On April 23, 2020, Georgia became one of the first states to reopen non-essential businesses when Governor Kemp issued [Executive Order 04.23.20.02](#). This order permitted gyms, hair salons, barbershops, tattoo parlors, bowling alleys, and nail salons to resume limited operations as soon as April 24, 2020. On April 27, 2020, Georgia also allowed the restricted reopening of movie theaters, social clubs, and restaurant dine-in services. Additionally, businesses could reopen provided they satisfied certain conditions including employee temperature screening, posting signage about COVID-19, social distancing, and workplace sanitation. Restaurants and dining services, however, are restricted to a maximum capacity of ten patrons per 300 sq. ft. of public space. Georgia also strongly encourages all residents and visitors to wear face coverings as practicable while outside of their homes. The State continues to prohibit the reopening of live performance venues, amusement parks, and bars.

Despite Georgia’s advanced reopening measures, the Reviving a Healthy Georgia Plan continues to require at-risk individuals (e.g., those over 65 years of age, individuals with chronic lung disease, or severe heart disease) to shelter-in-place through June 12, 2020.

Atlanta: On May 21, 2020, Mayor Keisha Lance Bottoms announced a five-phase plan to reopen the city. Atlanta is currently in Phase 2: Easing, which requires individuals to stay at home except for essential trips. Additionally, Atlanta restaurants are limited to take-out services and businesses must continue working remotely to the greatest extent possible. Phase 2 permits small, socially-distant gatherings of ten people or less.

Last updated on May 28, 2020

HAWAII

Operative Plans and Orders: [COVID-19 Emergency Proclamation](#) (March 4, 2020)
[Eighth Supplemental Emergency Proclamation](#) (May 4, 2020)

Relevant Websites: [State Department of Health COVID-19 Website](#)
[Maui County Press Release May 26, 2020](#)
[Maui County Press Release May 27, 2020](#)

Hawaii has reached all of its public health benchmarks to reopen its economy. However, the State continues to remain cautious and vigilant when it comes to the tourist sector. Specifically, Governor David Ige’s May 4, 2020 [Eighth Supplemental Emergency Proclamation](#) remains applicable. This order extends the 14-day quarantine period for any travelers to Hawaii. It also acts as the State’s reopening and recovery plan, “[Beyond Recovery: Reopening Hawaii](#),” which is comprised of four phases.

Guided by its cautious approach, Hawaii is operating in Phase 2: “Act with Care,” which permits indoor gathering places, exercise facilities, museums, theaters, personal services, and restaurants to reopen. Office settings may also reopen with physical distancing and safe practices such as hand hygiene, staying home if ill, face covering, surface cleaning, and isolation of high-risk individuals. Gatherings of over ten people remain prohibited and face coverings are recommended for while in public.

While Maui County follows the majority of the State’s guidelines, it continues to order bars, nightclubs, theaters, public gathering venues, banquet halls, county community centers, and county gymnasiums to remain shut. However, the county anticipates that its parks and beaches will open on June 1, 2020.

Last updated on May 28, 2020

IDAHO

Operative Plans and Orders: [Idaho Rebounds - Four Stages of Reopening](#)
[Stage 2 – Stay Healthy Order](#)

Relevant Websites: [Idaho Official Resources for COVID-19](#)

Idaho is taking a four-stage approach, called “Idaho Rebounds,” to reopening its economy. Stage 3 of the approach will be in effect from May 30, 2020 through June 12, 2020, provided there is no significant increase in COVID-19 cases. In Stage 3, vulnerable Idahoans may resume public

interactions, but should practice physical distancing and use precautionary measures where distancing is not practical. Gatherings of up to 50 people may take place with social distancing and precautionary measures. Non-essential travel may resume to locations where there is no ongoing transmission. The 14-day self-quarantine for people entering Idaho has been lifted.

Employers should continue to encourage telework and employees are urged to return to work in phases if social distancing, personal protections, and sanitation are feasible. In instances where working from home is not possible, employers should make special accommodations in the workplace, including six-foot social distancing, providing adequate sanitation, limiting close interactions, screening employees for illness, requiring COVID-19 positive employees to stay home, and closing exposed facilities until properly disinfected.

Business-Specific protocols for opening include guidance: [For Agricultural Workers](#); [For Seasonal Workers](#); [Stage 1: For General Business](#); [Stage 1: For Places of Worship](#); [Stage 1: For Child Care](#); [Stage 1: For Youth Activities](#); [Stage 2: For General Business](#); [Stage 2: For Restaurants](#); [Stage 2: For Close Contact Services](#); [Stage 2: For Gyms](#); [Stage 3: Protocols for Bars, Breweries, Wineries, and Distilleries](#); [Stage 3: Protocols For Outdoor Pools, Splashparks, And Waterparks](#).

Visits to senior living facilities remain prohibited, and employees who interact with residents must adhere to strict protocols regarding hygiene. Bars and water recreation facilities may open if they are able to meet business protocols. Nightclubs will remain closed, but may open as a bar if business protocols are followed. Large venues (*e.g.* movie theaters and sporting venues) remain closed.

Stage 4 is estimated to run from June 13, 2020 through June 26, 2020 should no increase in cases occur. In Stage 4, gatherings of more than 50 will be allowed where social distancing and precautionary measures are observed. Employers may resume unrestricted staffing of worksites, but should continue to practice physical distancing, use personal protections, and sanitation practices. Special accommodations for employees who are considered vulnerable should still be made in the workplace. Visits to senior living facilities may resume. Nightclubs may operate with reduced occupancy, and large venues may operate under social distancing protocols.

Last updated on May 28, 2020

ILLINOIS

Operative Plans and Orders:

[Illinois Executive Order 2020-32](#) (April 30, 2020)
[Illinois Gubernatorial Disaster Proclamation](#) (April 30, 2020)
[Restore Illinois](#) (May 5, 2020)

Relevant Websites:

[IL COVID-19 website](#)

[Illinois Department of Public Health](#)
[Chicago COVID-19 website](#)

On May 5, 2020, Governor J.B. Pritzker announced “Restore Illinois: A Public Health Approach to Safely Reopen Our State.” Illinois has designated four different health regions: (1) Northeast (which includes Chicago); (2) North-Central; (3) Central; and (4) Southern. Each region will move independently through the plan’s five phases as regional needs and progress warrant. The ability to move on to a succeeding phase depends on the number of new case growth, availability of medical beds and ventilators, testing, and tracing benchmarks. The guidance repeatedly warns that phases can be revisited if the rates of mitigation are unsuccessful.

As of May 29, 2020, all four regions have been operating under Phase III, the recovery phase. Manufacturing, offices, retail, barbershops, and salons may reopen to the public with capacity restrictions and continued safety precautions to minimize spread of the virus. These precautions include practicing social distancing, limiting capacity in shops and enclosed spaces, maintaining six feet of physical separation between individuals, providing face coverings for employees and requiring customers to wear face masks, supplying handwashing stations and hand sanitizer, and regularly cleaning frequently touched surfaces. The Illinois Department of Public Health details the approved safety guidance implemented during this phase, in [IDPH Guidance Relating to the COVID-19 Outbreak](#). This phase also allows gatherings of ten or fewer people, but still encourages face coverings and social distancing.

The City of Chicago, however, is proceeding with extra caution and likely will maintain more vigilant restrictions than the minimum standards required by the State. For example, the State permits bars and restaurants with outdoor patios to reopen whereas Chicago mandates that these establishments remain closed. Additionally, Chicago continues to restrict outdoor activity near lakefronts, while Illinois, in general, has opened all outdoor recreational areas. Finally, Chicago businesses may not reopen without impermeable barriers between office workspaces. Offices also must be reconfigured to maintain appropriate distancing, post visual signage regarding hygienic practices and social distancing, and close small, high-traffic common areas.

Last updated on May 29, 2020

INDIANA

Operative Plan and Order:

[Executive Order 20-28](#) (May 21, 2020)

[Executive Order 20-26](#) (May 1, 2020)

[Marion County Public Health Order](#) (May 27, 2020)

Relevant Website:

[Indiana Novel Coronavirus \(COVID-19\)](#)

On May 22, 2020, Indiana, with the exception of Cass, Lake, and Marion counties, entered Stage 3 of its five-stage reopening plan. Accordingly, retail, restaurants, professional services, personal services, gyms, day camps, financial and insurance, health care providers, laundry, hotels, manufacturing and production, transportation, industrial, media, labor infrastructure, and government are allowed to reopen under certain conditions and restrictions. However, people at high risk for COVID-19, including those age 65 and older and those sick or having underlying medical issues, are urged to stay in their residences to the extent possible, except as necessary to seek medical care.

All businesses continuing operations or reopening are required to develop a plan to implement measures to best ensure a safe environment for their employees, customers, clients, and members. Plans must include:

- an employee health screening process
- enhanced cleaning and disinfecting protocols for the workplace
- enhanced ability of employees, customers, and clients to wash or sanitize hands
- enhanced ability to comply with social distancing requirements as established by the CDC, including maintaining six feet social distancing, barriers, and face coverings when possible.

Additionally, businesses are encouraged to allow as many employees as reasonably practicable to work from home, ensure sick leave policies are up to date, flexible, and non-punitive, actively encourage sick employees to stay home until symptom-free, promptly send home sick employees, and preform enhanced cleaning of commonly touched areas.

Single site gatherings are limited to 100 people. However, retail businesses are limited to 75% of capacity, whereas restaurants are limited to 50% of seating capacity. The State recommends that employees and customers wear face coverings in retail businesses.

Cass County, Lake County, and Marion County (which encompasses Indianapolis) remain in Stage 2 of the State's reopening plan. These counties may permit retail businesses to open, but businesses such as restaurants, professional and personal services, gyms, day camps, and entertainment venues must remain closed. Certain directives in these counties follow those of Executive Order 20-28, with additional requirements that all employees are required to wear face coverings and customers are strongly encouraged to wear face coverings. Furthermore, public gatherings in Cass, Lake, and Marion Counties are limited at no more than 50 people and social gatherings are limited to 25 people.

Last updated on May 28, 2020

IOWA

Operative Plans and Orders:

[Iowa COVID-19 Proclamations
May 26, 2020, Order](#)

Relevant Websites:

[COVID-19 in Iowa Official Site](#)
[Iowa Dept. of Public Health](#)
[Iowa Guidance for Social Distancing and Hygiene](#)

Iowa has lifted nearly all of its previously-imposed restrictions in response to the COVID-19 pandemic. However, the State urges residents to continue socially distancing. As of May 28, 2020, campgrounds, movie theaters, fitness centers, libraries, malls, spas, dine-in restaurants, retail establishments, salons/barbershops, social clubs, bars, amusements, casinos/gaming facilities, outdoor playgrounds, museums, aquariums, zoos, summer school activities, and swimming pools are allowed to reopen. (Indoor live performance theaters, senior citizen centers, adult daycare facilities, and indoor playgrounds will remain closed until at least June 17, 2020.) Nonessential and elective medical procedures also are allowed to resume, subject to specific PPE requirements. Gatherings over ten people remain prohibited. However, spiritual/religious gatherings, wedding receptions, farmers markets, and auctions are exempt from the ten-person limit, provided each gathering follows the guidelines set forth in the May 26, 2020, Order and implements reasonable hygiene and social distancing procedures “under the circumstances,” which are consistent with the [Guidance](#) issued by the Iowa Department of Public Health.

