

COVID-19: State Reopening Status and Requirements¹

May 12, 2020

In response to the threat of COVID-19 in the United States, governors across the nation issued orders closing businesses. These ranged from broad shelter-in-place orders, permitting only essential businesses to operate, to narrower orders closing only certain establishments thought to have a higher risk of spreading the virus. Many states have now begun to reopen their economies, and others have put forth plans outlining how they intend to do so. The below chart and state summaries provide an overview of the status of the closing orders and reopening plans, as well operating requirements imposed on businesses during the closures and reopenings.² The below information is a summary of the requirements; for full details, consult the relevant state orders and guidance.

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² Please also see Cleary's [Response to COVID-19: State Executive Orders](#) memo for information regarding state executive orders closing non-essential businesses, and Cleary's [Response to COVID-19: State Reopening Plans](#) memo for information regarding state reopening plans.

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State	Order Closing Non-Essential Businesses				Reopening Plan				
	In Effect?	Requirements for Businesses Permitted to Remain Open			Reopening Status	Requirements for Reopening Businesses			Industry Specific Guidelines
		Social Distance	Sanitation	Occupancy Limits		Social Distance	Sanitation	Occupancy Limits	
Alabama	Expired April 30, 2020 at 5:00 pm	Yes (e.g., may not knowingly allow patrons to congregate within 6 ft. of each other)	Yes (e.g., take reasonable steps to comply with CDC and Alabama Dep't of Health sanitation guide-lines)	Yes (e.g., no more than 50% of max occupancy)	On April 30, 2020 at 5:00 pm, most businesses were permitted to resume subject to certain requirements. Entertainment venues, athletic facilities, close-contact service providers, on-premises restaurants, and bars remain closed until May 15, 2020 at 5:00 pm.	Yes (e.g., take reasonable steps, where practicable, to maintain 6 ft. between employees and to facilitate remote work)	Yes (e.g., take reasonable steps, where practicable, to regularly disinfect frequently used items and surfaces)	Yes (e.g., take reasonable steps, where practicable, to avoid gatherings of 10 employees or more; retail stores limited to 50%)	Retail Restaurants Close-Contact Service Providers Athletic Facilities
Alaska	Expired April 21, 2020	Yes (e.g., pro-actively promote social distance; take steps to enable employees to work from home)	No	No	Phase 1 of the reopening plan went into effect on April 24, 2020 at 8:00 am, permitting businesses to resume subject to certain requirements. Bars and entertainment venues remain closed. Phase 2 of the reopening plan went into effect on May 8, 2020, loosening more	Yes (e.g., cloth face covering for all employees; non-public facing businesses should make efforts to maximize remote work)	Yes (e.g., provide hand-washing capability or sanitizer)	Yes (e.g., cap of the lesser of max 20 customers or 25% max occupancy for restaurants and retail)	Non-Essential Public Facing Businesses Generally Retail Businesses Restaurants Dine-In Services Personal Care Services Non-Essential Non-Public Facing Businesses

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					restrictions and allowing more businesses to open such as bars, theaters, and gyms.				Childcare and Day Camps Fishing Charters Gym and Fitness Centers Lodging and Overnight Camping Intrastate Travel and Outdoor Day Activity Social, Religious and Other Gatherings
Arizona	Yes , until May 15, 2020 at 11:59 pm	Yes (e.g., implement rules and procedures that promote social distancing of at least 6 ft.)	Yes (must implement sanitation measures established by Dept. of Labor and Arizona Dept. of Health Services)	No (although reducing occupancy under certain conditions is suggested)	Under a stepped approach called Return Stronger , on May 4, 2020, non-essential retail businesses can sell delivery or pickup merchandise. On May 8, 2020 retail and certain personal service providers (e.g., barbers) resumed in-person operations with	Yes (e.g., enact physical distancing policies following the CDC, OSHA, and AZ Dept. of Health Services)	Yes (follow protocols as directed by the CDC, OSHA, and AZ Dept. of Health Services, which includes increased sanitation)	No (although reducing occupancy under conditions is suggested)	Retail Restaurants Barbers and Hairdressers

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					restrictions. On May 11, 2020 dine-in service may resume at restaurants with certain restrictions.				
Arkansas	No broad-based closure order ³	Yes (e.g., mark off 6 ft. increments for lines)	Yes (e.g., provide hand sanitizer)	Yes (limit occupants such that people can easily maintain 6 ft. of distance)	Although a centralized plan has not been released, Governor Hutchinson has indicated his intention to follow a phased reopening of the state's businesses. On May 11, dine-in services may resume at restaurants with restrictions. On May 18, indoor venues (e.g., theaters, funeral homes, gyms) may reopen subject to certain conditions.	Yes (e.g., groups should maintain 6 ft. social distance)	Yes (e.g., disinfect and clean indoor venues before and after use)	Yes (e.g., audiences at indoor venues capped at 50 people; restaurant seating is limited to 33%)	Retail Gyms Camps Restaurants Cosmetology Indoor Venue Outdoor Venue
California	Yes , until further notice	No (although the order relies on	No	No	On April 28, 2020, Governor Gavin Newsom announced California's	Yes (e.g., retail stagger	Yes (e.g., retail clean touchable surfaces	Yes (e.g., retail limit to 50%	General Industry Construction Agriculture Grocery Stores

³ Arkansas's Executive Order 20-13 was not a broad order closing all non-essential businesses, but did provide for the closure of schools, bars, clubs, restaurants, gyms, and indoor entertainment venues.

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		the CISA guidelines to determine what businesses are permitted to operate, and the CISA guidelines encourage remote work where possible)			Roadmap to Pandemic Resilience setting forth a four stage plan to reopen the state. On May 8, 2020, the initial steps of Phase Two began, including the reopening for curbside pickup of bookstores, clothing stores, toy stores, and similar retailers, and reopening of manufacturers supporting those retailers. Additional details on the reopening plan will be announced at a later date.	employee breaks)	between shifts or between users)	maximum capacity)	Logistics , warehousing , and trucking Auto Dealerships Communications Infrastructure Delivery Services Energy and Utilities Food Packing Hotels and Lodging Life Sciences Manufacturing Mining and Logging Office Workspaces Ports Public Transit Real Estate Retail
Colorado	Expired April 26, 2020	Yes (maintain 6 ft. from others)	Yes (e.g., regularly clean high-touch surfaces)	No	On April 26, 2020, Governor Jared Polis announced Executive Order 2020-044: Safer at Home which provides for the reopening of postsecondary	Yes (e.g., discourage shared spaces)	Yes (e.g., frequently sanitize all high-touch spaces)	Yes (e.g., offices limited to 50% on-premises staffing)	Public Transit Construction Grocery Stores Places of Worship

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					institutions and phased reopenings of certain business operations. Retail and personal services can open on May 1, and non-critical offices can open on May 4.				
Connecticut	Yes , until May 20, 2020	Yes (e.g., cloth face covering for all employees and essential workers who are able to work from home should)	Yes (e.g., provide hand sanitizer or soap and water)	No	On April 30, 2020 a phased plan to reopen the state was announced. Phase 1 is anticipated to begin on May 20 and will permit retail, personal services, and outdoor seating at restaurants to open. The full text and guidelines have not yet been issued.	Yes (e.g., requiring masks or cloth face coverings)	Yes (e.g., frequent cleaning of all touch points)	N/A	Hair Salons & Barbershops Museums and Zoos Offices Restaurants Retail & Malls
Delaware	Yes , until May 31, 2020	Yes (e.g., 6 ft. between employees; maximize telework)	Yes (e.g., provide hand washing stations or soap and water)	Yes (no more than 20% capacity in stores)	Beginning May 8 at 8:00 am, small retail businesses reopened for curbside pickup and hair care services and drive-in movies may resume with restrictions.	Yes (e.g., social distancing must be maintained during curbside pickups)	Yes (e.g., hair care providers must sanitize customer stations between uses)	Yes (e.g., only two patrons at a time at hair care services)	Cosmetology

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District of Columbia	Yes , until May 15, 2020	Yes (e.g., 6 ft. between employees)	Yes (e.g., regularly clean high-touch surfaces)	No	A full reopening plan has not yet been published, but the Mayor has indicated an intent to implement a phased reopening .	N/A	N/A	N/A	N/A
Florida	Expired April 30, 2020	No	No	No	On April 29, 2020 Florida announced its plan to reopen the state. Phase 1 of reopening began May 4 and permits retail and restaurants to open in most counties.	Yes (e.g., restaurant seating must have 6 ft. social distance between parties)	Yes (e.g., retail must abide by OSHA and CDC safety guidelines, which recommend heightened sanitation)	Yes (e.g., retail and restaurants limit to 25% capacity)	N/A
Georgia	Expired April 30, 2020 (4.02.20.01)	Yes (e.g., prohibiting handshakes and unneeded person-to-person contact; using telework for all possible workers) (4.02.20.01)	Yes (e.g., requiring hand washing or sanitation by workers within the business location) (4.02.20.01)	No	Restrictions began easing on April 24, 2020, when certain businesses, including gyms, bowling alleys, and personal service providers (e.g., hair salons, massages, estheticians) were allowed to reopen with restrictions. On April 27, 2020, theaters and restaurants were	Yes (e.g., increasing physical space between workers' worksites to at least 6 ft.; using telework for all possible workers) (4.23.20.02)	Yes (e.g., thoroughly clean high contact areas) (4.23.20.02)	Yes (e.g., limit retail businesses to 50% occupancy or 8 patrons per 1,000 sq. ft.) (4.23.20.02)	Bowling Alleys (4.23.20.02) Cinemas (4.23.20.02) General Business Gyms (4.23.20.02) Personal Services (4.23.20.02) Retail Business (4.23.20.02)

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					allowed to reopen with certain restrictions.				Restaurants (4.23.20.02)
Hawaii	Yes , until May 31, 2020	Yes (e.g., marking with signage 6 ft. spacing for employees and customers; persons may only travel to essential businesses if their function cannot be performed remotely)	Yes (e.g., make hand sanitizer readily available)	Yes (e.g., businesses determine the maximum number of customers)	On May 7, 2020, and subject to additional requirements, certain agriculture, auto dealer, car wash, pet grooming, retail, and repair businesses will be permitted to reopen in select counties with limitations, as well as certain malls.	Yes (e.g., maintain safe physical distancing practices)	Yes (e.g., employees should be trained on the importance of frequent handwashing and the use of hand sanitizers)	Yes (e.g., auto dealership showrooms limited to 10 people at a time)	Auto Dealerships Car Washes Pet Grooming Observatories Shopping Malls
Idaho	Expired April 30, 2020	Yes (e.g., maintain 6 ft. distance)	Yes (e.g., wash hands with soap and water)	No	On May 1, 2020, Stage 1 of the reopening plan commenced, permitting most non-essential businesses to resume work subject to certain requirements.	Yes (e.g., establish protocol to maintain 6 ft. distance; encourage telework whenever possible)	Yes (e.g., disinfect surfaces and objects regularly)	No (although protocols to maintain 6 ft. distance can include occupancy limits)	Restaurants Close Contact Services Indoor Gyms and Recreational Facilities Daycares