Last updated on May 28, 2020

KANSAS

Operative Plans and Orders:

[Executive Order 20-29](#) (April 30, 2020)
[Executive Order 20-31](#) (May 14, 2020)
[Executive Order 20-34](#) (May 19, 2020)
[Ad Astra: A Plan to Reopen Kansas](#) (May 26, 2020)

Relevant Website:

[Kansas COVID-19 Website](#)

Kansas no longer issues health directives or restrictions in response to the COVID-19 pandemic. Rather, Kansas leaves it up to each of its 105 individual counties to establish their own COVID-19 response. However, the State offers each of its counties a four-phased guidance package called [Ad Astra: A Plan to Reopen Kansas](#). The State recommends that all counties currently operate under Phase 2 of the plan. The State strongly encourages individuals to wear facemasks in public, maintain six feet of social distance, and continue to telework when possible.

Gatherings of more than 15 people are strongly discouraged, but are not prohibited. Kansas businesses, recreational sports facilities, community centers, theaters, arcades, museums, State casinos, and in-person group exercise classes may reopen. However, bars, nightclubs, and swimming pools are urged to remain closed. Likewise, the State requests that large entertainment venues (indoor or outdoor) with capacity of 2,000 or more individuals, as well as fairs, festivals, parades, and summer camps remain closed.

The State suggests that Phase 2 continues through June 7, 2020, assuming current trends of COVID-19 related cases remain consistent. Phase 3 is tentatively set to begin on June 8, 2020. Under Phase 3, all businesses, educational facilities, recreational activities, venues, and establishments may resume operations so long as they follow all forthcoming public health guidelines. Additionally, gatherings of more than 45 people in circumstances where individuals cannot maintain six feet of distance between one another are discouraged.

Most of Kansas' counties have adopted the State's recommend guidance. For example, Shawnee County, which encompasses Topeka, the State's capital, has decided to adhere to the State's recommended reopening guidelines for Phase 2 with no additional changes or restrictions. The State's most populous counties, Johnson and Sedgwick, determined that COVID-19 restrictions limiting the size of individual gatherings or businesses operations simply should be viewed as strong recommendations.

Last updated on May 28, 2020

KENTUCKY

Operative Plans and Orders:

[May 25, 2020 CHFS Order](#)
[May 22, 2020 Executive Order 2020-415](#)
[May 20, 2020 CHFS Order](#)
[May 18, 2020 CHFS Order](#)
[May 11, 2020 CHFS Order](#)
[May 9, 2020 CHFS Order](#)
[Healthy at Work- Reopening Kentucky](#)

Relevant Websites:

[Official State of Kentucky COVID-19 Website](#)
[Kentucky's Response to COVID-19 Timeline](#)

Beginning May 11, 2020, Kentucky implemented the “Healthy at Work” initiative and began to reopen sectors of the economy in stages, with specific requirements tailored to particular industries. The [minimum requirements](#) to reopen any business (or to remain open if a business was initially considered life-sustaining) include enforcement of six-foot social distancing, PPE implementation, proper sanitation, and daily temperature and health checks for employees. Telework is still urged whenever possible and businesses are to designate a “Healthy at Work” Officer to ensure compliance with the initiative.

According to various Executive Orders, the following businesses are open, subject to industry-specific guidelines: places of worship, construction, horse racing (without spectators), manufacturing and distributing, office-based businesses (with a limit of no more than 50% of employees present on a given day), pet grooming and boarding, photography, vehicle and vessel dealerships, Kentucky government offices, funeral/memorial services, retail businesses, restaurants (so long as they operate at 33% of normal capacity and patrons are limited to parties of ten who stay six feet away from other parties), barbershops/beauty salons, massage parlors, nail

salons, tanning salons, and tattoo parlors. Groups of ten or less are also permitted to gather and Kentucky’s travel ban has been lifted.

In June 2020, Kentucky anticipates reopening auctions, auto race tracks, aquatic centers, bowling alleys, fishing tournaments, fitness centers, movie theaters, Kentucky State Park lodges, the Salato Wildlife Education Center, educational and cultural activities, horse shows, the Kentucky Horse Park, Kentucky State Park campgrounds, in-home childcare programs, center-based daycare and day camps, youth sports, and bars. Additionally, by June 29, 2020, Kentucky expects to allow social gatherings of up to fifty people.

Last updated on May 28, 2020

LOUISIANA

Operative Plans and Orders:

[Resilient Louisiana Orders](#)

Relevant Websites:

[Governor John Bel Edwards COVID-19 Resources](#)
[Louisiana Department of Health COVID-19 Information](#)

On March 11, 2020, Governor John Bel Edwards declared a statewide Public Health emergency in Louisiana related to COVID-19. Shortly thereafter, the Governor issued several amendments to the Original Declaration extending further restrictions, including the ordering of all non-essential businesses to be closed on March 16, 2020. On March 22, 2020, the official statewide Stay at Home Order was issued which instructed all residents to remain at home unless performing an essential task. The original Stay at Home Order was extended twice—first on April 2, 2020, extending the Order through April 30, 2020, and again on April 30, 2020 through May 15, 2020. In extending the strict Stay at Home Order through May 15, 2020, the Governor reasoned that not all regions of the state had shown sufficient decrease in case counts, hospitalizations, and death rates.

On May 15, 2020, Louisiana moved into Phase One of the state’s reopening plan, the “Roadmap to a Resilient Louisiana.” Phase One lifted the prior Stay at Home mandate, however continues to encourage Louisiana residents to shelter at home and adhere to strict social distancing guidelines which include maintaining at least six-foot distance from individuals who are not in their households.

Phase One also allowed for the re-opening of non-essential businesses to begin operating at 25% of their occupancy rate, with all employees of such businesses are to wear face coverings (or cloth masks) and enforcement of social distancing measures. In ordering the 25% occupancy rate during Phase One, the Governor cited to the advice of public health departments who recommended that individuals generally have about 110 square feet around them. Phase One also brought the re-opening of state buildings to the public, including courthouses, with strict social distancing requisites and advanced sanitation protocols. The State continues to encourage businesses to work

remotely where possible, and if not possible, to properly ensure space between employees in close communal spaces and requiring face coverings (or masks) for all. Phase One restrictions will remain in place for at least 21 days per the Governor, making the earliest progression to Phase Two possible on June 5, 2020.

In order for Louisiana to graduate to Phase Two, the state must have no evidence of a rebound in infections and also remain compliant with all Phase One criteria as defined by the White House Guidance. When the state does move into Phase Two, it is anticipated that the 25% occupancy rate restriction will be lifted for non-essential businesses, however the degree of the increase remains undefined. Similar to Phase One, Phase Two contemplates encouraging businesses to operate remotely where feasible and to close common areas to avoid staff congregating in one place. Phase Two also involves special accommodations for any employees who are vulnerable or otherwise high-risk. At present, it is anticipated that the Governor will announce whether the state is ready to progress to Phase Two by June 1, 2020.

Last updated on June 1, 2020

MAINE

Operative Plans and Orders:

[Restarting Maine's Economy](#) (May 2020)
[Executive Order 14](#) (March 18, 2020)
[Executive Order 19](#) (March 24, 2020)
[Executive Order 28](#) (March 31, 2020)
[Executive Order 34](#) (April 3, 2020)
[Executive Order 49](#) (April 29, 2020)
[Executive Order 55](#) (May 29, 2020)

Relevant Website:

[Maine COVID-19 Website](#)

Maine's [Restarting Maine's Economy](#) plan entered Phase II on June 1, 2020. Under Phase II, individuals must continue to wear face coverings in public settings where other physical distancing measures are difficult to maintain. Individuals not engaged in an essential service who travel to Maine, whether a resident or nonresident, must self-quarantine for 14 days. All employees who are able to work remotely should continue to do so and the previously imposed limits to social gatherings increased from 10 to 50 individuals.

In counties where community transmission of the COVID-19 has not been detected (Aroostook, Franklin, Hancock, Kennebec, Knox, Lincoln, Oxford, Penobscot, Piscataquis, Sagadahoc, Somerset, Waldo, and Washington), restaurants may resume their in-store and dine-in services. As of June 1, 2020, York, Cumberland, and Androscoggin Counties, remain restricted to pick-up, delivery, and outdoor service only. All retail businesses may reopen, but are limited based on the business' physical size. (One customer for businesses smaller than 7,500 sq. ft.; 15 customers for businesses of 7,500-25,000 sq. ft.; 50 customers allowed in businesses of 25,000-50,000 sq. ft.;

100 customers in businesses of 75,000 sq. ft. or more.) Additionally, hotels that comply with state checklist requirements may reopen along with fitness centers, campgrounds, state parks, children’s day camps, and non-contact youth and community sports.

The City of Portland enacted corresponding emergency orders; however, the City’s orders either have expired or are now substantively consistent with the State’s directives.

Last updated on June 1, 2020

MARYLAND

Operative Plans and Orders:

[Allowing Reopening of Certain Business](#) (May 13, 2020)
[Baltimore City Continuation of Governor’s Stay At Home Order](#)

Relevant Websites:

[COVID-19 Pandemic: Orders and Guidance](#)
[Maryland Strong: Roadmap to Recovery](#)

Maryland started Phase I of its three-phase gradual re-opening plan named *Maryland Strong: Roadmap to Recovery* on May 15, 2020. The Stay at Home order was lifted and replaced by a Safer at Home public health advisory. Marylanders are required to practice physical distancing and wear masks in indoor public areas. Gatherings larger than 10 people remain prohibited. The State still encourages older and vulnerable Marylanders to continue staying home. Further, the State encourages those who can work from home to do so. Political subdivisions are permitted to issue more restrictive orders than those issued by the State.

Certain businesses are permitted to be open, and they must follow various restrictions. Houses of worship, retail stores, and some personal services may re-open in Phase I. Some outdoor recreation business may also reopen, including those used for golf, archery, shooting, boating, camping, and horse riding. Additionally, manufacturing business may also reopen, but are subject to local orders.

The following businesses must remain closed: senior centers, restaurants and bars (for dine-in), fitness centers, theaters, enclosed portions of malls, and other recreational establishments. Generally, businesses that are open to the public and places of worship are limited to 50% occupancy. Cloth face coverings are generally required to be worn in public indoor spaces and other areas where social distancing is not possible for people ten years of age and older. When in public, individuals should maximize physical distance from other people. Businesses should facilitate social distancing by placing markings on the floor where lines form and must provide regularly cleaned bathrooms and other sanitation means to customers.

Maryland’s largest city, Baltimore, instituted a more restrictive order than the statewide order. Baltimore City declined to open as permitted in the Governor’s May 13, 2020, order and extended the May 6th Order continuing the Stay at Home order. Non-essential businesses remain closed in

Baltimore City. The Mayor is working with John Hopkins University to evaluate the appropriate time to begin reopening. The County of Baltimore is a separate political subdivision from the City and the County's guidance is largely in line with the statewide orders.

Last updated on May 28, 2020

MASSACHUSETTS

Operative Plans and Orders: [MA Phased Reopening Report](#) (May 18, 2020)

Relevant Websites: [MA COVID-19 website](#)
 [MA COVID-19 Reopening website](#)
 [Boston COVID-19 website](#)
 [Boston Office Space Guidelines](#)

On March 23, 2020, all non-essential businesses within the Commonwealth of Massachusetts were ordered to close. On May 18, 2020, Governor Charlie Baker announced a four-phase reopening plan. Phase I commenced May 18, allowing for the restricted opening of houses of worship, manufacturing facilities, certain construction activities, and community health centers. On May 25, additional restricted openings were allowed including offices outside of the City of Boston at 25% capacity maximum, laboratory spaces, personal services (hair, pet grooming, and car washes), retail spaces (for curbside pickup only), beaches, parks, drive-in theaters, athletic fields, and other outdoor activities. Office spaces within the City of Boston are permitted to reopen on June 1, subject to additional guidelines from the City of Boston, see below. Phase I will last a minimum of three weeks (through at least June 8, 2020), but may be extended depending on data trends. For more detailed information: [MA Phased Reopening Summary](#)

As part of Phase I, the *Stay* at home advisory was shifted to a *Safer* at home advisory. Citizens are now advised to leave home only for healthcare, worship, work, shopping, and outdoor activities. All people above the age of two are required to cover their faces when they cannot maintain six feet of social distance in public, social gatherings are restricted to under ten people, and travelers to Massachusetts are instructed to self-quarantine for fourteen days.

Phase I mandates that reopening businesses must develop a written COVID-19 Control Plan outlining their operation for safety in the workplace to prevent the spread of the virus. The control plan must be retained on the premises and a compliance attestation poster must be posted in the workplace. The Phase I plan outlines certain requirements that each business must adhere to, as well as suggested best practices. For a full list of general workplace standards: [MA General Workplace Standards](#)

For office space, employers must limit occupancy to 25% of their maximum occupancy level or 25% of their typical workforce as of March 1, 2020. The employer must self-certify to restrictions

such as reconfiguring the office space to ensure six feet of separation, installing physical partitions between employees, staggering work schedules, regular sanitization of high-touch areas, posting signage for employees information, supplying hand sanitizer and sanitizing wipes and many others. For a full list of Office Space Restriction: [MA Specific Office Space Standards](#)

The Massachusetts Bay Transportation Authority (MBTA) has been operating on a reduced schedule since the stay-at-home advisory issued and will remain on that reduced schedule through the duration of Phase I. Commuter rail trains, subway trains and buses will continue to operate on weekend schedules, while the commuting ferries remain closed. The MBTA schedule will increase with each Phase.

The Department of Public Health (DPH) issued a variety of general guidelines as well as sector specific protocols and best practices covering construction, manufacturing, laboratories, hair salons, barbershops, etc. In accordance with the Governor's declaration of a state of emergency, DPH issued statewide orders with specific guidance and restrictions on the operations of grocery stores and pharmacies to be followed by local boards of health mandating, for example, limited capacity, requiring alternate hours for people 60 years and older, closure of salad bars and self-serve counters, and modifying local bans on disposable bags.

Certain cities and town within Massachusetts have imposed heightened guidelines, for example:

Boston: All residents, except essential workers, must stay at home between 9 p.m. and 6 a.m. While Boston businesses must follow all Massachusetts restrictions for the reopening of offices spaces, on May 28, City of Boston Mayor Walsh issued additional [guidelines](#). Employers should limit the number of non-employee visitors to their space, employers should keep a log of all employees and visitors for the purpose of contact tracing, building elevators should be limited to four persons at a time, self-service type stations in cafeterias and break rooms (coffee machines, soda and water fountains, condiments) should not be used, avoid shared office equipment, keep doors propped open, refrain from using revolving doors if possible, among various other recommendations. Boston further recommends that each office identify a Workplace Coordinator to be responsible for all COVID related issues or inquiries. Additionally, all handwashing stations must be well-stocked and checked/restocked at least three times a day, all common areas should be cleaned at least two times per day, all high touch areas cleaned at least three times per day, and a daily log of cleaning and disinfecting should be kept on site.

Somerville: Delayed Phase I re-opening for all businesses until June 1. Houses of worship are limited to no more than ten people. Hair salons and barbershops remain closed. Construction activities will resume in phases.

Cambridge: Issued recommendation strongly urging businesses with office spaces to remain closed until at least June 1. Existing construction activities may resume on May 25th; approval of new permits will tentatively begin on June 29.

On May 28, 2020, Boston Mayor Marty Walsh announced that the 2020 Boston Marathon, which had originally been postponed to September 14, had been canceled.

Last updated on May 29, 2020

MICHIGAN

Operative Plans and Orders:

[Executive Order No. 2020-99 - State of Emergency](#)
[Executive Order No. 2020-97 - Worker Safeguards](#)
[Executive Order No. 2020-96 - Suspension of Activity](#)
[Executive Order 2020-100 - Clarification of Prior Orders](#)

Relevant Websites:

[MI Safe Start: A Plan to Re-Engage Michigan's Economy](#)
[Michigan Coronavirus Resources](#)
[Michigan Coronavirus Executive Orders](#)

Effective May 22, 2020, Governor Gretchen Whitmer signed multiple executive orders declaring a state of emergency and state of disaster related to the COVID-19 pandemic through June 19, 2020, and extending Michigan's temporary requirement to suspend certain activities that are not necessary to protect life through June 12, 2020. The May 22 orders operate, in part, to replace prior state of emergency declaration orders that were about to expire. The State Legislature and industry groups filed legal action against the Governor challenging certain executive orders with mixed results and ongoing legal proceedings and appeals.

Under the “[MI Safe Start Plan](#)” there are six different pandemic phases: (1) uncontrolled growth; (2) persistent spread; (3) flattening; (4) improving; (5) containing; and (6) post-pandemic. According to Governor Whitmer, Michigan is currently in Phase III, flattening. This means there should be continued social distancing, increased face coverings, no gatherings, and only specified low-risk businesses with strict workplace safety measures. Governor Whitmer is shifting the messaging of her executive orders from “stay home stay safe” to “safer at home” to acknowledge that although people are returning to work, Michiganders are still safer at home and should continue to practice social distancing. Michigan is tracking COVID-19 cases by its eight regions. Since Northern Michigan, including the Upper Peninsula, is seeing lower COVID-19 cases, the executive orders address more liberal reopening procedures for two of its eight regions.

Effective May 21, 2020, businesses or operations that are permitted to require employees to leave their homes or residences must follow an extensive list of minimum practices. These include: developing a COVID-19 preparedness and response plan, conduct a daily entry self-screening protocol for all employees entering the workplace (including at a minimum, a questionnaire covering symptoms and suspected or confirmed exposure), provide non-medical grade face coverings to their employees, and require face coverings be worn when employees cannot consistently maintain six feet separate from other individuals. The same day, Governor Whitmer also signed [Executive Order No. 2020-96](#) permitting “critical infrastructure workers,” who perform work necessary to sustain or protect life, to return to work.

MINNESOTA

Operative Plans and Orders: [Executive Order 20-56](#)

Relevant Websites: [Minnesota COVID-19 Response](#)
[Minneapolis COVID-19 Resources](#)

Phase II of Minnesota’s four-step *Stay Safe* reopening plan for Minnesota is in effect as of June 1, 2020. The Stay Safe Order encourages Minnesotans to stay close to home but allows gatherings of friends and family of ten people or less, if proper social distancing measures are followed, such as staying six feet apart and wearing a mask. The order opens retail stores and other Main Street businesses if they have a preparedness plan and operate at 50% occupancy. Minnesotans are encouraged to stay close to home and are strongly discouraged from engaging in unnecessary travel.

During all phases, facial coverings are strongly recommended, all non-critical businesses are required to adopt and implement a COVID-19 “Preparedness Plan,” and everyone capable of working remotely should do so.

As long as all requirements are met, non-critical, non-customer facing businesses, including retail, may open at 50% capacity. Beginning May 27, 2020, places of worship are permitted at 25% capacity but cannot exceed 250 people. Attendees and workers will be subject to social distancing and masks are strongly recommended. Restaurants and bars must remain delivery and takeout only, but can look forward to eased restrictions in future phases. Personal services such as salons, tattoo shops, barber shops, and gyms must remain closed. Entertainment providers such as bowling alleys, movie theaters, and arcades must remain closed, although drive-in outdoor entertainment is permitted by [Minnesota Department of Health \(MDH\) guidelines](#). School buildings and youth sports are closed except for school-age care for critical workers and childcare is open per CDC and MDH guidance. Youth programming is open per MDH guidance. Outdoor recreation activities and facilities are open per Minnesota Department of Natural Resources Outdoor Recreation Guidelines. Campgrounds (except remote sites), charter boats, pools, large public gatherings such as festivals, sporting events, and large concerts all remain closed.

Minneapolis: Mayor Jacob Frey’s May 26, 2020, order required everyone over the age of two to cover their nose and mouth with a face covering when in indoor spaces where people gather, including retail stores, government buildings, schools and recreation centers. Minneapolis also mandates that businesses require employees to wear cloth face coverings during face-to-face contact with the public.

MISSISSIPPI

Operative Plans and Orders:

[Mississippi Executive Order 1488](#)
[Mississippi \(Draft\) Executive Order 1492](#) (eff. June 1, 2020)

Relevant Websites:

[Mississippi Department of Health Coronavirus Disease Coronavirus Mississippi, Government Resources](#)
[Mississippi Emergency Management Agency COVID-19 Resources](#)

On March 14, 2020, Mississippi Governor Tate Reeves signed the initial State of Emergency in response to COVID-19. Two days later, the Governor issued Executive Order 1458 which encouraged, but did not mandate, all state agencies to operate on an essential employee-only basis in order to minimize interaction and risk of possible transmission of the virus between employees. On March 24, 2020, Governor Reeves issued another Executive Order that restricted physical interactions generally amongst Mississippi residents, prohibiting non-essential gatherings of ten or more people, but did not include a mandated shelter order. Notably, the March 24th Order “recommended and encouraged” that all Mississippi businesses utilize, to the maximum extent possible, the same work from home or telework procedures previously recommended only for state agency operations.

The first “Shelter in Place” Executive Order in Mississippi went into effect on April 3, 2020 and remained operative until April 20, 2020. Through this Order, all residents were mandated to remain in their homes and non-essential businesses were to cease all operation except for “Minimum Operations” (*e.g.*, maintenance of facilities, payroll, security, or otherwise as to permit employees to work remotely from their residences), while all “Essential Businesses” were permitted to continue operating as necessary. The Shelter Order was subsequently extended through April 27, 2020 at which point the Governor then issued a new “Safer at Home” Order.

The Safer at Home Order removed the mandated shelter restriction for all residents and also provided that previously categorized “non-essential businesses” could reopen but must adhere to the CDC Guidelines. The Order recommended that non-essential businesses continue to operate remotely, however, those who chose to re-open were to take all reasonable measures to ensure compliance with social distancing restrictions, hygienic measures, and daily screening of employees as further defined by the Mississippi Department of Health and the CDC guidelines and regulations. The Order encouraged businesses to create, to the extent possible, special accommodations for any employees considered a member of the vulnerable population.

The Safer at Home Order was subsequently amended several times, gradually loosening restrictions while encouraging adherence to general social distancing and sanitization protocols. The present version remains effective through June 1, 2020 when the “Safe Return Order” is set to take effect. Notably, through the numerous Executive Orders, Mississippi has granted immunity

from civil liability to healthcare professionals and facilities which provided care in connection with the virus.

Last updated on May 28, 2020

MISSOURI

Operative Plans and Orders:

[Show Me Strong Recovery Plan](#) (April 27, 2020)
[St. Louis City COVID-19 Orders](#)
[St. Louis County COVID-19 Protocols](#)

Relevant Websites:

[Missouri Department of Health Businesses Resource](#)

Missouri implemented its *Show Me Strong Recovery Plan* effective May 4, 2020, which will remain in effect through June 15, 2020. Every individual and business must abide by social distancing requirements, but the order does not apply to family members or individuals performing job duties that require contact with other people. In those instances, individuals should take enhanced precautionary measures. This provision is applicable for individuals standing in line and in shared indoor and outdoor spaces. Restaurants may reopen with social distancing guidelines. Retail business capacity is limited to 25% or less of capacity in locations with less than 10,000 sq. ft. In locations greater than 10,000 sq. ft, capacity is limited to 10% or less of permitted occupancy. Schools remain closed for the 2019-2020 school year. Gatherings remain limited to ten people or less.