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					Reopening businesses <u>should</u> have an operational plan to mitigate the risk of spreading COVID-19 and are encouraged to make their plans public.				
Illinois	<u>Yes</u> , until May 30, 2020	<u>Yes</u> (e.g., designate 6 ft. distancing with signage; provide online and remote access where possible)	<u>Yes</u> (e.g., have hand sanitizer available for employees and patrons)	No	Illinois issued an overview of its reopening plan, <u>Restore Illinois</u> , on May 5, 2020. The plan will include specific gating criteria that must be met before most businesses may begin reopening. Further details regarding each phase will be announced at later dates.	<u>Yes</u> (e.g., designating by some means six-foot spacing for employees and customers)	<u>Yes</u> (e.g., having hand sanitizer and hand sanitizing products readily available)	N/A	<u>Food Establishments</u> <u>Long Term Care Facilities</u> <u>Schools</u> <u>Daycares</u> <u>Funeral Homes</u>
Indiana	<u>Expired</u> , May 1, 2020 at 11:59 pm	<u>Yes</u> (e.g., designate with signage 6 ft. distancing; allow as many	<u>Yes</u> (e.g., have sanitizing products available for employees)	No	<u>Stage 2</u> of the Back on Track plan began May 4 for most counties, allowing manufacturers, retail and commercial businesses, shopping malls,	<u>Yes</u> (e.g., comply with CDC social distancing guidelines; allow as many	<u>Yes</u> (e.g., enhance abilities of employees, customers and clients to wash hands)	<u>Yes</u> (e.g., retail at 50% capacity)	<u>Manufacturing and Industrial</u> <u>Retail</u> <u>Office Settings</u> <u>Restaurants</u> <u>Gyms</u> <u>Personal Services</u>

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		employees to work from home as possible)			personal services and restaurants and bars to open.	employees to work from home as possible)			
Iowa	Expired April 30, 2020 at 11:59 pm, for all but 22 listed counties ⁴	No	No	No	On May 1, 2020, non-essential businesses, including restaurants, gyms, retail stores and malls, could resume operations in 77 of the state's 99 counties. Certain businesses in the remaining counties reopened on May 8, 2020.	Yes (e.g., reopening businesses including restaurants, fitness centers, and malls must implement social distancing measures)	Yes (reopening businesses must implement increased hygiene practices)	Yes (fitness centers, malls, libraries, retail stores, and restaurants must limit number of customers to 50% of legal capacity)	Restaurants Fitness Centers Malls Libraries Race Tracks Other Retail Social and Fraternal Clubs
Kansas	Expired May 3, 2020 at 11:59 pm	Yes (e.g., maintain 6 ft. social distancing; to the extent possible use telework capabilities to avoid	No	No	A phased reopening plan has been announced. Phase 1 of reopening began May 4, 2020, allowing restaurant dining, retail stores, houses of worship, and offices to resume operations, but continuing to	Yes (e.g., maintain 6 ft. distances between work stations; encourage telework for all employees	Yes (e.g., best public health practices for the industry must be followed)	Yes (more than 10 individuals not allowed where impossible to maintain 6 ft. of distance)	Self-Service Food Food Service Establishments Transit General Employers Personal Service Providers

⁴ Iowa's order applied only to certain specified non-essential businesses, was a more limited order closing only select businesses, and did not define what constituted an "essential" business.

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		meeting in person)			strongly encourage telework in businesses permitted to operate.	when possible)			
Kentucky	Yes , until rescinded by further order	Yes (e.g., 6 ft. separation for employees and patrons)	Yes (e.g., regular access to hand sanitizer)	No	Kentucky has announced its phased reopening plan . Phase 1 of reopening began on May 11, with manufacturing, construction, vehicle dealerships, office-based businesses, horse-racing, and dog-grooming allowed to resume operations.	Yes (e.g., enforce social distancing; continue telework where possible)	Yes (e.g., sanitizer/hand wash stations)	Yes (e.g., office-based businesses must ensure no more than 50% of employees are physically present in the office at a time)	Meatpacking Facilities Manufacturing & Distribution Construction Vehicle or Vessel Dealerships Office-Based Businesses Horse Racing Pet Grooming / Boarding Photography
Louisiana	Yes , until May 15, 2020	Yes (e.g., employees working with the public required to wear masks)	No (although employers are suggested to post signage urging hand hygiene and cough and sneeze etiquette, etc.)	Yes (e.g., 10-person limitation on gathering size applies to certain business operations non-essential businesses permitted to continue to operate)	Governor Edwards has announced that beginning May 15, 2020, the state will move into Phase 1 , which lifts the Stay at Home Order (in place through May 15) and eases restrictions on certain public spaces (e.g., houses of worship, restaurants) and	N/A	N/A	N/A	Funerals and Handling of Bodies Restaurants

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					open some non-essential businesses. The full details of Phase 1 have not yet been announced.				
Maine	Expired April 30, 2020	Yes (e.g., 6 ft. separation; post signage instructing customers to maintain distance)	Yes (disinfect cart and basket handles)	Yes (e.g., limitations based on size of retailer, including max 5 customers in any place of business less than 7,500 sq. ft.)	Effective May 1, 2020, under the Together, We Are Maine: Restarting Maine's Economy plan, healthcare providers, personal services (e.g., barber shops, hair salons, pet groomers), certain religious services, outdoor recreation activities, auto dealerships and car washes can re-open	Yes (e.g., maintain 6 ft. physical distancing for staff, customers, and vendors; facilitate telework for vulnerable employees)	Yes (e.g., provide access to hand washing areas for staff, vendors, and customers; post signage urging hand hygiene)	No	General Business Drive-In Theaters Healthcare Golf Outdoor Marinas Cosmetology Dog Grooming Auto Dealership Car Wash
Maryland	Yes , until further notice	Yes (follow any social distancing guidelines provided by the Maryland Department of Health)	No	No	A date has not been announced for when the state will begin to reopen but has previewed a draft phased re-opening plan .	Yes (e.g., continue with telework plans; 6 ft. of social distancing)	N/A	N/A	N/A
Massachusetts	Yes , through	Yes (social distancing)	No	Yes (e.g., grocery)	A date has not yet been provided a date	Yes (e.g., all persons)	Yes (e.g., provide	N/A	N/A

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	May 18, 2020	protocols consistent with guidance provided by the Department of Health		stores must limit to 40%)	for when it will begin to reopen.	must remain at least six feet apart)	hand washing capabilities throughout workplace)		
Michigan	Yes , through May 15, 2020	Yes (e.g., 6 ft. separation between employees and patrons; promote remote work)	Yes (increasing standards of facility cleaning)	Yes (e.g., restricting the number of workers to no more than strictly necessary)	On May 7, 2020, the state released its phased reopening plan . Construction, real estate, and manufacturing operations, among others, may resume May 11, 2020.	Yes (e.g., keep workers and patrons who are on premises at least six feet from one another)	Yes (e.g., increase standards of facility cleaning)	N/A	In-person Retail Construction Manufacturing Maintenance Workers
Minnesota	Yes , until May 18, 2020	Yes (e.g., should comply with CDC social distancing guidelines)	Yes (e.g., should comply with CDC guidelines on hygiene)	No	Effective April 26, 2020 at 11:59 pm, Executive Order 20-40 Allowing Workers In Certain Non-Critical Sectors to Return to Safe Workplaces allows workers at industrial and manufacturing businesses and office-based businesses were allowed to return to	Yes (e.g., implement a plan that establishes social distancing policies; facilitate remote work)	Yes (e.g., establish hand hygiene policies for workers; establish cleaning and disinfection protocols)	N/A	N/A

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					work. Executive Order 20-48 further allowed additional workers in non-critical sectors to return to work, including retail businesses operating without customers entering the place of business.				
Mississippi	Expired April 27, 2020 at 8:00 am	No	No	No	Effective April 27, 2020 at 8:00 am, Executive Order 1477 permitted many businesses, excluding gyms, clubs, tattoo parlors, salons, and other personal care facilities, to resume. Pursuant to Executive Order 1478 , effective May 7, 2020 at 8:00 am, on-premises dining at restaurants and outdoor recreational activities may resume, subject to restrictions. On May 8, 2020, Executive	Yes (e.g., in common areas, businesses shall maintain 6 ft. of distance to the extent possible)	Yes (e.g., enforcing regular hand washing)	Yes (e.g., 50% of capacity limit for customers in stores and seated patrons in restaurants ; certain recreational activity gatherings limited to 10 indoor participants and 20 outdoors)	Restaurants Parks Salons, barbershops and gyms

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					Order 1480 was issued, permitting salons, barbershops, and gyms to reopen.				
Missouri	Expired May 3, 2020 at 11:59 pm.	Yes	Yes	Yes (e.g., 25% or less of capacity for stores with less than 10,000 sq. ft.; 10% or less of capacity for larger stores ¹)	On April 27, 2020, the first phase of the Show Me Strong Recovery Plan was announced, which will begin May 4, 2020. Non-essential businesses may resume activities in accordance with certain guidelines.	Yes (e.g., maintain 6 ft. of space between individuals where possible; enhanced precautions where 6 ft. is not possible)	Yes (e.g., disinfect commonly touched surfaces; disinfect high-traffic areas)	Yes (e.g., 25% or less of capacity for stores with less than 10,000 sq. ft.; 10% or less of capacity for larger stores)	Restaurants Retail
Montana	Expired April 24, 2020	Yes (e.g., designate 6 ft. distances and employ telework or other remote working where feasible)	Yes (have hand sanitizer and sanitizing products readily available)	No	On April 27, 2020, the Governor's April 22, 2020 Directive permitted most businesses to resume subject to certain requirements. Restaurants, bars, and casinos remain closed until May 4, 2020. Gyms, pools, and theaters must remain closed through May 15, 2020.	Yes (e.g., develop and implement appropriate policies regarding social distancing and continue to encourage telework whenever feasible)	Yes (e.g., develop and implement policies regarding sanitation)	Yes (e.g., restaurant capacity to 50%)	Outdoor Recreation Restaurants and Bars Personal Care

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Nebraska	Expired May 3, 2020 ⁵	No (although individuals encouraged to work remotely or social distance as much as possible)	No	No	The state does not have a broad reopening plan, but the Governor has announced that, following the expiration of the closing order, businesses reopening on May 4, 2020 will be subject to certain restrictions, based on their industry.	Yes (e.g., dining parties must be separated by 6 ft. from others in restaurants)	Yes (self-service buffets and salad bars prohibited)	Yes (e.g., restaurant seating limited to 50%)	Salons Childcare Restaurants Dental Practices
Nevada	Yes , through May 15, 2020	Yes (e.g., disallowing the formation of queues where people congregate)	Yes (implement sanitation and disinfection policies that comply with CDC sanitation guidelines)	No	On or before May 15, 2020, the United Roadmap to Recovery allows some businesses to resume subject to certain restrictions. Smaller businesses will be allowed to open first. Bars, nightclubs, malls, and sporting events remain closed.	Yes (e.g., close common areas and encourage telework whenever feasible)	Yes (e.g., individuals must wear face coverings)	Yes (e.g., limit in-person dining to 50% available seating)	Restaurants Barbershops , Hair Salons , and Nail Salons Vehicle Dealers Retail Cannabis Dispensaries

⁵ Nebraska's Directed Health Measure of April 9, 2020 was not a broad order closing all non-essential businesses, but provided for the closure of beauty and nail salons, barber shops, massage therapy services, indoor theaters, tattoo parlors and studios, gentlemen's clubs, bottle clubs, and restaurants and bars for on-premises consumption. Those businesses were permitted to reopen May 3, 2020, with the exception of theaters and gentlemen's clubs, which the governor has [announced](#) must remain closed through May 31, 2020. The order imposes additional restrictions, such as the closure of on-premises food and liquor consumption, for certain counties through May 11, 2020.