The City of St. Louis and St. Louis County issued more restrictive reopening orders than the *Show Me Strong Recovery Plan*. Both the City and County issued orders to enter a Phase I of reopening on May 18, 2020. The City suggested that businesses should reduce face-to-face contact, implement frequent sanitation, require face coverings for employees, conduct regular screening, limit the number of employees and customers permitted to be in a facility at any one time, follow social distancing guidelines, and establish hours of operation for individuals at high-risk for COVID-19.

In additions to these suggestions, the City of St. Louis issued requirements for businesses including:

- requiring employees to wear face coverings such as nonmedical cloth masks
- providing face coverings or the supplies to make face coverings to employees
- physical barriers where possible
- reconfiguring of space to allow for six feet of distance between individuals
- frequent sanitizing and disinfecting high-touch areas
- training employees about disinfection processes and social distancing requirements
- providing reasonable breaks for employees to wash hands
- conducting daily screening of employees for symptoms of COVID-19

- supporting and enabling employees to remain at home if unwell or in contact with someone who is sick
- requiring employees to quarantine or isolate if they are believed to have COVID-19 or if they have come into contact with someone with COVID-19

Further changes in the workplace setting are required including closing of common areas, limiting groups of no more than ten people, and creating a transparent barrier at reception areas. St. Louis County has worked directly with the City to establish common reopening protocols for bars, summer camps, and cultural attractions.

Last updated on May 28, 2020

MONTANA

Operative Plans and Orders:

[Executive Order No. 2-2020](#) (March 12, 2020)
[Executive Order No. 3-2020](#) (March 13, 2020)
[Reopening the Big Sky – Three Phase Approach](#)
[Phase One Reopening](#) (April 22, 2020)
[Phase Two Reopening](#) (May 19, 2020)

Relevant Websites:

[Governor’s Coronavirus Task Force](#)
[Montana Department of Public Health and Human Services](#)
[Montana Department of Commerce Guidance](#)

Montana is moving to Phase Two of a three phase reopening plan, “Reopening the Big Sky.” Effective June 1, 2020, gatherings may expand to 50 people, but social distancing should be practiced in groups of any size. Events planned for more than 50 people are directed to consult the local public health office.

Schools were given the option to return to in-classroom teaching on May 7, 2020. However, the State encouraged school systems to consider alternative teaching methods, including a mixture of classroom and remote learning. Graduation events were permitted if physical distant requirements could be be met. Businesses may operate provided they adhere to social distancing. Businesses should continue to encourage telework and/or staggered scheduling. Restaurants, bars, breweries, distilleries, casinos, gyms and fitness studios may move from 50% to 75% capacity, provided they adhere to social distancing and sanitation protocols. Child-care facilities may increase capacity beyond the Phase One 24-person limitation, provided that social distancing guidelines can be implemented.

The Phase One quarantine directive for travelers to Montana expires June 1, but the Montana National Guard will to continue conducting screenings in airports and train depots and will refer anyone with COVID-19 related symptoms to local public health officials. The State has indicated that it intends to support its destination communities by establishing protocols for testing, trace tracking, and contingency plans for managing sick visitors.

Certain Phase One guidelines will remain in effect for Phase Two. Senior or assisted living facilities must continue to prohibit visitors, conduct daily screening of workers, and adhere to strict sanitation practices. Non-essential travel should be avoided. Vulnerable individuals should continue to adhere to the stay home guidance. Phase Three envisions no limits on group sizes and allowing vulnerable populations to resume public interactions, but with social distancing and precautionary measures. Local jurisdictions may enact guidelines that are more restrictive than the State guidelines.

Last updated on May 28, 2020

NEBRASKA

Operative Plans and Orders:

[Directed Health Measure 2020-009](#) (April 3, 2020)
[Outline of Changes to Upcoming DHMs Effective June 1, 2020](#) (May 21, 2020)

Relevant Websites:

[NE Department of Health & Social Services COVID-19 Website](#)
[NE Office of the Governor Weekly Columns](#)

Nebraska is one of a handful of states without a formal stay-at-home order, although Governor Ricketts and the Nebraska Department of Health and Human Services have imposed many restrictions to help limit the spread of COVID-19. On April 3, 2020, the Nebraska Department of Health and Human Services issued a Directed Health Measure (DHM) subject to all Nebraska counties, with differing expiration dates based on each individual county. The DHM prohibits public gatherings of more than ten individuals. The DHM's prohibition on public gatherings does not apply to retail or grocery stores, courts, transportation facilities, health care facilities, shopping malls, offices, and factories. These businesses are directed to follow social distancing guidelines and to use heightened sanitation protocols for exposed surfaces in accordance with guidance established by the Nebraska DHHS and the CDC. Additionally, the DHM prohibits medical and dental elective procedures and surgeries. The DHM requires all schools to cease in-person instruction and prohibits all school-related extracurricular activities through May 31, 2020.

On May 1, 2020, Governor Ricketts announced changes and an extension to the statewide DHM on a county-by-county basis. Effective as of May 4, 2020, Nebraska established 19 separate DHMs, one for each local health department (LHD). Each LHD will have a DHM that will remain in effect through May 31, 2020. A gradual easing of restrictions in LHDs that were less affected by COVID-19 commenced on May 4, 2020. In certain counties with less restrictive directives, beauty/nail salons, barbershops, massage therapy services, and tattoo parlors could reopen on a limited basis with workers and customers required to wear masks. Restaurants were allowed to resume dine-in service, subject to various restrictions, such as 50% occupancy, separation of tables by six feet, and limitations of single groups to six people. Buffets and salad bars that are self-serving are prohibited, and bar seating is not permitted.

Effective June 1, 2020, restrictions will be eased in most Nebraska counties. Bars, bottle clubs, and gentlemen’s clubs will be allowed to reopen under the same rules that apply to restaurants, although games such as pool, darts, and arcade games will still be prohibited. Public gathering restrictions will be expanded to 25 people (excluding staff) or, in the case of large venues, such as indoor or outdoor arenas, theaters, and zoos, to 25% of the venue’s capacity up to 3,000 people. Parades, carnivals, dances, and beer gardens will remain prohibited at least through June 30, 2020. Effective June 1, 2020, limited and non-contact team sports including baseball, softball, and volleyball practices are permitted, while games may be played starting June 18, 2020. However, contact sports like basketball, football, soccer, and wrestling will remain prohibited. All sports must follow the “[June 1st Statewide Sports Reopening Guidelines](#)” established by the Nebraska Department of Health and Human Services.

Last updated on May 28, 2020

NEVADA

Operative Plans and Orders:

[Emergency Director 002](#) (March 18, 2020)
[Emergency Directive 003](#) (March 20, 2020)
[Nevada’s United Roadmap to Recovery](#) (April 30, 2020)
[Roadmap to Recovery for Nevada: Phase One; Press Release: Governor Sisolak Announces Guidance for Phase Two Reopening](#) (May 26, 2020)

Relevant Website:

[Nevada Health Response \(COVID-19\)](#)

On March 12, 2020 Governor Steve Sisolak declared a state wide emergency concerning COVID-19. On March 17, 2020, Governor Sisolak announced the *Stay Home for Nevada* risk mitigation initiative, which required all people of Nevada to stay home and for all nonessential businesses to close to the public for 30 days. All nonessential businesses were required to: (1) find a way to service customers through delivery, drive through, curbside or front door pickup; or (2) close their doors. Governor Sisolak confirmed and signed [Emergency Director 002](#) and [Emergency Directive 003](#), which outline social distancing guidelines and ordered all casinos and gaming establishments within the state of Nevada to cease operation.

On April 30, 2020, Governor Sisolak released the *Nevada United Roadmap to Recovery* which outlines planned phases of reopening the State’s economy. Phase One began May 9, 2020, and relaxed the “Stay at Home” orders to encourage “Safer at Home.” Phase One requires all individuals to wear a face covering in public, prohibits gathering of ten or more people, and encourages all residents of Nevada to work remotely, if possible.

Phase Two began May 29, 2020 and is expected to last two to three weeks. Phase Two increases gathering restrictions from ten people or less to a maximum of 50 people, provided proper social distancing practices are in place. Bars, restaurants, fitness facilities, museums, zoos, aquariums,

[NJ Department of Health COVID-19 Information](#)
[NJ's "The Road Back: Restoring Economic Health Through Public Health" Guiding Principles](#)
[NJ Statewide Stay-At-Home Order](#)

In response to the COVID-19 pandemic, New Jersey Governor Phil Murphy issued a state of emergency and public health emergency on March 9, 2020, and a stay-at-home order on March 21, 2020, mandating the closure of all non-essential businesses. Businesses deemed essential included grocery stores, pharmacies, gas stations, banks, and restaurants (for take-out only), to name a few.

Governor Murphy's plan, The Road Back: Restoring Economic Health Through Public Health outlines six key principles for recovery. The State began to implement the plan by instituting a multi-stage blueprint with three stages between what it deemed "Maximum Restrictions" and the "New Normal." The Road Back plan outlines a basic overview for each stage, such as what precautions should be taken by all individuals, what businesses will be open, what social activities are allowed, whether childcare and schools are operating (and in what capacity), and whether public transportation is available. As public health/healthcare indicators progress, the State will advance through the stages. If these metrics develop unfavorably, the State may regress back through the stages or simply reinstitute "Maximum Restrictions."

New Jersey is currently in Stage 1 of the protocol. On May 27, 2020, Governor Murphy indicated that the State is getting closer to Stage 2, although he did not indicate when this progression will begin. In Stage 1, the State has allowed some non-essential work/activities to re-open that can easily put in place appropriate safeguards. For example, state and county parks have opened, as well as beaches. Non-essential retail stores (for curbside pickup only) have also been allowed to open, as well as drive-in activities. Elective surgeries and non-essential construction have been allowed to resume as well. Prior to Memorial Day Weekend, Governor Murphy announced that gatherings of up to 25 people would be allowed (up from the previous limit of ten). The Governor has stressed that social distancing of six feet must be maintained at all times.

Stage 2 calls for a "broader restart of our economy" and allows for "moderate-risk activities restarted with safeguarding." It allows restaurants to open outdoor seating for patrons, as well as certain limited personal care professions. Governor Murphy stated that Stage 2 may also include outdoor summer camp activities for kids and the reopening of some libraries and cultural centers.

Last updated on May 28, 2020

[NEW MEXICO](#)

[Operative Plans & Orders:](#)

[Order Closing Non-Essential Businesses](#) (Mach 23, 2020)
[Order Clarifying Current Guidance](#) (May 15, 2020)

[Relevant Websites:](#)

[All Together New Mexico](#)
[NM COVID-19 Website](#)

On March 24, 2020, New Mexico issued broad restrictions closing all non-essential businesses, requiring the State’s non-essential workforce to work remotely, and rationing certain medical supplies. The [public health order](#) was extended through May 31, 2020, continuing New Mexico’s stay at home mandate, but with substantial modifications that loosened certain restrictions on business operations and social activities. Close-contact businesses such as barber shops, adult entertainment venues, hair salons, spas, and gyms, and certain recreational facilities including movie theaters, swimming pools, concert venues, and indoor shopping malls are allowed to reopen with restrictions on June 1.

Other restrictions include:

- All businesses not identified as “essential” or “close-contact” businesses or “recreational facilities” are subject to capacity limitations of 25 % of the maximum occupancy.
- Houses of worship may hold services so long as they limit capacity to 25% of the maximum occupancy.
- Hotels may operate subject to a 25% occupancy limitation but short-term rentals are limited to state residents only.
- Casinos other than those located on Tribal lands are to remain closed.

All operating businesses must comply with the State’s “COVID-Safe Practices” section of [All Together New Mexico: COVID Safe Practices for Individuals and Employers](#). New Mexico also requires wearing face coverings in public and a mandatory 14-day quarantine for incoming out-of-state travelers. The current individual and corporate [tax deadlines](#) have been extended until July 15, 2020.

Last updated on May 29, 2020

NEW YORK

Operative Plans and Orders:

[Executive Order No. 202](#) (March 7, 2020)
[Executive Order No. 202.33](#) (May 22, 2020)
[Executive Order 202.34](#) (May 29, 2020)
[Executive Order 202.35](#) (May 29, 2020)

Relevant Websites:

[New York State Coronavirus Response \(COVID-19\)](#)
[New York Forward: Reopening Guide](#)
[New York State Regional Monitoring Dashboard](#)
[New York State Coronavirus Response \(COVID-19\)](#)
[Industry Guidance and Reopening](#)
[NYC Coronavirus Disease 2019](#)
[NYC Open Streets](#)

Governor Andrew Cuomo established a four-phase reopening process for the State of New York. As of May 29, 2020, five regions (Central New York, Finger Lakes, Mohawk Valley, North County and Southern Tier) entered Phase 2 as a result of [Executive Order 202.35](#). Five other regions of New York State continue to operate in Phase I. After multiple news reports that New York City was weeks away from commencing Phase I, the Governor also announced on May 29 that New York City will enter Phase I on June 8th.

Governor Cuomo also announced the implementation of a new early-warning dashboard which will assemble the state's COVID-19 data collection efforts and can be found at [Early Warning Monitoring Dashboard](#).

The trigger for reopening for each region is meeting a variety of benchmarks, with each region having a regional control room in place to monitor the reopening process. The regional control room also coordinates with surrounding regions on the reopening of public transportation systems and schools.

Phase I allows for the reopening of business sectors such as construction, manufacturing, and wholesale supply chains, with retailers opening for curbside pickup. State and regional officials will evaluate the outcomes of the reopening and decide whether or not a region can move into the next phase. Phase I mandatory guidelines include ensuring six feet of distance between personnel unless safety or core function of the work activity requires a shorter distance. If less than six feet apart, personnel must wear acceptable face coverings. Tightly confined spaces, such as elevators, should be occupied by only one person or under 50% capacity, with all occupants wearing face coverings.

Phase II will allow for a wider range of businesses to open, including hair salons, barbershops, retailers, professional services, and finance, insurance, and real estate industries. Phase III looks toward the reopening of the hospitality industry, such as hotels and restaurants reopening for dine-in services. Industry guidance and reopening information is available on the [New York Forward](#) website.

Beaches and lakes were allowed to reopen on May 22, provided they adhere to certain restrictions, including a 50% reduction in capacity. New York City beaches remained closed for swimming. All New York residents may gather in small socially distanced groups of no more than ten people.

New York City: New York City has not yet met the seven metrics required to begin Phase I, so only essential businesses remain open for the time being. The list of essential businesses includes:

- Banks and related financial institutions
- Bike repair shops
- Grocery and food production
- Healthcare providers
- Laundromats
- Media
- Restaurants, bars, and cafes – limited to food take-out and delivery only
- Pharmacies
- Shipping
- Taxis and car services
- Utilities
- Warehousing

To assist with social distancing, New York City has implemented the [Open Streets](#) program to limit vehicle traffic on 100 miles of streets to allow greater social distancing for pedestrians and cyclists.

Last updated on May 30, 2020

NORTH CAROLINA

Operative Plans and Orders: [NC Executive Orders](#)

Relevant Websites: [NC COVID-19 Information Hub](#)
 [NC DHHS COVID-19 Response Website](#)

As of May 22, 2020, North Carolina is operating in Phase II of a three-phase reopening plan, called a “safer at home plan.” Governor Roy Cooper’s Executive Order 141 lifted the Stay at Home Order, but teleworking is encouraged. Phase II provides for limited opening of restaurants and other businesses, subject to reduced capacity and social distancing restrictions. Notably, Phase II is more restrictive than originally planned. It will remain in place until June 26, 2020.

Bars, nightclubs, indoor fitness facilities, public playgrounds, and indoor entertainment venues such as movie theaters and bowling alleys will remain closed. Restaurants, which had been limited to take-out and delivery service, are now permitted to open at 50% capacity for dine-in customers. Personal care services such as hair salons, swimming pools, and tattoo parlors may also open at 50% capacity, provided that safety precautions and social distancing measures are taken. Childcare centers may reopen and restrictions on gatherings have been lifted with houses of worship open at reduced capacity. The number of participants in mass gatherings has increased to ten people indoors or 25 outside. Restrictions on nursing homes and congregate-living settings remain in force. Vulnerable populations are encouraged to continue staying at home. For more detailed information: [NC Phase II FAQs](#).

Religious services are exempt from the Order, but are recommended to follow CDC guidelines for social distancing. On May 18, 2020, U.S. District Court Judge James C. Dever III granted a temporary restraining order in favor of nonprofit religious and spiritual organizations that claimed that North Carolina’s executive orders violated the free exercise clause of the First Amendment to the United States Constitution. A spokesperson for Governor Cooper stated that the Governor’s office disagrees with the decision to temporarily allow houses of worship to hold indoor services, but will not appeal. Houses of worship are urged to voluntarily follow public health directives.

Phase III, which is expected to take effect at least four to six weeks after the commencement of Phase II, aims at further lessening restrictions for vulnerable populations, allowing increased capacity for dine-in services at restaurants, and increasing the number of people permitted at indoor and outdoor gatherings.

NORTH DAKOTA

Operative Plans and Orders:

[Executive Orders](#)
[Executive Order Strongly Encouraging Businesses to Follow ND Smart Restart](#)
[ND Smart Restart Plan](#)
[ND Smart Restart: Standards for All Industry Workplace Assessment for COVID-19](#)

Relevant Website:

[North Dakota's Official COVID-19 Resources;](#)

On May 1, 2020, North Dakota allowed businesses to reopen, including restaurants, personal services, fitness centers, and movie theaters. By May 15, 2020, sports arenas and music venues were also allowed to reopen. By executive order, Governor Doug Burgum strongly encourages all open businesses to follow the “ND Smart Restart” plan.

[ND Smart Restart: Standards for All Industries](#) encourages businesses to comply with CDC guidelines, ND Department of Health recommendations, and complete a work place assessment for COVID-19. Businesses should:

- limit facility occupancy to ensure everyone maintains six-foot social distancing
- mark six-foot increments where lines form
- post signs informing all to maintain social distancing, wash hands often, limit personal contact, and to avoid entering if they have cough or fever symptoms
- encourage the use of cloth face coverings for employees whose duties require close contact (within six feet of others)
- provide contactless payment systems where feasible
- provide hand sanitizer, soap and water, or disinfectant at entrances and in locations with a high frequency of interaction
- develop policies and procedures for prompt identification and isolation of sick staff and customers.

[Additional standards](#) are in place for restaurants (including bars, breweries, distilleries, and food trucks), personal services (hair salons, barbershops, nail salons, tanning salons, waxing studios and other cosmetology related businesses), medispas, tattoo and piercing services, massage therapy, fitness centers, movie theaters, large gatherings, event venues (weddings, banquets, and balls), and water recreation (pools and water playgrounds).

OHIO

Operative Plans and Orders:

[Stay At Home Order](#)
[Stay Safe Ohio Order](#)
[Executive and Public Health Orders](#)

Relevant Websites:

[Ohio COVID-19 Website](#)
[Responsible RestartOhio](#)
[Business/Employer's COVID-19 Checklist](#)
[Sector Specific Operating Requirements](#)

On March 9, 2020, Governor Mike DeWine signed an [Executive Order](#) establishing a state of emergency. Shortly thereafter, the Ohio Department of Health issued a [Stay at Home Order](#) effective March 22, 2020. This order mandated the closure of non-essential businesses and set forth various activity and gathering restrictions.

On April 30, 2020, the Governor issued the [Stay Safe Ohio Order](#) that gradually eased the initial stay at home order and business closings. Additional Orders, which can be found [here](#), have allowed for the staggered openings of many businesses initially deemed non-essential. Manufacturing, distribution, construction, general office environments, and retail locations may open with restrictions. Effective May 14, 2020, personal service business such as hair salons, day spas, nail salons, and barber shops were permitted to reopen with restrictions. Effective May 22, 2020, recreational facilities and gyms were permitted to reopen with limitations.

Although businesses were permitted to open, all public and private gatherings, beyond those of a single household, remain prohibited. Childcare services were permitted to reopen May 31, 2020, and K-12 schools are permitted to reopen July 1, 2020. Older adult day care services and senior centers, remain closed. Ohio continues to ease restrictions while encouraging social distancing. The Department of Health has issued a [COVID-19 Checklist for Businesses/Employers](#) and [Sector Specific Operating Requirements](#).

Last updated on May 28, 2020

OKLAHOMA

Operative Plans and Orders:

[Executive Order 2020-13 \(May 12, 2020\)](#)
[OK Open Up and Recover Safely Plan \(April 22, 2020\)](#)

Relevant Websites:

[OK COVID-19 Website](#)

Following a shutdown of non-essential businesses, Oklahoma began a three-phased reopening, pursuant to Governor Kevin Stitt's [Open Up and Recover Safely Plan](#). Phase I commenced on April 24, 2020, allowing the following businesses to reopen by appointments only: barbershops,

hair salons, spas, nail salons, and pet groomers. Such businesses are required to follow CDC-recommended social distancing and sanitation protocols and are encouraged to have patrons wait in their cars prior to their appointment. Further, state parks and outdoor recreation facilities were allowed to reopen. Additionally, for those individuals aged 65 and older or part of a vulnerable population, such individuals were recommended to continue to follow the “safer-at-home” guidelines, maximize social distancing from other individuals while in public, and minimize non-essential travel. Employers were encouraged to develop plans to allow employees to return to work in phases and to close common areas and enforce social distancing protocols.

On May 1, 2020, as part of Phase I, restaurants, movie theaters, gyms, sporting venues, tattoo parlors, and places of worship were allowed to reopen. Such establishments were required to adhere to CDC-recommended social distancing and sanitation protocols. However, visits to senior living facilities and hospitals were prohibited, and schools, organized sporting events, camps, and bars remained closed.

On May 15, 2020, Phase II of the Open Up and Recover Safely plan began. Under Phase II, bars and children’s nursery areas in places of worship were allowed to reopen. Additionally, organized sports, funerals and weddings were allowed to resume. However, visits to senior care facilities are still prohibited. If hospitals and incident rates remain at a controllable level throughout Oklahoma for 14 additional days, then Phase III will begin on June 1, 2020. At that time, employers can resume unrestricted staffing at jobsites, and summer camps can open. However, visits to senior care facilities are still prohibited.