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New Hampshire	Expired May 4, 2020 at 12:01 am	Yes (create procedures to follow CDC social distancing guidance)	Yes (e.g., provide hand sanitizer)	No	The Governor has announced a phased reopening plan titled Stay-at-Home 2.0. It includes COVID-19 Reopening Guidance containing requirements for all employers and employees. On May 11, retail, drive-in theater, golf, and grooming businesses can expand services. On May 18, restaurants can expand their services.	Yes (e.g., allowing employees to work from home as much as practical)	Yes (e.g., regular sanitation of high-moderate touch surfaces at least every 2 hours)	Yes (e.g., retail businesses must develop a process to limit customers to 50% or less of store occupancy)	Retail Drive-In Movie Theater Golf Grooming Restaurants
New Jersey	Yes , effective until modified or revoked	Yes (e.g., keep 6 ft. apart and allow telework arrangements wherever practicable)	Yes (e.g., frequent use of sanitizing products on common surfaces)	Yes (e.g., essential retail limited to 50% max capacity)	The Governor has announced that the “Road Back” reopening plan is being developed, but not the timing or details of that plan.	N/A	N/A	N/A	Retail Restaurants
New Mexico	Yes , through May 15, 2020	Yes (e.g., 6 ft. social distancing to the greatest	Yes (e.g., ensure all surfaces are cleaned routinely)	Yes (e.g., places of lodging shall not operate at more than	Although the Governor has announced the easing of some restrictions, such as by allowing	N/A	N/A	N/A	N/A

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		Social Distance	Sanitation	Occupancy Limits		Social Distance	Sanitation	Occupancy Limits	
		extent possible)		25% capacity)	curbside retail delivery, the state has not yet announced a comprehensive reopening plan.				
New York	Yes , through May 15, 2020	Yes (e.g., must use to the maximum extent possible any telework procedures that they can safely utilize)	Yes (e.g., using isopropyl alcohol wipes)	No	The broad strokes of the states' four-phase reopening plan have been announced. Additional details are still forthcoming, but during Phase One, construction and manufacturing/wholesale supply chain businesses will be able to operate, and select retail will be able to use curbside pickup.	Yes (e.g., adjust workplace hours and shift design to reduce density in the workplace)	Yes (e.g., implement strict cleaning and sanitation standards)	N/A	N/A
North Carolina	Expired May 8, 2020 at 5:00 pm	Yes (e.g., maintain at least 6 ft. distancing to the extent practicable and direct employees	Yes (e.g., regularly cleaning high-touch surfaces to the extent practical)	Yes (e.g., 20% or 5 customers per 1,000 sq. ft. occupancy limit for retail)	On April 23, 2020, the Governor announced a three-phased reopening plan that will go into effect upon the satisfaction of certain gating criteria related to	Yes (e.g., implement appropriate employee and consumer social distancing; employers	Yes (e.g., implement enhanced hygiene and cleaning protocols)	Yes (e.g., retail limited to 50%)	Restaurants and bars Child care Malls and shopping centers Farms and packhouses

State	Order Closing Non-Essential Businesses				Reopening Plan				
	In Effect?	Requirements for Businesses Permitted to Remain Open			Reopening Status	Requirements for Reopening Businesses			Industry Specific Guidelines
		Social Distance	Sanitation	Occupancy Limits		Social Distance	Sanitation	Occupancy Limits	
		to telework to the maximum extent possible)			decreased Covid-19 cases over a 14-day period. Phase One began Friday May 8, 2020 at 5:00 pm.	encouraged to facilitate telework)			
North Dakota	Expired May 1, 2020 at 8:00 am ⁶	No	No	No	On May 1, 2020 at 8:00 am, previously closed businesses, apart from certain recreational and entertainment businesses, were permitted to reopen subject to certain conditions.	Yes (e.g., cloth face covering for all employees)	Yes (e.g., provide sanitizer, so and water, or disinfectant at or near entrances)	Yes (e.g., limiting the number of people occupying the facility to ensure 6 ft. of distance is possible)	Restaurants and Bars Fitness Centers Personal Services Movie Theaters High School Graduations
Ohio	Expired May 1, 2020 at 11:59 pm	Yes (e.g., designate 6 ft. spacing for employees and customers in line and allow as many employees as possible to work from home)	Yes (e.g., have hand sanitizer and sanitizing products readily available for employees and customers)	No	Beginning May 4, 2020, manufacturing, distribution, and construction businesses as well as general office environments may reopen . Beginning May 12, 2020, consumer, retail and services may reopen. Personal appearance and	Yes (e.g., cloth face covering for all employees)	Yes (e.g., clean and sanitize workplaces throughout workday and at the close of business or between shifts)	Yes (establish maximum capacity at 50%)	Manufacturing Distribution & Construction Consumer Retail & Services General Office Environments Restaurants and Bars

⁶ North Dakota's Executive Order 2020-06.1 order of March 27, 2020 was not a broad order closing all non-essential businesses, but provided for the closure of on-premises dining at restaurants/bars, recreational facilities (e.g., gyms, theaters), cosmetology businesses, and elective personal care services (e.g., tattoo parlors).

State	Order Closing Non-Essential Businesses				Reopening Plan				
	In Effect?	Requirements for Businesses Permitted to Remain Open			Reopening Status	Requirements for Reopening Businesses			Industry Specific Guidelines
		Social Distance	Sanitation	Occupancy Limits		Social Distance	Sanitation	Occupancy Limits	
					beauty businesses may reopen May 15, 2020, and restaurants may reopen for dining on premises on May 21 2020.				
Oklahoma	Expired April 30, 2020	No	No	No	Beginning April 24, 2020, personal care businesses and state parks were permitted to reopen . Beginning May 1, 2020, dining, entertainment, sporting venues, gyms, tattoo parlors, and places of worship may reopen. Bars remain closed until May 15.	Yes (e.g., implement appropriate policies regarding social distancing and PPE)	Yes (e.g., adhere to CDC guidance which includes providing hand-washing capability or sanitizer)	Yes (e.g., bars can reopen with diminished standing room capacity)	Museums Bars Entertainment Personal Care Gyms Outdoor Recreational Facilities Pet Grooming Spas Tattoos Administrative Offices Festivals and Fairs Full Service and Quick Service Restaurants Non-Profit Organizations Outdoor Concerts Places of Worship

State	Order Closing Non-Essential Businesses				Reopening Plan				
	In Effect?	Requirements for Businesses Permitted to Remain Open			Reopening Status	Requirements for Reopening Businesses			Industry Specific Guidelines
		Social Distance	Sanitation	Occupancy Limits		Social Distance	Sanitation	Occupancy Limits	
Oregon	Yes , until terminated by subsequent Order ⁷	No	No	No	Governor Brown has announced that certain businesses may begin to reopen on May 15, 2020 on a county-by-county basis and initiated the phased reopening plan.	Yes (e.g., implement physical distancing measures)	Yes (e.g., regularly disinfect commonly touched surfaces)	N/A	Outdoor Recreation Retail Stores Personal Services Providers Restaurants and Bars Malls
Pennsylvania	Expired May 8, 2020 at 12:01 am	Yes (e.g., provide masks for employees to wear at work; businesses operating through telework must do so until the business closures are fully lifted)	Yes (e.g., for employees interacting with the public, schedule hand wash breaks for at least every hour)	Yes (e.g., 50% max occupancy for public facing businesses)	The state has published an overview of its phased reopening plan . On May 8, businesses in 24 counties progressed to the ‘Yellow Phase’ and be permitted to reopen subject to certain conditions .	Yes (e.g., continue to maintain social distancing and to continue telework where feasible)	Yes (follow CDC and DOH cleaning guidelines)	Yes (e.g., limit occupancy of public facing businesses to 50% where scheduled-only service is not feasible)	General Businesses Construction
Rhode Island	Expired May 8, 2020	Yes (e.g., retail must designate	Yes (e.g., retail must designate	Yes (e.g., retail capacity	The state has published an overview of its	Yes (e.g., cloth face covering	Yes (e.g., hand-washing	Yes (e.g., retail limited to 1	Garden Center General Businesses

⁷ Oregon’s Executive Order No. 20-12 did not close all non-essential businesses, but provided for the closure of certain retail (e.g., furniture, jewelry), entertainment businesses, gyms, on-premises restaurants/bars, and personal services; businesses permitted to operate were to facilitate telework as much as possible.

State	Order Closing Non-Essential Businesses				Reopening Plan				
	In Effect?	Requirements for Businesses Permitted to Remain Open			Reopening Status	Requirements for Reopening Businesses			Industry Specific Guidelines
		Social Distance	Sanitation	Occupancy Limits		Social Distance	Sanitation	Occupancy Limits	
		employees to monitor social distancing)	employees to ensure CDC cleaning guidelines are followed)	limited to 20%)	phased reopening plan . Phase One of the plan began May 9, 2020.	for all employees and promoting work from home)	and increased cleaning)	customer per 300 ft. sq.)	Non-Critical Retail
South Carolina	Expired , May 4, 2020	Yes (e.g., prohibiting customers to congregate within 6 ft. of one another and encouraged to use work from home options)	Yes (e.g., requiring businesses to comply with CDC and DHEC sanitation guidelines)	Yes (e.g. occupancy not to exceed five customers per 1,000 ft. or 20% of maximum occupancy)	The state has announced accelerateSC, a Coordinated Economic Revitalization Plan , and, beginning April 20, 2020, some retail businesses were permitted to reopen , subject to certain restrictions.	Yes (e.g., keeping customers 6 ft. apart)	Yes (e.g., follow CDC guidelines, which include providing hand-washing capability or sanitizer)	Yes (e.g. limiting occupancy so as not to exceed 5 customers per 1,000 ft. or 20% of maximum occupancy)	Restaurants
South Dakota	No closure order ⁸	No	No	No	The reopening plan went into effect on April 28, 2020 asking employers to begin transitioning employees back to the workplace. The plan notes that no business in South	No (although precautions such as masks are suggested)	Yes (e.g., employers should encourage good hygiene and sanitation practices)	No (although businesses can consider restricting occupancy)	N/A

⁸ South Dakota [Executive Order No. 2020-08](#) did not close businesses, but recommended the suspension or modification of service of enclosed retail businesses that promote public gatherings (e.g. any enclosed facility, operating as a bar, restaurant, brewery, cafe, casino, coffee shop, recreational or athletic facility, health club, or entertainment venue). Such businesses were encouraged to alter operations if their business required that 10 or more people be in an enclosed space with less than 6 ft. of distance between them.