Last updated on May 28, 2020

OREGON

Operative Plans and Orders: [Executive Order No. 20-25](#) (May 14, 2020)

Relevant Websites: [Oregon Health Authority \(COVID-19 Updates\)](#)
[Building a Safe and Strong Oregon: Reopening Framework Guidelines for Employers](#)

On March 8, 2020, Governor Kate Brown signed [Executive Order 20-03](#) which declared a statewide emergency due to COVID-19. Governor Brown signed two additional orders in March, [Executive Order 20-07](#) and [Executive Order 20-12](#), which implemented a *Stay Home, Save Lives* program. Through these two Orders, the Governor prohibited gatherings of more than 25 people, required all individuals to maintain proper social distancing practices, and prohibited non-essential social and recreational gatherings. On-premises consumption of food and drink was also prohibited, limiting such services to take-out, delivery, or drive through. The order also required the closure of certain non-essential businesses (including barber shops, hair salons, and gyms, among many others) and, work-at-home protocols to be initiated whenever possible.

On May 14, 2020, Governor Brown’s [Executive Order 20-25](#) implemented a three-phased approach to reopening the State’s economy, *Framework for Reopening a Safe and Strong Oregon*. As of May 20, 2020, all counties except Multnomah and Washington, were approved and operating in Phase I. Phase I permits restricted openings of restaurants, bars, and personal care facilities such as salons and gyms. Each county must remain in Phase I for a period of at least 21 days prior to moving to Phase II.

As part of Phase I, gatherings of up to 25 people are permitted with proper physical distancing requirements, as prescribed by the Oregon Health Authority (OHA). Further, OHA strongly suggests that all individuals wear face coverings when they cannot maintain six feet of social distance in public. OHA also issued a variety of sector-specific protocols which outline best practices and guidance for reopening retail stores, shopping centers, recreational activities, childcare operations, fitness studios, etc. General guidance for employers and sector-specific guidelines can be found on [OHA’s website](#).

Last updated on May 28, 2020

PENNSYLVANIA

Operative Plans and Orders:

[Governor’s Stay-at-Home Order](#)
[Secretary of Health’s Stay at Home Order](#)
[Process to Reopen Pennsylvania](#)

Relevant Websites:

[PA COVID-19 Response Guide](#)
[PA Department of Health Coronavirus Hub](#)
[Guidance for Businesses](#)

On March 6, 2020, Governor Tom Wolf declared a disaster emergency throughout Pennsylvania in response to the COVID-19 crisis. On March 19, 2020, all non-life sustaining businesses were ordered to cease operations other than virtual or telework operations. From March 23, 2020, to March 31, 2020, Governor Wolf issued county-specific stay-at-home orders, and on April 1, 2020, he ordered all Pennsylvanians to stay at home except to conduct life sustaining activities. The Stay-at-Home Order was extended until June 4, 2020. Pennsylvania’s schools have been closed since March 16, 2020, and will remain closed through the end of the school year. All Pennsylvanians have been asked to wear face coverings when in public as of April 3, 2020.

Governor Wolf introduced the three-phase [Process to Reopen Pennsylvania](#) on April 17, 2020, which includes Red, Yellow, and Green Phases for individual counties. For counties in the Red Phase, only life-sustaining businesses may operate, restaurants and bars are permitted to provide carry-out and delivery services only, and individuals must comply with the Stay-at-Home Order. By June 5, 2020, all counties were scheduled to move out of the Red Phase, with 17 counties scheduled to move from the Yellow Phase to the Green Phase.

During the Yellow Phase, the Stay-at-Home Order is lifted, but gatherings of more than 25 people are prohibited. While many non-life sustaining businesses are permitted to reopen, they must follow social distancing and building safety precautions. Restaurants and bars remain limited to carry-out and delivery services only, and indoor recreation, health and wellness, and personal care services, including gyms, hair and nail salons, casinos, and theaters, must remain closed. The Commonwealth's [Guidance for Businesses](#) contains specific information about reopening.

Last updated on May 28, 2020

RHODE ISLAND

Operative Plans and Orders: [Executive Order 20-30](#) (May 5, 2020);
 [Executive Order 20-40](#) (May 29, 2020)

Relevant Websites: [RI COVID-19 Website](#)

On June 1, 2020, Rhode Island entered Phase II of its three-phased reopening plan. During Phase II, anyone in a public place (indoors or outdoors) must continue to wear, at minimum, a cloth face covering. Rhode Islanders are strongly encouraged to work remotely to the greatest extent possible. However, office-based businesses may resume on-site operations with the greater of 33% of workers or 15 staff members so long as physical distancing standards are met. Offices must employ strict cleaning regimes, screen employees for illness, collect contact tracing information, and post appropriate health and safety notices. Generally, anyone coming to Rhode Island from another state for a non-work-related purpose is required to self-quarantine for 14 days and vulnerable populations remain advised to stay at home in self-isolation.

The limit on social gatherings has been expanded to groups of 15. Retail businesses may open to the public for in-store services with a limit of one customer per 150 square feet of store area. Restaurants and bars may only offer limited indoor dining in addition to outdoor dining and take-away service. Service to standing customers (e.g., bar patrons) is prohibited. Recreation, entertainment, and personal grooming establishments (such as cinemas, museums, exercise facilities, and hair salons) may resume in-person operations under strict controls. For example, State parks and beaches have reopened by limiting the size of parking areas and hours of operation to prevent crowds. Gyms may resume indoor operations if limited to one person per 150 square feet and all other social distancing guidelines are met. Hair salons and barbershops are subject to space restrictions and employees and clients must wear masks continuously. Finally, in-person indoor religious services may resume with up to 25% of worship space capacity. Complete industry-specific checklists are posted on the State's Department of Health website, [RI COVID-19 Website](#).

Rhode Island's phased reopening scheme applies to each of its municipalities. However, former Rhode Island Supreme Court Justice Robert Flanders has publicly stated that he is considering a legal challenge to the Executive Orders. In a [letter to the governor](#), Justice Flanders contends that "[d]iscriminating against churches by burdening them with special restrictions, while allowing

other entities and businesses that are open to the public to have greater freedom...is unconstitutional.”

Last updated on June 1, 2020

SOUTH CAROLINA

Operative Plans and Orders: [SC Executive Orders](#)

Relevant Websites: [SC COVID-19 Website](#)
[SC AccelerateSC COVID-19 Response Website](#)
[SC Department of Commerce COVID-19 Resources](#)
[COVID-19 Re-Opening Guidance for Business](#)

On March 13, 2020, pursuant to Governor Henry McMaster’s [Executive Order No. 2020-08](#), South Carolina entered a State of Emergency and closed all public schools and universities. In a series of additional orders, the Governor closed all non-essential businesses and imposed restrictions, such as precluding restaurants from offering dine-in service and prohibiting any organized event in excess of 50 persons.

On April 20, 2020, Governor McMaster implemented AccelerateSC, a COVID-19 advisory team assembled to analyze and recommend economic revitalization plans throughout the state. AccelerateSC runs a “one-stop-shop” [website](#) providing access to information and resources such as guidance on face coverings, telehealth providers, and filing unemployment claims. Additional reopening guidance for businesses, including manufacturers, hotels, and restaurants, may be found on the [SC Department of Commerce COVID-19 Resources](#) website.

Restaurants have been permitted to resume dine-in services as of May 11, 2020, at 50% indoor occupancy with social distancing measures for employees and customers, and health checks for all employees. Previously designated as “non-essential” businesses, entertainment venues such as arcades, museums, children’s indoor play areas, bingo halls, and social club venues, were permitted to re-open as of May 22, 2020. Recreational and athletic facilities and activities including close-contact sports, sports requiring shared athletic equipment, and activities on public playground equipment are also permitted to reconvene, while commercial gyms, fitness centers, and public or commercial pools are permitted with limited capacity. Public schools continue to be closed.

On May 27, 2020, Governor McMaster issued [SC Executive Order 2020-38](#), implementing a new state of emergency providing for additional directives to address concerns arising during reopening efforts. The Order pulls back on general reopening efforts, including restricted visitation to nursing homes, correctional facilities, and detention centers. The order places certain members of the South Carolina National Guard on active duty to assist with carrying out safety measures. The current state of emergency will remain in effect until at least June 11, 2020.

Last updated on May 28, 2020

SOUTH DAKOTA

Operative Plans and Orders:

[SD Back to Normal Plan \(April 28, 2020\)](#)
[Executive Order Implementing Back to Normal Plan \(April 28, 2020\)](#)

Relevant Websites:

[SD COVID-19 Website](#)
[SD Dept. of Health COVID-19 Website](#)
[Executive Orders](#)

No businesses in South Dakota were ever required to close; however, operating restrictions were imposed on certain sectors. On April 28, 2020, the Governor Kristi Noem issued the “Back to Normal Plan.” The plan details the expectations for individuals, businesses, schools, health care providers, and local governments.

Under the plan, individuals should continue to practice good hygiene, stay home when sick, and practice social distancing. Employers should encourage good hygiene and sanitation and encourage employees to stay home when sick. If previously operating via telework, as of April 28th, employers could begin transitioning employees back to the workplace, but should screen employees for symptoms prior to entering the workplace. Retail business should consider restricting occupancy to ensure proper social distancing.

The South Dakota Department of Health has published additional [general guidance for employers](#) as well as checklists to assist the following businesses in operating safely: [close contact services](#), [restaurants](#), [retail](#), [hotels](#), and [manufacturing](#).

Last updated on May 28, 2020

TENNESSEE

Operative Plans and Orders:

[Executive Order No. 38 \(May 22, 2020\)](#)

Relevant Websites:

[Office of Governor-COVID-19 Information](#)
[Reopening Tennessee Responsibly](#)
[Roadmap for Reopening Nashville](#)
[Memphis COVID-19 Updates](#)

On April 2, 2020, all non-essential businesses within Tennessee were ordered to close. Between April 24, 2020, and May 22, 2020, Governor Lee issued several executive orders that allowed Tennesseans to return to work and the re-opening of certain establishments, as long as social distancing of at least six feet is observed and employers implemented policies and procedures in accordance with state and federal guidance to facilitate social distancing, temperature checks, sanitation, and reduced business travel.

Social and recreational gatherings, including festivals, fairs, parades, sporting events, and summer youth camps are permitted as long as social distancing guidelines are followed and the group does not exceed 50 people. Wedding and funerals are permitted and Tennesseans may attend worship services. Restaurants are allowed to have on-site dining, however, bars and night clubs may only serve customers seated at tables. Close-contact personal services including barbershops, hair salons, nail salons, spas, tattoo services, and massage therapy services are allowed to open and operate.

The State strongly urges people to wear a face covering in public settings when close proximity to others is anticipated.

Some counties, cities, and towns issued heightened guidelines for businesses and social interactions.

Nashville/Davidson County: Retail stores, commercial businesses, and restaurants may re-open at 75% capacity. Bars and clubs must remain closed, but live entertainment with no more than two performers at a time is permitted with proper social distancing. Gyms, recreation facilities, museums, nail salons, hair salons, and tattoo parlors may open at half capacity.

Memphis/Shelby County: Gatherings of up to 50 people with social distancing and wearing face coverings are allowed. Libraries and gyms are limited to 50% capacity and recreation facilities such as bowling alleys, arcades, and dance classes may open at 50% capacity as long as people stay in groups of less than ten and avoid contact with individuals from other groups.