State	Order Closing Non-Essential Businesses				Reopening Plan				
	In Effect?	Requirements for Businesses Permitted to Remain Open			Reopening Status	Requirements for Reopening Businesses			Industry Specific Guidelines
		Social Distance	Sanitation	Occupancy Limits		Social Distance	Sanitation	Occupancy Limits	
					Dakota was ever required to close.				
Tennessee	Expired April 29, 2020 at 12:01am	Yes (take steps to enable and permit remote working)	Yes (e.g., follow CDC hygiene guidance)	No	Beginning April 29, 2020 at 12:01am, under Executive Order 30 most businesses were permitted to reopen subject to restrictions, but close-contact personal services, entertainment, recreational, and venues must remain closed through May 29, 2020, at 11:59 pm.	Yes (e.g., implement social distancing guidelines and modify schedule)	Yes (e.g., implement workplace cleaning and disinfect practices)	Yes (e.g., retail and restaurants limit to 50% occupancy)	General Businesses Restaurants Exercise Facilities Retail
Texas	Expired April 30, 2020	Yes (e.g., essential services provided through remote telework where possible)	Yes (e.g., practice good hygiene and observe CDC guidance)	No	On April 27, 2020, the Governor released his Report to Open Texas . Beginning May 1, 2020 at 12:01pm, pursuant to Executive Order No. GA-18 , all retail stores, restaurants, movie theaters, malls, museums, and libraries are permitted to reopen	Yes (e.g., employees maintain at least 6 ft. separation from others)	Yes (e.g., train all employees on hand hygiene)	Yes (e.g., limit retail to 25% occupancy)	Retail Restaurants Movie Theaters Museums and Libraries Outdoor Sports Participants Churches/ Places of Worship Single-Person Offices

State	Order Closing Non-Essential Businesses				Reopening Plan				
	In Effect?	Requirements for Businesses Permitted to Remain Open			Reopening Status	Requirements for Reopening Businesses			Industry Specific Guidelines
		Social Distance	Sanitation	Occupancy Limits		Social Distance	Sanitation	Occupancy Limits	
					but must limit their capacity to 25% of their listed occupancy until May 15, 2020.				
Utah	Expired April 30, 2020 ⁹	Yes (e.g., enhancing social distancing by grouping employees and volunteers into cohorts of no more than ten individuals that have limited contact with other cohorts in the workplace)	Yes (e.g., provide hand soap, hand sanitizer, or sanitizing wipes)	No	Effective May 1, 2020 at 12:01am, pursuant to Executive Order No. 2020-19 , restaurant dine-in services, personal services businesses (e.g. barbers, nail technicians), and fitness centers and gyms may open in strict compliance with health and safety guidelines.	Yes (e.g., 6 ft. separation)	Yes (e.g., hand sanitation, disinfect surfaces)	Yes (e.g., certain occupancy limits for retail during High and Moderate risk phases)	Phased Guidelines address: Restaurants, bars, convenience stores; Retail; Hospitality; Events and entertainment; Personal Services; Home Repair; Gyms and Fitness Centers; Construction, General; Contractors; Day Care

⁹ Utah did not have an order widely closing Non-Essential Businesses. On April 17, 2020, Utah released Version 2 of its [Utah Leads Together](#) plan for economic recovery, and, as an addendum, included [Phased Guidelines](#), which establish tiered health and safety recommendations based on risk level. Until April 30, 2020, Utah was at High Risk, which provided for closures of gyms and fitness facilities and the dine-in portion of restaurants, as well as limited operations for personal service businesses (e.g., barbers, nail technicians). Effective May 1, 2020, the state is at “Moderate Risk.”

State	Order Closing Non-Essential Businesses				Reopening Plan				
	In Effect?	Requirements for Businesses Permitted to Remain Open			Reopening Status	Requirements for Reopening Businesses			Industry Specific Guidelines
		Social Distance	Sanitation	Occupancy Limits		Social Distance	Sanitation	Occupancy Limits	
Vermont	Yes , until May 15, 2020	Yes (6 ft. separation; use remote work whenever possible)	Yes (wash hands and disinfect)	No	Effective April 20, 2020 , outdoor workers, manufacturers (less than 10 workers), distribution operators (less than 10 workers), interior construction, supporting services and retailers may resume operations pursuant to certain restrictions. Effective May 11, 2020, manufacturing, construction, and distribution operations with 10+ workers may begin.	Yes (e.g., 6 ft. separation; use remote work whenever possible)	Yes (e.g., easy and frequent access to handwashing, disinfecting of common spaces and equipment)	Yes (e.g., max. 2 people in one vehicle when conducting work)	N/A
Virginia	Yes , through May 14, 2020	Yes (adhere to social distancing recommendations; use remote working as much as possible)	Yes (enhanced sanitizing practices on common surfaces)	No	Beginning May 15, 2020, phase one of the reopening plan goes into effect.	Yes (e.g., provide clear communication and signage for physical distancing)	Yes (e.g., provide a place for employees and customers to wash hands with soap and water, or provide	Yes (e.g., limit the occupancy of physical spaces)	Restaurants Farmers Markets Non-Essential Retail Fitness Personal Care and Grooming Campgrounds

State	Order Closing Non-Essential Businesses				Reopening Plan				
	In Effect?	Requirements for Businesses Permitted to Remain Open			Reopening Status	Requirements for Reopening Businesses			Industry Specific Guidelines
		Social Distance	Sanitation	Occupancy Limits		Social Distance	Sanitation	Occupancy Limits	
							alcohol based hand sanitizers containing at least 60% alcohol)		
Washington	Yes , until May 31, 2020	Yes (must implement social distancing guidelines from OSHA and WA State Dep't of Health , which advises remote work)	Yes (must implement sanitation measures from OSHA and the WA State Dep't of Health)	No	An overview of the four-phase reopening strategy has been presented and began on May 5, when certain existing construction projects, landscaping, automobile sales, retail (curb-side and pick-up order only), car washes, and pet walking businesses may resume operation.	Yes (e.g., maintain 6 ft. between patrons and employees; telework is encouraged strongly)	Yes (e.g., provide adequate sanitation and personal hygiene for workers, vendors and patrons)	Yes (e.g., when restaurants are permitted to reopen in later phases, capacity limits apply)	N/A
West Virginia	Expired May 4, 2020	No	No	No	The reopening plan commenced on April 30, 2020. The plan is divided into weeks, with tentative dates on which to relax restrictions. Small businesses,	Yes (e.g., practice physical distance, use face coverings)	Yes (e.g., implement sanitizing steps)	Yes (e.g., retail businesses that have historically had 50 or less customers per day can	Small Businesses Restaurants Religious Entities and Funeral Homes Professional Services

State	Order Closing Non-Essential Businesses				Reopening Plan				
	In Effect?	Requirements for Businesses Permitted to Remain Open			Reopening Status	Requirements for Reopening Businesses			Industry Specific Guidelines
		Social Distance	Sanitation	Occupancy Limits		Social Distance	Sanitation	Occupancy Limits	
					professional services, and outdoor dining service can resume with certain restrictions on May 4, 2020 at 12:00 am. Beginning May 21, 2020, indoor dining at restaurants, large and specialty retail stores, campgrounds and outdoor recreation can resume.			operate but must limit occupancy to 2 patrons per 1,000 ft. sq.)	Indoor dining at restaurants Large/ Specialty Retail Stores Outdoor Recreation
Wisconsin	Yes , until May 26, 2020 at 8:00 am	Yes (maintain 6 ft. separation; use remote working to greatest extent possible)	Yes (e.g., wash hands with soap and water for at least 20 seconds as frequently as possible)	No	The timing of the reopening has not been announced, but the state has published an overview of Badger Bounce Back , a phased approach to re-opening, with each phase being incrementally less restrictive on business and individuals. Effective May 11, 2020 , all standalone or strip-mall based	Yes (e.g., encouraged to develop policies regarding physical distancing; Wisconsin Economic Develop. Corp. suggests offering to text customers when space opens up if	Yes (e.g., encouraged to develop policies regarding sanitation; Wisconsin Economic Develop. Corp. suggests adding sanitizer at the register, cleaning restrooms more	Yes (e.g., standalone or strip mall based retail stores limited to five customers at a time)	Retail

State	Order Closing Non-Essential Businesses				Reopening Plan				
	In Effect?	Requirements for Businesses Permitted to Remain Open			Reopening Status	Requirements for Reopening Businesses			Industry Specific Guidelines
		Social Distance	Sanitation	Occupancy Limits		Social Distance	Sanitation	Occupancy Limits	
					retail stores may offer in-person shopping for up to five customers at a time while maintaining required social distancing practices.	a small business becomes too crowded to social distance)	frequently, wiping door handles, etc.)		
Wyoming	Expired April 30, 2020 ¹⁰	No	No	No	Effective May 1, 2020 , gyms, barber shops, hair salons and other personal care services were permitted to reopen under certain operating conditions.	Yes (e.g., patrons of close personal service providers must be served at stations 6 ft. apart)	Yes (e.g., cleaning and sanitizing after each patron)	Yes (e.g., close personal service providers can have no more than 9 people in a room or confined space)	Gyms Personal Care Services

¹⁰ Wyoming's relevant Statewide Public Health Orders were not a broad order closing all non-essential businesses, but provided for the closure of on-premises dining at restaurants, bars/cigar bars, gyms, theaters, child care (except those servicing the children of Essential Personnel, as defined in the order), and personal services (e.g., nail salons, massage parlors).

Alabama

Closure Order. The Alabama [Amended Order](#) instructing individuals to stay home except when performing essential activities and instructing certain categories of non-essential businesses to close to non-employees expired at 5:00 pm on April 30, 2020. Under the Order, non-essential businesses were permitted to continue curbside pickup and delivery, and essential retailers were subject to a 50% occupancy cap, a six-foot social distancing requirement, and sanitation guidelines from the CDC and Alabama Department of Public Health.

Reopening Plan. Upon the expiration of the stay-at-home order, a subsequent [Amended Order](#) took effect allowing businesses to reopen, except for higher-risk businesses including entertainment venues, and close-contact service providers (e.g., barber shops, nail salons, tattoo services). Those higher-risk businesses can reopen May 15, 2020, at 5:00 pm. Effective [May 11, 2020](#), close-contact service providers, and on-premises dining at restaurants may reopen, subject to certain requirements. Athletic facilities may also reopen, subject to social distancing instructions, a 50% occupancy cap, and the requirement that each employee wear a face mask when in regular interaction with guests. Entertainment venues must remain closed for the time being.

Reopening Requirements. Under the reopening Amended Order, businesses that maintain in-person operations must comply with the precautions described below.

- Where practicable, all employers must take reasonable steps:
 - Maintaining six feet of separation between employees.
 - Regularly disinfecting frequently used items and surfaces.
 - Encouraging handwashing.
 - Preventing employees who are sick from coming into contact with other persons.
 - Facilitating remote working arrangements.
 - Minimizing employee travel.
- Where practicable, businesses or other establishments open to the public must take reasonable steps:
 - Maintaining six feet of separation between such persons (except for those persons who share the same household).
 - Regularly disinfecting frequently used items and surfaces.
- Retailers must:
 - Limit occupancy to 50% of normal occupancy load as determined by the fire marshal, as well as post that reduced occupancy rate.
 - Not knowingly allow customers to congregate within six feet of one another.
 - Take reasonable steps to comply from CDC and Alabama Department of Public Health sanitation guidelines.