Last updated on May 28, 2020

TEXAS

Operative Plans and Orders:

[Open Texas Report](#)
[Executive Orders](#)

Relevant Websites:

[Texas Coronavirus \(COVID-29\) Information](#)
[Governor's Strike Force to Open Texas](#)

Austin/Travis County:

[Austin Stay Home Order Information](#)
[Travis County Novel Coronavirus \(COVID-19\) Information](#)

Dallas/Dallas County:

[City of Dallas Coronavirus Information](#)
[Dallas County Coronavirus \(COVID-19\) Updates and Information](#)
[County Orders Issued by Judge Jenkins](#)

Houston/Harris County:

[Houston Coronavirus Disease 2019 \(COVID-19\) Updates Ready Harris Stay Safe](#)

San Antonio/Bexar County:

[COVID-19 San Antonio Bexar County Covid-19 Response](#)

As of May 22, 2020, Texas is in Phase II of the Open Texas plan. Restaurants, which were allowed to open at 25% capacity on May 1, may now serve up to 50% of their capacity. Offices may open with whichever is greater: 10 people or 25% of their workforce. Governor Greg Abbott's [Executive Order GA-23](#) and amending [proclamation](#) authorizes manufacturers, bars, gyms, day care centers, youth camps, zoos, water parks, message services, mall food courts, driver education programs, and certain other sporting events, businesses, services, and activities to open (with restrictions) on assigned dates between May 18 and May 31. The [Open Texas website](#) has checklists for minimum standard health protocols for each type of business. For El Paso, Randall, Potter, Moore, and Deaf Smith counties, which were experiencing surges in COVID-19 cases when Phase II was announced, openings were delayed until May 29, 2020.

In Phase I, retail stores, golf courses, movie theaters, museums, libraries, and local government offices were allowed to open (with restrictions) on May 1, 2020. (Religious services conducted in houses of worship had been defined as essential services by [Executive Order GA-14](#).) On May 7, Governor Abbott issued [Executive Order GA-21](#), retroactively authorized the opening of barbershops and hair, nail, and tanning salons. It also removed the use of jail time as a penalty for violating executive orders.

Local governments do not have authority to set more restrictive standards than the state government; they may only issue recommendations that suggest stricter standards. On May 12, 2020, Attorney General Ken Paxton sent [letters to three cities](#) warning that some local requirements, such as criminal penalties, may be unlawful.

Austin/Travis County: Mayor Steve Alder extended Austin's [Stay Home – Work Safe Order](#) through May 30, 2020, and modified the order to allow travel to businesses reopened under Phase II. Face coverings were still required, but violations could not be punished by civil or criminal penalty.

Travis County is currently in Stage 3 of 5 [stages](#) (in their alert system, all businesses would be open in Stage 1). County Judge Sarah Eckhardt issued the [Stay Home Order Consistent with and Guidance Beyond Governor's Executive Orders](#) on May 8, 2020, which continued stay at home orders and face covering recommendations until June 15, but allowed travel to reopened businesses.

Dallas/Dallas County: The City of Dallas, through City Manager T.C. Broadnax, has issued emergency regulations, including the [Seventh Amended Emergency Regulations](#) on May 21, 2020. Individuals may leave their homes to access “Covered Services” (as defined by Executive Order GA-23 and any future orders) and conduct “Safe Daily Activities,” such as necessary errands and outdoor exercise. Face coverings “must, to the greatest extent possible” be worn, but the order specifically states that the City will not impose a civil or criminal penalty.

Dallas County has a daily COVID-19 Risk Level system, currently at Red, “Stay Home, Stay Safe.” The system is not mentioned in County Judge Clay Jenkins’ May 20, 2020 [Supplemental Order](#), effective through June 12, 2020. The order does not address face coverings or call for self-isolation, except where a member of the household has tested positive for COVID-19. However, it specifies that violations may be punishable through civil or criminal enforcement.

Houston/Harris County: Mayor Sylvester Turner’s [Second Amended Order](#) of April 29, 2020, prohibited large gatherings and cancelled events such as parades and festivals, but otherwise adopted provisions of Executive Order GA-18 and any subsequent orders. [Resilient Houston](#), the city’s plan for emergency response and recovery, added a COVID-19 addendum on May 18, 2020.

Harris County Judge Lina Hidalgo’s [Fourth Amended Stay Home, Work Safe Order](#) of May 21, 2020, “encourages” individuals to stay at home and states that they “shall, except when necessary to provide or obtain covered services...minimize social gatherings” through June 10, 2020. The order states that it “is to be construed consistent with” Executive Order GA-23. However, it prohibits interactive water parks and amusement parks from opening, although according to the Governor’s May 26th proclamation amending GA-23, water parks may open on May 31, 2020.

San Antonio/Bexar County: On May 19, 2020, Mayor Ron Nirenberg and Bexar County Judge Nelson Wolff issued separate but joint updates ([Emergency Order #7](#) and [Bexar County Executive Order NW-08](#)) to extend Stay Home, Work Safe measures through June 4, 2020, in accordance with Executive Order GA-23. Everyone ten or older is “strongly encouraged” to wear a face covering in public, but no civil or criminal penalty will be imposed. Both orders use language similar to the Harris County order: individuals “shall, except when necessary to provide or obtain covered services...minimize social gatherings.”

Last updated on May 28, 2020

UTAH

Operative Plans and Orders: [Phased Guidelines, Version 4.5](#) (May 27, 2020)
 [Utah Leads Together III](#) (May 20, 2020)
 [Utah Executive Documents](#)

Relevant Websites: [UT Coronavirus website](#)

Governor Gary Herbert issued [Executive Order No. 2020-1](#) on March 6, 2020, declaring a state of emergency due to the spread of COVID-19. Ski resorts largely closed voluntarily as of March 15,

2020. On March 18, 2020, Governor Herbert issued [Executive Order No. 2020-5](#) closing all dine-in food service from restaurants, bars, and clubs. The March 18th Order also prohibited gatherings of more than ten people. Utah issued its first reopening guidelines on March 24, 2020, in a three-phase program titled [Utah Leads Together](#). The most current iteration, [Utah Leads Together III](#), features tiered color-coded risk categories with corresponding levels of social restrictions placed on business and social activities. As the risk assessment shifts from high-risk (red) to new normal (green), additional non-essential activities are being opened throughout the state.

On May 1, 2020, the entire State moved from the high-risk category to the moderate-risk (orange) designation. As of May 27, 2020, all individual counties and cities in Utah, with the exception of Grand County, Salt Lake City, West Valley City and Magna Metro Township, are designated low-risk (yellow).

In the low-risk phase, face coverings are still required in public, social gatherings are restricted to 50 individuals, gyms and fitness centers may open with restrictions, restaurants may resume dine-in service with restrictions, and businesses in office settings may re-open, but employees are encouraged to continue telework where possible and also encouraged to arrange for flexible rotating shifts,.

Public schools and higher education institutes transitioned to online courses in March but are eyeing a return to physical classrooms and campuses in Fall 2020. Utah State Tax Commissioners approved extensions for corporate and individual tax filing deadlines to [July 15, 2020](#). Most state and national parks, including Zion National Park and Bryce Canyon National Park, reopened in early May, subject to certain access restrictions.

Last updated on May 29, 2020

VERMONT

Operative Plans and Orders: [Addendum 14 to Executive Order 01-20](#) (May 15, 2020)

Relevant Websites: [VT COVID-19 Website](#)
[Vermont Department of Health and CDC Guidelines](#)
[COVID-19 Recovery Resource Center Resources for Businesses](#)
[Stay Home Stay Save Sector Specific Guidance](#)

Vermont's *Be Smart, Stay Safe* Order was declared on March 24th and resulted in the closure of in-person operations and non-essential businesses. On May 15th, Governor Scott signed Addendum 14 to the *Be Smart, Stay Safe* Order which extended the State of Emergency to June 15th and updated previous emergency orders to reflect phased re-openings and eased restrictions of certain industries. With these restrictions, Vermont still requests that all business, non-profit, and government operations work remotely whenever possible. Operating businesses must maintain at least six feet of distance between all employees and customers, and all employees must wear face

coverings. All mass transit riders must wear face coverings as well. In Burlington only, all shoppers are required to wear face coverings. Additionally, all residents and non-residents coming from outside the state are requested to self-quarantine for 14 days.

According to Addendum 14, as of May 22nd, restaurants and bars may reopen with limited outdoor seating. All bars, restaurants, and other businesses that are reopening are subject to the [Vermont Department of Health and CDC guidelines](#). Non-essential retail operations are limited to the greater of 25% of occupancy, one customer per 200 square feet or ten total customers and staff combined. Construction operations, maintenance work, and manufacturing and distribution operations are also permitted subject to distancing restrictions. Places of worship were permitted to open on May 23rd and hair salons on May 29th, both at 25% capacity. Outdoor recreation and fitness activities, as well as drive-in operations are permitted.

[Resources for Businesses](#) including [Sector Specific Guidance](#) are available on the Agency of Commerce and Community Development website. Prior to reopening, employers must have a COVID-19 plan and keep it on file. All employers must designate a health officer on-site to ensure compliance with the COVID guidance. All employees must have completed training on health and safety requirements before returning to work. Prior to each shift, employees must verify they have no symptoms and employers should use their best efforts to obtain thermometers and conduct routine temperature checks. At jobsites, common areas must have limited occupancy to maintain the six feet of distancing and employees must wipe down their area after use or the common areas must be cleaned at regular intervals each day.

Last updated on May 28, 2020

VIRGINIA

Operative Plans and Orders: [Executive Order 62](#) (May 14, 2020)

Relevant Websites: [VA COVID-19 Website](#)
 [VA - Governor's Executive Orders](#)

On March 12, 2020, Governor Ralph S. Northam issued [Executive Order 51](#) declaring a State of Emergency due to COVID-19. Governor Northam issued two additional Orders in March, [Executive Order 53](#) and [Executive Order 55](#) that placed temporary restrictions on restaurants, recreational and entertainment businesses, gatherings, non-essential retail businesses, and closure of K-12 schools. Additionally, the Governor issued a temporary stay-at-home order to remain in effect until June 10, 2020.

On May 8, 2020, Governor Northam issued [Executive Order 61](#) outlining Phase One, easing of certain temporary restrictions. It allowed certain businesses to reopen on May 15, 2020, subject to compliance with occupancy, spacing, sanitation, and face covering requirements. These businesses included restaurants, farmers' markets, brick and mortar retail businesses, fitness and exercise

facilities for outside activities only, personal care and grooming services, campgrounds, and indoor shooting ranges.

On May 14, 2020, Governor Northam issued an amended [Executive Order 62](#) temporarily delaying the Northern Virginia region, the City of Richmond, and the County of Accomack, from entering Phase One. These “Phase Zero” jurisdictions remained subject to continued business closures and a stay-at-home order until they entered Phase One on May 29, 2020.

All public and private in-person gatherings of more than ten individuals remain prohibited, and all persons over the age of ten must wear a face covering when in a public place.

Last updated on May 29, 2020

WASHINGTON

Operative Plans and Orders: [Safe Start Approach](#) (May 4, 2020)

Relevant Websites: [WA COVID-19 Website](#)
[WA Department of Health COVID-19 Website;](#)

On February 29, 2020, Governor Jay Inslee issued [Proclamation 20-05](#) which declared a State of Emergency for all counties in the state of Washington. On March 23, 2020, Governor Inslee signing into effect the *Stay Home – Stay Healthy* [amended Proclamation 20-25](#). This order required all non-essential businesses to cease operations and close. On May 1, 2020, Governor Inslee announced the extension of his *Stay Home – Stay Healthy* order through May 31, 2020, and outlined the different phases of his “Safe Start” approach to resuming recreational, social, and business activities.

Washington, as a whole, is currently operating in Phase I of the four-phase “Safe Start” reopening plan. Phase I began on May 5, 2020. In order to advance to the next phase of the “Safe Start” order, the state must achieve readiness in four key areas: (1) healthcare system readiness; (2) testing capacity and availability; (3) case and contact investigation; and (4) ability to protect high-risk populations. Governor Inslee ordered that the state remain in each Phase for a minimum of three weeks, during which the Governor and the Department of Health will evaluate the readiness in the four aforementioned categories.