Industry-Specific Guidelines. The Amended Order also includes guidance specific to:

- [Restaurants and similar establishments](#) (e.g., dine-in permitted with social distancing).
- [Retail](#) (e.g., occupancy limited to no more than 50%).
- [Close-contact service providers](#) (e.g., employees must wear masks).
- [Athletic facilities](#) (e.g., take reasonable steps to prevent congregating in common areas).

Alaska

Closure Order. On March 27, 2020, Alaska enacted [COVID-19 Health Mandate 011](#), instructing all residents to remain home and all non-essential businesses to cease in-person operations. The mandate expired on April 21, 2020.

Reopening Plan. On April 21, 2020, Governor Mike Dunleavy announced [Phase One](#) of Alaska's reopening plan, which extended the business closings until April 24, 2020, after which non-essential businesses were permitted to reopen subject to limitations. [Phase Two](#) began on May 8, 2020.

Reopening Requirements. Alaska requires all reopening non-essential public-facing businesses [to meet the following requirements](#) for Phase Two:

- Social distancing requirements, such as:
 - Encouraging reservations (walk-ins are permitted if a visitor log is kept with visitor contact information).
 - Strongly encouraging cloth face coverings to be worn by all employees.
 - Limiting itself to no more than 50% maximum building capacity at one time.
 - Limiting groups or parties to only those in the same household.
 - Maintaining at least six feet between individuals and household groups.
 - Establishing a COVID-19 Mitigation Plan.
 - Having entryway signage notifying the public of the mitigation plan and state that no person with symptoms may enter the premises.
- Hygiene protocols, such as:
 - Providing handwashing capability or sanitizer.
 - Providing for hourly touch-point sanitizations (e.g., workstations, equipment, doorknobs, screens, restrooms).
 - Requiring frequent handwashing by employees and the availability of an adequate supply of soap, disinfectant, hand sanitizer and paper towels.
- Staffing requirements, such as:
 - Providing training for employees regarding COVID-19 requirements.
 - Conducting pre-shift screening and maintaining a staff screening log.
 - Preventing from any employee showing symptoms of COVID-19 from serving customers and from reporting to work.
 - Mandating that an employee stay home within 72 hours of exhibiting a fever.
 - Establishing a plan for employees getting ill and a return-to-work plan following CDC Guidance.
- Cleaning and Disinfecting Protocols, such:
 - Performing cleaning and disinfecting in compliance with CDC protocols weekly (or shutting down for a 72 hour period to allow natural deactivation of the virus).
 - Cleaning and disinfecting as soon as an active employee tests positive for COVID-19.

Non-public-facing businesses [face similar requirements](#), as well as additional ones such as requiring all occupied desks, cubicles, or open workspaces to be at least six feet apart and maximizing remote work opportunities for eligible employees.

Industry-Specific Guidelines. Alaska's [reopening plan](#) provides the following industry guidelines:

- [Retail businesses](#) (e.g., limit household party size per visit).
- Restaurants (e.g., limit to 50% of maximum capacity; closing all buffets; fully sanitize table and chairs after each group).
- [Bars](#) (e.g., using disposable ware).
- [Personal Care Services](#) (e.g., reservations only; no person allowed to stay in waiting areas).
- [Theaters](#) (e.g., no more than 25% of maximum capacity).
- [Childcare and Day Camps](#) (e.g., group size must be no more than ten children).
- [Fishing charters](#) (e.g., passengers must bring own food and drinks aboard)
- [Gyms and fitness centers](#) (e.g., social distancing of at least 10 feet must be maintained while exercising).
- [Swimming pools](#) (e.g., no more than 50% capacity).
- [Bowling alleys](#) (e.g., no more than 25% capacity).
- [Bingo halls](#) (e.g., walk-ins prohibited).
- [Libraries, museums, and archives](#) (e.g., no more than 25% capacity).
- [Lodging and Overnight Camping](#) (e.g., take reservations online or by phone and encourage electronic payment methods).
- [Intrastate travel and outdoor day recreation](#) (e.g., in mixed household groups, members of each group must wear cloth face coverings).
- [Social, religious, and other gatherings](#) (e.g., six feet of distance must be maintained, cloth face coverings strongly encouraged).

Arkansas

Closure Order. Arkansas did not enact a broad closure of all non-essential businesses, but has issued a [Proclamation](#) closing or limiting the operation of select categories of businesses (e.g., bars, clubs, dine-in restaurants, gyms, certain entertainment venues) and [implementing required social distancing protocols](#). All operating businesses are required to:

- Limit occupants so that people can easily maintain a six-foot distance from one another.
- Mark off six-foot increments where lines form.
- Provide hand sanitizer or handwashing stations at entrances and other high-touch locations.
- Retail services must provide contactless payment systems or disinfect payment areas.
- Regularly disinfect high-touch surfaces.
- Post a sign at the entrance informing all employees, customers, and congregants that they should:
 - Avoid entering the facility if they have a cough or fever.
 - 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.

Reopening Plan. Arkansas has not issued a broad reopening plan, but has permitted [closed businesses](#) to reopen on the following schedule, pursuant to certain requirements.

- May 4, 2020: Gyms, fitness centers, athletic clubs, and weight rooms may reopen.
- May 6, 2020: Barber shops, body art establishments, cosmetology, and spas may reopen.
- May 11, 2020: Restaurants may resume dine-in operations.
- May 28, 2020: Theaters, arenas, stadiums and auction houses may reopen.

Industry-Specific Guidelines. Arkansas has issued requirements specific to:

- [Large Venues](#) (e.g., audiences of 50 people or fewer).
- [Retail](#) (e.g., limit customers so that they can stay six feet apart).
- [Gyms & Fitness Centers](#) (e.g., screen all staff and participants for symptoms).
- [Camps](#) (not yet permitted to open).
- [Restaurants](#) (e.g., limit seating to 33% of total capacity).
- [Cosmetology](#) (e.g., all services must be scheduled with time in between to disinfect).

Arizona

Closure Order. Arizona issued an [Order](#) implementing stay-at-home measures for individuals and requiring non-essential businesses to cease most in-person operations. The Order expires May 15, 2020. Essential businesses permitted to operate must follow any social distancing and sanitation measures established by the [Department of Labor](#) and Arizona Department of Health Services.

Reopening Plan. Arizona has announced a [stepped reopening plan](#) called Return Stronger. Businesses, permitting certain activities to resume as follows:

- [May 1, 2020](#): Hospitals and surgical centers resume elective surgeries.
- [May 4, 2020](#): Nonessential retail businesses can operate via delivery or pickup.
- [May 8, 2020](#): Cosmetologists and barber shops can resume appointment-based services; retail businesses may resume in-person operations provided they follow and implement protocols for addressing COVID-19.
- [May 11, 2020](#): Dine-in services may resume with physical distancing measures.

Industry-Specific Guidelines. The reopening measures include requirements specific to:

- [Retail](#) (e.g., implement symptom screening for employees).
- [Restaurants](#) (e.g., intensify cleaning, disinfection, and ventilation practices).
- [Barbers and Hairdressers](#) (e.g., provide gloves if employees touch customer's faces).

California

Closure Order. The California [Order](#) implementing stay-at-home measures and permitting only essential businesses to continue in-person operations is in effect until further notice.

Reopening Plan. California anticipates following a four-stage opening plan called [Roadmap to Pandemic Resilience](#). California is moving from Phase One into Phase Two, where some lower-risk workplaces can gradually open with adaptations.

- Stage One: Safety and Preparedness. Stage One will involve making the essential workforce environment as safe as possible, and involve the following measures:
 - Continue to build out testing, contact tracing, PPE, and hospital surge capacity.
 - Continue to make essential workplaces as safe as possible.
 - Physical and work flow adaption.
 - Essential workforce safety net.
 - Make PPE more widely available.
 - Individual behavior changes.
 - Prepare sector-by-sector safety guidelines for expanded workforce.
- Stage Two: Lower Risk Workplaces. Stage Two, which Governor Newsom has [announced](#) will begin to rollout May 8, 2020, will involve creating opportunities for lower risk sectors to adapt and re-open and allow modified school programs and childcare to re-open. Under the [Guidance](#), retail businesses should also create a written worksite-specific COVID-19 prevention plan at every facility.
 - Gradually opening some lower risk workplaces with adaptations:
 - Retail (e.g., curbside pickup).
 - Manufacturing.
 - Offices (when telework not possible).
 - Opening more public spaces.
 - Expanded Workforce Safety Net:
 - Wage replacement so workers can stay home when sick.
 - Schools and Childcare Facilities with Adaptations.
- Stage Three: Higher Risk Work Places. Stage Three will involve creating opportunities for higher risk sectors to adapt and re-open.
 - Open higher risk environments with adaptations and limits on size of gatherings:
 - Personal care (hair and nail salons, gyms).
 - Entertainment venues (movie theaters, sports without live audiences).
 - In-person religious services (churches, weddings).

- Stage Four: End of Stay-At-Home Order. Stage Four will involve returning to an expanded workforce in the highest risk workplaces.
 - These workplaces can reopen once all indicators for modifying the Stay-at-Home order are satisfied and treatments for COVID-19 have been developed:
 - Concerts.
 - Convention Centers.
 - Live audience sports.

Industry Specific Guidelines. California also provides operating guidelines specific to:

- General Industry (e.g., encourage sick employees to stay home).
- Construction (e.g., make handwashing facilities available and encourage use).
- Agriculture (e.g., avoid sharing phones, work tools, or other equipment).
- Grocery Stores (e.g., provide disposable wipes for shopping carts).
- Logistics, warehousing, and trucking (e.g., stagger break and lunch times).
- Auto Dealerships (e.g., provide hand sanitizer through showrooms and service areas).
- Communications Infrastructure (e.g., sanitize hard hats and face shields after each shift).
- Delivery Services (e.g., clean delivery vehicle between delivery routes).
- Energy and Utilities (e.g., transition all meetings to virtual platforms).
- Food Packing (e.g., consider cohorting workers to minimize exposure).
- Hotels and Lodging (e.g., transport dirty linens in sealed, single-use bags).
- Life Sciences (e.g., consider installing portable high-efficiency air cleaners).
- Manufacturing (e.g., reduce person-to-person production hand-offs with shelves).
- Mining and Logging (e.g., stagger team travel to sites to maintain physical distancing).
- Office Workspaces (e.g., disinfect shared office equipment between shifts or uses).
- Ports (e.g., minimize personal transaction time and use digital paperwork where possible).
- Public Transit (e.g., remind the public to use face coverings and avoid facing others).
- Real Estate (e.g., remind clients to use face coverings when visiting properties).
- Retail (e.g., equip customer entrances and exits with hand sanitizer and sanitizing wipes).

Colorado

Closure Order. The Colorado [Order](#) implementing stay-at-home measures and closing non-critical businesses expired on April 26, 2020. Critical businesses were required take the following precautions:

- Maintain six feet of social distancing.
- Wash hands with soap and water frequently.
- Cover coughs and sneezes.
- Regularly clean high-touch surfaces.
- Stop shaking hands.

Reopening Plan. Following the expiration of the Order, Colorado implemented the [Safer at Home](#) phased reopening plan. Colorado has opened postsecondary institutions, retail businesses, personal services, and non-critical offices, with certain precautions. The reopening plan requires all business to implement certain [best practices](#) including:

- Worksites
 - Deputize workplace coordinator(s) charged with addressing COVID-19 issues.
 - Maintain six-foot distancing when possible, and discourage shared spaces.
 - Frequently sanitize all high-touch areas. ([Additional Guidance](#))
 - Post signage for employees and customers on good hygiene.
 - Ensure proper ventilation. ([OSHA guidance](#))
 - Avoid gatherings (meetings, waiting rooms, etc.) of more than 10 people.
 - Implement symptom monitoring protocols (including workplace temperature monitoring and symptom screening questions) where possible. ([Additional Guidance](#))
 - Eliminate or regularly sanitize any items in common spaces (i.e., break rooms) that are shared between individuals (i.e., condiments, coffee makers, vending machines). ([Additional Guidance](#))
 - Provide appropriate protective gear like gloves, masks, and face coverings and encourage appropriate use. ([Additional Guidance](#))
- Employees
 - Require employees showing any symptoms or signs of sickness, or who has been in contact with known positive cases to stay home.
 - Connect employees to company or state benefits providers.
 - Provide flexible or remote scheduling for employees who need to continue to observe Stay-at-Home, who may have child or elder care obligations, or who live with a person who still needs to observe Stay-at-Home due to underlying condition, age, or other factors.
 - Encourage and enable remote work whenever possible.
 - Minimize all in-person meetings.
 - Provide hand washing facilities/stations and hand sanitizer.
 - Encourage breaks to wash hands or use hand sanitizer.
 - Phase shifts and breaks to reduce employee density.

- Wear appropriate protective gear like gloves, masks, and face coverings and encourage appropriate use.
- To protect customers
 - Create special hours for people at higher risk of severe illness from COVID-19.
 - Encourage and facilitate six-foot distancing inside of the business for all patrons.
 - Encourage use of protection like gloves, masks, and face coverings.
 - Provide hand sanitizer at entrance.
 - Install shields or barriers where possible between customers and employees.
 - Use contactless payment solutions, no touch trash cans, etc., whenever possible.

Industry Specific Guidelines. Colorado also provides operating guidelines specific to:

- [Public transit](#) (e.g., avoid handling money or wear disposable gloves).
- [Construction](#) (e.g., reduce size of work crews).
- [Grocery stores](#) (e.g., consider spacing tools for customers such as tape markers on floor).
- [Places of worship](#) (e.g., limit attendance to 10 people or fewer with adequate distancing).

Connecticut

Closure Order. The Connecticut [Order](#) closing in-person operations of non-essential businesses expires on May 20, 2020. The Order requires essential businesses to follow [safe workplace rules](#) provided by the Connecticut Department of Economic and Community Development (“DECD”). These rules include:

- Essential employees who are able to work from home should be working from home.
- For employees who have traveled internationally in a region where COVID-19 is active, or have returned from a cruise, it is recommended to stay home and self-monitor for 14 days, subsequent to returning.
- Eliminate all non-essential workplace travel.
- Distribute summaries of health insurance processes and procedures to employees.
- Ensure that all employees that do not speak English as their first language are aware of procedures by communicating the procedures, either orally or in writing, in their native or preferred language.
- Ensure that the facility has a sufficient number of employees to perform all measures listed here effectively and in a manner that ensures the safety of the public and employees.
- Control access to external visitors including:
 - Prohibiting entry into the facility for non-essential visitors.
 - Interviewing approved visitors about their current health condition and recent travel history.
 - Using soap and water or within available supplies, hand sanitizer at point of entry to the facility.
- Masks or cloth face coverings are required.
- Control contact between employees and customers to ensure social distancing.
- Eliminate transmission points, including by opening internal doors where possible, providing no-touch receptacles, and frequently cleaning high-touch points.

Reopening Plan. On [April 30, 2020](#), Connecticut announced a [phased plan to reopen the state](#). The first level of reopening is anticipated to begin on May 20, 2020. The following businesses will likely be permitted to resume:

- Restaurants (outdoor only - no bar areas).
- Currently-closed retail.
- Offices (continue work from home where possible).
- Personal services (hair & nail only, and likely only via appointment).
- Museums, zoos (outdoor only).
- Additional outdoor recreation (e.g., camping, mountain biking).
- University research programs.

Industry-Specific Guidelines. Connecticut has published requirements specific to:

- [Hair Salons & Barbershops](#) (e.g. open only at 50% capacity, by appointment only).
- [Museums and Zoos](#) (e.g. close all indoor or interactive exhibits).

- [Offices](#) (e.g. rearrange offices to maintain six feet of distance between people).
- [Restaurants](#) (e.g. stagger shift times to minimize contact between employees).
- [Retail & Malls](#) (e.g. consider designated hours for vulnerable populations).

Delaware

Closure Order. The Delaware [Directive](#) instructing all Delaware residents to shelter in place and instructing non-essential businesses to cease almost all in-person operations expires on May 31, 2020. The Directive also implements safety guidelines for Essential Businesses, including:

- Maximize the use of telework.
- Implement sick-leave policies to enable employees who have been exposed to COVID-19, who have symptoms, or who are high-risk to stay home.
- Provide handwashing stations or hand sanitizer.
- Facilitate social distancing, especially keeping employees six feet apart.
- Follow State and CDC guidelines for environmental cleaning.

Reopening Plan. Although the full details of a reopening plan have not yet been shared, Governor John Carney has indicated that the [target date](#) for Phase One of the state's reopening plan is June 1, 2020. Beginning May 8, 2020 certain retail businesses were permitted to [resume limited operations](#) using curbside pickup only, so long as social distancing is maintained. These businesses include:

- Clothing stores.
- Shoe stores.
- Sporting goods, hobby, and musical instruments.
- Book, periodical, and music stores.
- Department stores.
- Tobacco and Vape.
- Other general merchandise.
- Office supply, stationery, and gift stores.
- Used merchandise stores.
- Consumer goods rental.

Industry-Specific Guidelines. The [reopening announcement](#) and subsequent guidance also includes requirements specific to:

- Jewelry stores (appointment only).
- Cosmetology (e.g., only hair care and all personnel must wear cloth face masks).
- Golf (only allow one rider at a time in a golf cart with proper cleaning between customers).
- Drive-in movies (patrons must remain inside vehicles and social distancing maintained).
- [Farmer's markets](#) (e.g. vendors must pre-package produce to limit handling and increase efficiency).

District of Columbia

Closure Order. The Washington D.C. [Order](#) requiring non-essential businesses to cease most in-person operations expires on May 15, 2020. Both essential and non-essential businesses are required to take all reasonable steps to permit employees to work remotely. To the greatest extent feasible, essential businesses are additionally required to comply with social distancing requirements, including:

- Stagger shift times or workdays to separate staff.
- Maintain six feet of distance between individuals, including in lines or waiting rooms.
- Wash hands with soap and water for at least 20 seconds or use hand sanitizer frequently.
- Cover coughs or sneezes, preferably with a tissue or into the sleeve or elbow.
- Regularly clean high-touch surfaces.
- Avoid shaking hands.

Reopening Plan. Washington D.C. has not yet published a reopening plan.

Florida

Closure Order. The Florida [Executive Order Number 20-91](#) instructing all Florida residents to limit their movement outside their homes to only those necessary to obtain or provide Essential Services or conduct Essential Activities expired on April 30, 2020.

Reopening Plan. Following the expiration of the Order, Governor Ron DeSantis announced his [plan for Florida's reopening](#) entitled [Safe. Smart. Step-by-Step](#). Governor DeSantis also [announced via Twitter](#) that barber shops and salons will be permitted to reopen May 11, 2020.

Reopening Requirements. Florida recommends that reopening employers implement a reopening that adheres to the following guidelines:

- Practice social distancing by maintaining 6 feet of separation.
- Avoid hugs, handshakes, large gatherings and close quarters.
- Clean and disinfect high-touch, high traffic surface areas.
- Train employees on personal hygiene expectations, including frequent handwashing.
- Require employees that interact with the public to wear cloth facemasks.
- Provide hand sanitizer, disinfecting wipes, and/or soap and water to employees and customers.
- Monitor employees for symptoms and encourage sick employees to stay home.
- Develop procedures for contact tracing if an employee is exposed to COVID-19.

Phase One. The following measures will apply to reopening businesses:

- Avoid socializing in groups of more than 10 people in circumstances that do not readily allow for physical distancing.
- Employers should encourage teleworking where practicable.
- Employers should screen employees for symptoms before they enter premises.
- Avoid non-essential travel.
- Schools remain distance learning.
- Visits to senior living facilities are prohibited.
- Elective surgeries can resume.
- Restaurants may offer outdoor seating with 6 feet of space between tables and indoor seating at 50% of indoor capacity.
- Retail can operate at 50% of indoor capacity.
- Bars and nightclubs remain closed.
- Gyms and fitness centers may re-open at no more than 50% capacity, with strict sanitation protocols.
- Cosmetology salons, barber shops and nail salons should limit occupancy to 50% capacity.
- Vulnerable individuals should avoid close contact with people outside the home.
- All individuals, when in public, should maximize physical distance from others.
- Face masks are recommended for face-to-face interactions where you can't social distance.

Georgia

Closure Order. The Georgia [Executive Order](#) (04.02.20.01) implementing a statewide shelter-in-place requirement and permitting only critical infrastructure businesses to continue in-person operations expired on April 30, 2020. The Executive Order required critical infrastructure businesses to implement measures that would mitigate the exposure and spread of COVID-19 among the workforce, including implementing teleworking for all possible workers, screening workers who exhibit signs of illness, and enhancing sanitation of the workplace as appropriate.