As part of Phase I, all businesses and premises that are permitted to partially reopen must develop a comprehensive COVID-19 exposure mitigation plan. Per the specifications in Phase I, the Governor authorized a partial reopening of certain recreational activities, including day use of state parks and public lands. The Governor also authorized limited outdoor activities, low-risk construction projects, auto and vessel dealerships, car washes, drive-in worships, pet walking, and curbside retail services provided that proper safety measures, and social distancing take place.

In all four phases of “Safe Start,” individuals should continue to remain at least six feet away from each other, unless they reside in the same household, and wear cloth face coverings in public places. Individual counties may apply for a variance to advance to Phase II of “Safe Start,” prior to the Governor’s order pertaining to the state as a whole. Counties which have: (1) a population of 75,000 or less; and (2) have not identified a resident with a positive COVID-19 diagnosis in the prior three weeks may apply for such advancement. As of May 25, 2020, a total of 21 counties have received approval to advance to Phase II.

Last updated on May 28, 2020

WEST VIRGINIA

Operative Plans and Orders: [West Virginia Strong – The Comeback](#)

Relevant Websites: [WV Health & Human Resources COVID-19 Website](#)
[WV Governor’s Office COVID-19 Website](#)
[Guidance for Businesses](#)

On March 16, 2020, Governor Jim Justice issued a State of Emergency Proclamation in the State of West Virginia. Governor Justice subsequently issued a Stay-at-Home [Order](#) and closed nonessential businesses. Beginning April 30, 2020, West Virginia rolled out a seven-week plan to reopen businesses in the state, titled [West Virginia Strong – The Comeback](#).

Subject to business-specific guidelines set forth in The Comeback plan, the following establishments may reopen as of May 30, 2020: daycares, outpatient health care operations, elective medical procedure entities, small businesses with ten or fewer employees, religious entities, funeral homes, barbershops, hair salons, nail salons, pet grooming, cosmetic services as regulated by the [WVBBC guidelines](#), tanning businesses, wellness centers operated by or with West Virginia-licensed healthcare providers, drive-in movie theaters, outdoor guided fishing and rock climbing, fitness and recreation centers, sports training facilities, restaurants (outdoor dining and indoor dining, provided that indoor dining operates at 50% or below seating capacity), large/specialty retail stores, state park campgrounds, cabins, and lodges (for in-state residents only), the Hatfield McCoy Trail System, outdoor recreation rentals, outdoor motorsport/powersport racing (no spectators), whitewater rafting, ziplining, indoor malls and similar facilities, museums and visitor centers, zoos, limited video lottery retailers, swimming pools, and indoor amusements. The Department of Health and Human Services provides general and specific [guidance for businesses](#).

Movie theaters and casinos may reopen June 5, 2020 and low-contact youth sports may resume June 8, 2020, subject to forthcoming guidelines and Orders.

Last updated on May 28, 2020

WISCONSIN

Operative Plans and Orders:

[Wisconsin's Safer at Home Order E.O. No. 28](#) (Rescinded by The Wisconsin Supreme Court)
[Milwaukee County Administrative Order 20-13v1](#)
[Dane County's Emergency Order #3](#) (Madison, WI)

Relevant Websites:

[WI COVID-19 Website](#)
[WI Dept. of Health Services COVID-19 Website](#)
[Badger Bounce Back](#)
[WI Emergency Management Map](#)

Wisconsin's Governor, Tony Evers, declared a public health emergency on March 12, 2020. Less than two weeks later, the Wisconsin Department of Health Services issued Emergency Order #12, "[Safer at Home Order](#)" requiring everyone to stay at home or their place of residence except in limited circumstances. The Safer at Home Order was extended April 16, 2020 by [Emergency Order No. 28](#) and remained in effect until the Wisconsin Supreme Court overturned the order on May 13, 2020. See the [Decision here](#). The Wisconsin Supreme Court ruled that Emergency Order 28 was a general order of general application within the meaning of Wis. Stat. § 227.01(13), meaning the rulemaking procedures of Wis. Stat. § 227.24 were required to be followed during the promulgation of the order, but were not, and therefore the order was unenforceable. Justice Roggensack delivered the majority decision, which three justices joined. Importantly, the ruling permits Governor Evers' administration to issue new stay-at-home orders with approval of the Legislature's rulemaking committee.

Almost immediately after the Wisconsin Supreme Court's ruling, counties in Wisconsin responded by issuing their own versions of safer at home orders. In fact, at least 17 communities had issued orders following the Court's decision, but just hours later, about half of the communities rescinded the orders for fear of legal challenges. As of May 26, 2020, seven counties (Sawyer, Florence, Dunn, Eau Claire, Marathon, Waupaca, and Dane) and 12 municipalities/tribes had specific local health orders in place. All counties that have not issued safer at home orders have instead issued guidance. The situation remains fluid as many counties and municipalities are currently drafting or rescinding local safer at home orders.

Milwaukee: Milwaukee County, where Wisconsin's most populated city sits, issued [Administrative Order 20-13](#) on May 13, 2020 and updated the order on May 27, 2020. The order addresses the scope of Milwaukee County's re-opening planning and provides guiding principles and operating assumptions for Phase 1, which include maximizing the number of people teleworking, encouraging good hand hygiene, and using a cloth face covering in public as recommended or required. Additionally, the order only permits ten people in any closed or confined space.

Since Emergency Order No. 28 was overturned, Wisconsin's Governor and the Department of Health Services are now focusing on the "[Badger Bounce Back](#)" plan. Badger Bounce Back is based on the federal guidelines for Opening Up America Again and outlines Wisconsin's shift

from “boxing in all Wisconsinites to boxing in COVID-19” by providing a plan to re-open and recommendations from its public health experts.

Last updated on May 28, 2020

WYOMING

Operative Plans and Orders:

[WY Public Health Order - Public Spaces](#) (May 27, 2020)

[WY Public Health Order - Personal Services](#) (May 27, 2020)

[WY Public Health Order - Gatherings](#) (May 27, 2020)

Relevant Websites:

[WY COVID-19 Website;](#)

[WY Department of Health COVID-19 Website](#)

On March 13, Governor Mark Gordon signed [Executive Order 2020-2](#) declaring a State of Emergency in Wyoming. Thereafter, the Governor ordered the closure of all non-essential business, and imposed various regulations including maintaining social distancing of six feet and wearing a face covering while in public.

Beginning on May 15, 2020, and later updated on May 27, 2020, Wyoming began an aggressive re-opening plan. The plan covers a wide range of sectors and is separated into three Orders: (1) Public Spaces; (2) Personal Services; and (3) Gatherings. The overarching theme of the reopening is ensuring a safe distance of six feet apart, limiting group size, and wearing a face covering when in public. All gatherings, including public or private events, whether indoor or outdoor, must be limited to 25 people. However, religious or faith based organizations and funeral homes may allow gatherings of more than 25 people if six feet of separation is maintained, no attendees had COVID-like symptoms for the past 14 days, no food or drink is exchanged, and staff members wear face coverings.

Pursuant to the [Public Spaces Order](#), the following are allowed to reopen with certain restrictions: bars, restaurants, movie theaters, gymnasiums, and child care facilities. Child care facilities are restricted to 25 people (children and providers) in each room, and are requested to prioritize availability for the children of “essential personnel” including healthcare and emergency workers.

Pursuant to the [Personal Services Order](#), hair salons, nail salons, massage therapy, and cosmetology services may reopen with applicable social distancing and hygiene restrictions.

Last updated on May 28, 2020

WASHINGTON, D.C.

Operative Plans and Orders:

[Mayor's Order 2020-067](#)
[ReOpen DC Recommendations](#)
[Metro COVID-19 Recovery Plan](#)

Relevant Websites:

[DC COVID-19 Website](#)
[COVID-19 Metro Service](#)

On March 24, 2020, Mayor Muriel Bowser issued an Order requiring the temporary closure of all non-essential businesses and prohibited gatherings of ten or more people, followed by a Stay at Home Order on March 30, 2020. On May 13, 2020, Mayor Bowser extended the public health emergency and Stay at Home Order through June 8, 2020.

On May 21, 2020, a ReOpen D.C. Advisory Group presented Mayor Bowser with a [plan](#) outlining a four stage reopening for the District. The first three stages would follow the lifting of the Stay at Home Order and the fourth would begin once a vaccine has become widely available and administered.

On May 27, 2020, Mayor Bowser issued [Order 2020-067](#) declaring that the District entered Phase One of reopening. The Order lifts restrictions in the previous Stay at Home Order and allowed certain businesses to reopen (with restrictions) on May 29, 2020. Phase One still requires people to continue to wear cloth face coverings in public, to maintain six feet of separation from others, and prohibits gatherings larger than ten. Phase One allows for the following businesses to reopen: curbside pickup and delivery of items ordered online or over the phone from non-essential retail businesses; barbershops and hair salons by appointment, with stations at least six feet apart; outdoor restaurant and tavern seating with no more than six at a table and with tables at least six feet apart; houses of worship with groups of ten people or fewer; parks, golf courses, dog parks, tennis courts, and fields; and childcare facilities. Not included in Phase One are gyms, nail salons, movie theaters, museums, bars, playgrounds, public pools, and recreation centers, among other non-essential businesses—except for minimum business operations, curbside pickup or delivery, or home-based services.

The Washington Metropolitan Area Transit Authority released its [COVID-19 Recovery Plan](#) on May 14, 2020, which outlined a flexible blueprint for a phased ramp-up of service, while protecting and customers and employees. The phases of the plan coincide with the easing of the prior Stay at Home Order and the return to workplaces. As of May 18, 2020, face coverings are required when traveling on the Metro.

Last updated on May 28, 2020

PUERTO RICO

Operative Plans and Orders:

[Puerto Rico's Executive Order-2020-041 \(Spanish\)](#)

Relevant Websites:

[Puerto Rico Government Website](#)

[Puerto Rico Department of Health COVID-19 Website](#)

[Puerto Rico Department of Labor and Human Resources Website](#)

[Circular Letter No. 2020-03](#)

Puerto Rico's standing lockdown order will remain in effect until June 15, 2020, and individuals are required to wear a face covering while in public. Additionally, Puerto Rico maintains a curfew between 7:00 P.M. and 5:00 A.M. Its National Guard will assist in screening arriving individuals, who may be asked to self-quarantine for 14 days upon arrival, regardless of symptoms. However, the Territory began its reopening efforts on May 1, 2020 with Executive Order 2020-038. Employers allowed to reopen under this order were required to prepare an infection control risk management plan ("Employer Plans") based on OSHA's Guidance on Preparing Workplaces for COVID-19. The Puerto Rico Department of Labor and Human Resources published Circular Letter 2020-03, which established the "essential elements" of an Employer's Plan. An exemplar of the Employer plan can be found [here](#).

On May 26, 2020, Puerto Rico began cautiously reopening businesses, beaches, and churches under strict rules. Pursuant to Executive Order-2020-041, restaurants and houses of worship may operate at 25% maximum occupancy; barbershops and hair salons may operate by appointment only; and car dealers and travel agencies may operate at 50% maximum occupancy. The Territory anticipates that shopping malls may open to the public on June 8, 2020. Individuals violating the Territory's orders may be criminally charged and sentenced to up to six months of imprisonment, or a fine of not more than five thousand dollars, or both at the court's discretion.

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