Reopening Plan. Before the shelter-in-place order officially expired, two further [Executive Orders](#), dated April 20 and 23, began easing restrictions on certain businesses including gyms, bowling alleys, personal service providers, and dine-in restaurants, as follows:

- [April 24, 2020](#): Gyms, fitness centers, bowling alleys, body art studios, estheticians, hair designers, and persons licensed to practice massage therapy allowed to begin in-person operations with certain restrictions.
- [April 27, 2020](#): Restaurants, dining rooms, and movie theaters allowed to begin in-person operations with certain restrictions

Reopening Requirements. The Executive Orders of April 20 and April 23 provide guidelines to employers reopening their businesses, with certain specifications based on the industry. Generally, employers must:

- Screen and evaluate workers who exhibit signs of illness, such as a fever over 100.4 degree Fahrenheit, cough, or shortness of breath;
- Requiring workers with signs of illness to not report to work or to seek medical attention;
- Enhancing sanitation of the workplace as appropriate;
- Requiring hand washing or sanitation by workers at appropriate places within the workplace;
- Providing personal protective equipment as available and appropriate to the function and
- Prohibiting gatherings of workers during the working hours;
- Permitting workers to take breaks and meals in social distancing is attainable;
- Implementing teleworking and staggered shifts for all possible workers;
- Holding all meetings and conferences virtually, wherever possible;
- Delivering intangible services remotely wherever possible;
- Discouraging workers from using other workers' tools and equipment;
- Prohibiting unnecessary person-to-person contact in the workplace;
- Placing notices that encourage hand hygiene at the entrance to the workplace;
- Suspending the use of PIN pads, PIN entry devices, and other credit card receipt signature requirements to the extent permitted by agreements with credit card companies and credit agencies;
- Enforcing social distancing of non-cohabitating persons while present on such entity's leased or owned property;
- For retailers and service providers, providing for alternative points of sale outside of buildings;
- Increasing physical space between workers and customers;
- Providing disinfectant and sanitation products for workers to clean their workspace equipment and tools;
- Increasing physical space between workers' worksites to at least six feet.

Businesses that reopen and observe the requirements set forth by the Executive Orders could be protected from state liability. The April 20 Order states, “any individual, partnership, association, or corporation who acts in accordance with an order . . . entered by the Governor . . . will not be held liable to any other individual, partnership, association, or corporation by reason thereof in any action seeking legal or equitable relief.”

Industry-Specific Guidelines. [Executive Order](#) (4.23.20.02) includes guidelines specific to:

- Restaurants (e.g., no more than ten patrons in 500 square feet of public space).
- Retail businesses (e.g., no more than 50% of fire capacity occupancy or eight patrons per 1,000 square feet).
- Gyms and fitness centers (e.g., enforcing equipment wipe-down policies).
- Movie theaters (e.g., at least one usher must be used in each theater room before and, at some point, during each showing to ensure that proper social distancing protocol is enforced).
- Bowling alleys (e.g., bowling balls and shoes must be sanitized before and after each use).
- Ambulatory surgical centers (e.g., requiring staff to self-monitor for viral symptoms daily).
- Childcare facilities (e.g., toys used by a group of children must be washed and sanitized before they may be used by children in a different group).

Hawaii

Closure Order. Hawaii enacted the [Third Supplementary COVID-19 Proclamation](#), instructing Hawaiians to stay home except as necessary to maintain critical infrastructure sectors and essential businesses or operations. Hawaii enacted the [Sixth Supplementary COVID-19 Proclamation](#) on April 25, 2020, extending the stay-at-home order and expanding the list of essential businesses permitted to operate. The Order is set to expire on May 31, 2020 at 11:59 pm.

Reopening Plan. On May 5, 2020, a [Seventh Supplementary COVID-19 Proclamation](#) was issued, which signaled a transition from a “stay-at-home” phase to a “safer-at-home” phase. Effective May 7, 2020, certain non-essential businesses, including non-food agriculture, auto dealerships, car washes, pet grooming services, retail and repair services, astronomical observatories, and certain areas of shopping malls were permitted to reopen.

Reopening Requirements. All essential businesses and operations and those non-essential businesses allowed to reopen May 7 must exercise certain social distancing requirements to the fullest extent possible, including:

- Encouraging high risk populations and persons who are sick with typical COVID-19 symptoms to stay in their residences.
- Maintaining a minimum of six feet of separation from all other persons by designating proper spacing with signage, monitoring and enforcing distancing, and modifying checkout operations to the extent reasonably feasible.
- Determining the maximum number of customers that may be accommodated while maintaining the specified separation distance and limiting the number of customers in the facility to that maximum number at all times.
- Ensuring that customers and customer-facing employees wear a cloth face covering while at the facility.
- Making hand sanitizer and sanitizing products readily available for employees and customers.
- Regularly disinfecting all high-touch surfaces.
- Implementing processes to safeguard elderly and high risk customers.
- Posting online whether a facility is open and how best to reach the facility and continue services by phone or remotely.
- Providing for online ordering and purchase of goods and customer pickup of orders at a location outside the facility or providing delivery to customers.
- Posting a sign at the entrance of the facility informing employees and customers that they should wear face coverings, avoid entering the business or operation if they have a cough or fever, maintain a six-foot distance, and not engage in unnecessary physical contact.

The non-essential businesses allowed to resume as of May 7 are encouraged to follow certain additional guidelines:

- Bringing out merchandise from the business or operation while customers wait in their cars, to the extent possible.
- Training employees on the importance of frequent hand washing with soap and water, the use of hand sanitizers with at least 60% alcohol content, and the importance of avoiding touching hands to face.
- Giving employees frequent opportunities to wash their hands.
- Dismissing employees who develop COVID-19 symptoms while at work as soon as possible to facilitate their self-isolation or seeking of medical attention.

- Not allowing anyone with visible symptoms in the business.

Industry Specific Guidelines. The [Seventh Supplementary COVID-19 Proclamation](#) encouraged businesses and operations in certain industries to follow additional guidelines:

- Auto dealerships (e.g., limiting test drives to 10 minutes, with cars disinfected before and after each employee or customer use).
- Car washes (e.g., customers should remain inside their vehicles at all time).
- Pet grooming services (e.g., wash hands before and after every customer appointment).
- Observatories and support facilities (e.g., clean and disinfect telescopes or computers after each visitor or employee use).
- Shopping malls (e.g., closing food court areas off from the rest of the mall).

Idaho

Closure Order. The [Order to Self-Isolate for the State of Idaho](#) permitted only essential businesses to conduct in-person operations. The Order required essential businesses to comply with social distancing requirements to the greatest extent feasible, including by maintaining at least a six-foot distance between individuals, washing hands with soap and water as frequently as possible, and regularly cleaning high-touch surfaces. The Order expired on April 30, 2020.

Reopening Plan. Idaho has initiated a [reopening plan with four stages](#). Idaho is currently in Stage One, which allows certain businesses, including places of worship, daycares, and organized youth activities, to reopen on May 1, 2020. The timeline for opening of other businesses, conditional on certain criteria being met, is as follows:

- [May 16, 2020](#): Restaurant dining rooms, indoor gyms and recreation facilities, and hair salons may open if able to meet business protocols.
- [June 13, 2020](#): Bars, nightclubs, and large entertainment venues may resume operations if able to meet business protocols. Visits to senior living facilities, jails, and corrections facilities may also resume.

Reopening Requirements. The reopening plan provides best practices to employers reopening their businesses. Throughout all stages, employers should:

- Maintain the six-foot distancing requirements for employees and patrons.
- Provide adequate sanitation and personal hygiene for employees, vendors, and patrons.
- Identify how PPE items may be required by employees, vendors, and patrons.
- Restrict non-essential business travel.
- Require COVID-19 positive employees to stay at home while infectious and consider keeping employees who were directly exposed to the COVID-19 positive employee out of the workplace and closing the business for disinfection.
- Screen employees for illness or exposure upon entry to work, as appropriate.
- Consider requiring non-cash transactions.

Stage One. Businesses reopening during [this stage](#) and [Stage Two](#) are encouraged to make their operational plans available to the public to boost consumer confidence and should use the following protocols as they prepare to open their doors:

- Establish a plan to maintain the six foot distancing requirements for employees and consider the use of telework or staggered working hours to limit the number of employees in the workplace.
- Identify how the business will provide adequate sanitation for employees, vendors, and patrons.
- Identify how the business will provide services limiting close interactions with customers, including through the use of online or telephonic ordering, curbside pickup, delivery, establishing limited hours of operation for vulnerable populations, limiting the number of patrons in the business at a time, directing the flow of foot traffic within the business, and the posting of signage or erecting of barriers to help maintain distancing.
- Identify a plan for addressing ill employees, which should include requiring COVID-19 positive employees to remain away from the workplace.

- On a case-by-case basis, include other practices such as screening of employees for illness and exposures upon arrival at work or requiring non-cash transactions.

Industry-Specific Guidelines. The reopening plan also includes protocols which certain types of businesses should follow in [Stage One](#) and [Stage Two](#):

- Youth organizations (e.g., limit carpooling to practices and camps).
- Daycare (e.g., have a daycare provider greet children outside of the facility to administer health screening questions).
- Places of worship (e.g., consider separate service times for vulnerable populations).
- Restaurants (e.g., limit occupancy to 50% of seating capacity or more, if necessary, to maintain six feet of distance between parties).
- Close contact services (e.g., provide services by appointment only, with no walk-in customers).
- Indoor gyms and recreational activities (e.g., ensure there is optimal ventilation for inside activities).

Illinois

Closure Order. Illinois issued [Executive Order in Response to COVID-19 2020-10](#), which requires non-essential businesses to cease most in-person operations. On May 1, 2020, [Executive Order 2020-32](#) added greenhouses, garden centers, nurseries, and pet grooming services to the list of essential businesses permitted to operate. The Closure Order is set to expire on May 29, 2020.

Reopening Requirements. All businesses and operations must take proactive measures to ensure compliance with social distance requirements, including:

- Designating by some means six-foot spacing for employees and customers when in line to maintain an appropriate distance.
- Having hand sanitizer and hand sanitizing products readily available for employees and customers.
- Implementing separate operating hours for vulnerable populations.
- Providing employees with appropriate PPE where six-foot distancing is not possible at all times.
- Evaluating which employees are able to work from home.
- Posting guidance from the Illinois Department of Public Health and Office of the Illinois Attorney General regarding workplace safety during the COVID-19 emergency.

Reopening Plan. On May 5, 2020, Illinois published its five-phase reopening plan, [Restore Illinois](#), which divides the state into four “health regions” that can move independently of each other through the phases. The plan outline warned that failure to meet certain health metrics could cause a health region to move back to a previous phase with increased restrictions. On May 1, all four regions entered into Phase 2 (“Flattening”). In this phase, the following restrictions on business openings are in place:

- Only essential manufacturing businesses may operate.
- Non-essential businesses continue remote work except for minimum basic operations, as defined in the Executive Orders.
- Bars and restaurants are open only for delivery, pickup, and drive through.
- Personal health care services and health clubs remain closed.
- Essential retail stores may operate with restrictions.
- Non-essential retail stores may open for delivery and curbside pickup.

Industry-Specific Guidelines. [Executive Order 2020-32](#) provides requirements that must be met to the greatest extent possible by certain industries, including:

- Retail stores (e.g., discontinuing use of reusable bags).
- Manufacturers (e.g., reducing line speeds).

Further, the Illinois Department of Health has issued guidance for:

- [Food establishments](#) (e.g., consider providing disposable utensils or have employees handle equipment for customers).
- [Long term care facilities](#) (e.g., isolation of a resident should be implemented by the healthcare provider who discovers the symptoms).
- [Schools](#) (e.g., track student absenteeism due to COVID-19 symptoms).

- [Daycares](#) (e.g., stagger drop-off and pick-up times to reduce overcrowding in confined spaces).
- [Funeral homes](#) (e.g., try to provide ways for attendees to join a service remotely).

Indiana

Closure Order. Indiana enacted [Executive Order 20-08](#), instructing non-essential businesses and establishments to cease in-person operations, although a subsequent [Order](#) permitted non-essential retail businesses to remain open for delivery or curbside pickup. The Executive Orders required essential businesses to take proactive measures to ensure compliance with social distancing requirements, including designating six-foot distances, having hand sanitizer and sanitizing products available to employees and customers, and implementing separate operating hours for vulnerable customers. The Executive Order 20-08 expired on May 1, 2020 at 11:59 pm.

Reopening Plan. Indiana has initiated a [reopening plan](#) with five stages. Most counties have entered Stage Two, which allows businesses to reopen on May 4, 2020, except as follows:

- [May 11, 2020](#): Personal services, restaurants and bars, and state government executive branch offices, each subject to certain restrictions.
- [May 24, 2020](#): In Stage Three, gyms and fitness centers, playgrounds, tennis courts, basketball courts, community pools, and movie theaters may open if compliant with health precautions.
- [June 14, 2020](#): In Stage Four, bars and nightclubs, entertainment and tourism businesses, large venues, and amusement or water parks may resume subject to certain restrictions.
- [July 4, 2020](#): In Stage Five, conventions, sports events, festivals, and state fairs may resume.

Reopening Requirements. [Executive Order 20-26](#) lists requirements businesses must follow before being allowed to reopen:

- Develop and implement a plan to ensure a safe environment for employees and customers, which must be provided to each employee, be posted publicly, and address at least the following:
 - Employee health screening processes.
 - Enhanced cleaning and disinfecting protocols for the workplace.
 - Enhanced ability of employees and customers to wash their hands or take other personal hygiene measures.
 - Compliance with social distancing requirements established by the CDC, including maintaining six-foot social distancing for employees and members of the general public when possible or employing separation measures.
- Comply with IOSHA safety and health standards, which includes providing employees with a workplace free from recognized hazards that are likely to cause death or serious physical harm.

Retail businesses reopening in Stage 2 must also abide by the following rules:

- Allow only 50% of maximum occupancy inside the facility.
- Limit hours of operation and separate operating hours for the elderly and other vulnerable customers, if possible.
- Require face coverings for employees and possibly customers.
- Allow only 25% of maximum occupancy in common areas around the retail business.
- Encourage curbside delivery and call-in ordering.

Additionally, employers are encouraged to:

- Allow as many employees to work from home as possible.
- Update sick leave policies to ensure that they are flexible and non-punitive.
- Actively recommend that sick employees stay home until free of fever for at least three full days and at least seven days have passed since symptoms first began.
- Promptly separate employees who appear to have acute respiratory illness symptoms from other employees and send them home immediately.
- Reinforce messages on hygienic practices regularly and provide protection supplies for use by employees.
- Frequently perform enhanced environmental cleaning of commonly touched surfaces.
- Prepare to change business practices as necessary to maintain critical operations.

Industry-Specific Guidelines. The reopening plan also includes suggested guidelines for:

- [Manufacturing and industrial operations](#) (e.g., group employees by shift to reduce chances of transmission).
- [Retail](#) (e.g., maintain 50% capacity at all times).
- [Office settings](#) (e.g., enable natural ventilation in the workplace where possible).
- [Restaurants](#) (e.g., consider using reservation only process to ensure capacity is not exceeded).
- [Gyms](#) (e.g., facilitate verbal health check with customers at entry).
- [Personal services](#) (e.g., expand operational hours to avoid crowding in the workplace).

Iowa

Closure Order. Iowa expanded its [Proclamation of Disaster Emergency](#) to order that certain non-essential businesses close beginning March 26, 2020 at 10:00 pm. On April 6, 2020, Iowa [further expanded](#) the list of non-essential businesses required to close. The Proclamations' requiring closures expired on April 30, 2020 at 11:59 pm for all but 22 listed counties.

Reopening Plan. Iowa's reopening will be a process progressively announced by continuous proclamations, the first of which was [issued April 27, 2020](#). Effective May 1, 2020 at 5:00 am, restaurants, fitness centers, malls, libraries, race tracks, and other retail establishments were allowed to reopen, unless located in the twenty-two listed counties where the closure Proclamations remain in place. A further proclamation [issued on May 6, 2020](#) allowed some businesses in the remaining 22 counties to begin reopening effective May 8, 2020 at 5:00 am.

Reopening Requirements. The Iowa Department of Public Health published its [Public Health COVID-19 Reopening Guidance](#) on April 27, 2020. The guidance includes the following rules to which reopening businesses must adhere:

- Follow CDC guidance related to [cleaning and disinfection for community facilities](#), including frequent cleaning and disinfecting of all high touch surfaces.
- Encourage and provide supplies to allow for frequent handwashing and hand sanitizing for employees and the public.
- Provide reminders to individuals to maintain a distance of six feet, including marking appropriate distancing intervals when feasible.
- Post signage at the facility entrance indicating no individual should enter if they currently have [symptoms](#) or have been in proximity to another person with a confirmed COVID-19 diagnosis in the last 14 days.
- If an employee or a member of the public becomes ill while at the facility, ask them to share that information with management, leave the facility, and then call their healthcare provider.

Additionally, employers are encouraged to:

- Consider the use of [cloth face coverings](#) where maintaining six-foot distances between individuals in the facility is impracticable.
- Recommend that [high risk](#) individuals continue to stay home.
- Follow the [state department of health business guidance](#) related to preventing, detecting, and reporting outbreaks.
- Use [messaging](#) to remind employees of processes they should use to protect their health while at work.

Industry-Specific Guidelines. [The Proclamation of Disaster Emergency issued on April 27, 2020](#) provides requirements specific to the following industries:

- Restaurants (e.g., limiting the number of customers to 50% of normal operating capacity).
- Fitness centers (e.g., all exercise equipment must be spaced at least six feet apart).
- Malls (e.g., common seating areas, such as food courts, must remain closed).
- Libraries (e.g., limiting the number of patrons present to 50% of maximum legal occupancy capacity).
- Race tracks (disallow spectators from attending events in person).
- Retail establishment (e.g., limit the number of customers present to 50% of maximum legal occupancy capacity).

Kansas

Closure Order. Kansas enacted [Executive Order No. 20-16](#) requiring all individuals living in Kansas to stay home unless performing an essential activity, which included working at a business identified in the Kansas Essential Function Framework. The Order required that workers performing essential functions use telework capabilities to the extent possible and that work performed in-person followed safety protocols relating to maintaining a six-foot social distance, among others. The Order expired on May 3, 2020 at 11:59 pm.

Reopening Plan. Kansas revealed [Ad Astra: A Plan to Reopen Kansas](#) on April 30, 2020, which includes four phases. Phase One of the plan commenced on May 4, 2020. This phase allows many businesses to reopen subject to restrictions, although bars, nightclubs, non-tribal casinos, indoor leisure spaces, fitness centers and gyms, and many personal services businesses remained closed. If the state succeeds in meeting certain health metrics, additional businesses will reopen as follows:

- [May 18, 2020](#): Bars, nightclubs, and non-tribal casinos may reopen if in compliance with occupancy and other guidelines.
- [June 1, 2020](#): All remaining businesses may resume operations if they are not in violation of mass gathering guidelines.

Reopening Requirements. The reopening plan allows businesses to reopen in Phase One if they can meet each of the following requirements:

- Maintain at least six feet of distance between customers, whether individuals or groups, and erecting physical barriers sufficient to prevent virus spread between seated customers in the case of restaurants.
- Follow fundamental cleaning and public health practices.
- Avoid any instances in which groups of more than 10 individuals are in one location and unable to consistently maintain six feet of distance.

Additionally, employers are encouraged to:

- Strongly recommend telework for all employees when possible.
- Avoid large gatherings of employees (10 or more) where social distancing protocols cannot be maintained.
- Require that employees exhibiting symptoms of COVID-19 stay at home and ask such employees to call their health care provider.

Industry-Specific Guidelines. Kansas has published industry specific guidance in the following areas:

- [Self-service food](#) (e.g., prohibiting the use of self-serve fountain drink stations).
- [Food service establishments](#) (e.g., erecting physical barriers between groups of seated customers).
- [Transit](#) (e.g., force distance greater than six feet between bus transit operators and passengers).
- [General businesses](#) (e.g., share best practices with other businesses in the community).
- [Personal services](#) (e.g., practitioners and customers should wear face coverings when providing or receiving services).

Kentucky

Closure Order. Kentucky enacted [Executive Order 2020-257](#), instructing all businesses that are not life-sustaining to cease operations, except as needed to maintain minimum basic operations. This Order expanded upon a previously issued Order, [Executive Order 2020-246](#), which only instructed all in-person retail businesses that were not life-sustaining or limited to local delivery and curbside service to close. The orders require that businesses allowed to remain open follow, to the fullest extent practicable, CDC and state department of public health guidance, including ensuring separation of individuals on premises by six feet and permitting employees to work from home when feasible. Executive Order 2020-257 remains in effect until further notice.

Reopening Plan. On April 21, 2020, Governor Andy Beshear announced the broad strokes of Kentucky's phased reopening plan, [Healthy at Work](#). Phase One of the reopening commenced on May 11, with certain industries permitted to gradually reopen as follows:

- [May 11, 2020](#): Manufacturing and distribution, construction, vehicle or vessel dealerships, office-based businesses, horse racing, pet grooming and boarding, and photography businesses allowed to resume operations.
- [May 20, 2020](#): Retail businesses and places of worship allowed to reopen.
- [May 25, 2020](#): Barbers, salons, cosmetology businesses, and similar services resume.

Reopening Requirements. Kentucky published a [list of minimum requirements](#) that all businesses must implement before they are allowed to reopen:

- Continue telework to the greatest extent practicable.
- Implement a phased return to work, including generous sick and family leave policies for employees are not able to come in to work due to their own illnesses, the illness of a family member, or lack of childcare.
- Ensure that employees physically present on the premises remain separated by a minimum of six feet unless closer interaction is absolutely required by their job duties.
- Ensure that employees minimize face-to-face contact with one another and with customers to the greatest extent practicable.
- To the greatest extent practicable, ensure that employees wear a cloth mask, unless masking would create a serious health or safety hazard.
- Ensure that employees wear regularly replaced gloves if their job duties include touching items often touched by others, like credit cards, cash, or computers.
- Supply adequate hand sanitizer for both employees and customers near high-touch areas and encourage routine and consistent hand washing for employees and customers.
- Restrict common areas to maximize social distancing and reduce congregating.
- Sanitize frequently touched areas a minimum of twice daily and adequately clean areas that were recently frequented by an employee with COVID-19 or associated symptoms.
- Require employees to undergo daily temperature and health checks, which may be self-administered.
- Ensure that any employee with COVID-19 symptoms is tested by a health care provider immediately and train employees on how to isolate individuals with suspected or confirmed COVID-19.

- Make special accommodations for employees and customers identified as high risk for severe illnesses, to the greatest extent practicable.
- Designate a “Healthy at Work” officer, who will be responsible for compliance with state guidance.
- Educate and train employees, vendors, and customers regarding the reopening plan’s protocols during scheduled work times, with no cost to the employee.
- Ensure that managers and employees participate in contact tracing if an employee tests positive.

Industry-Specific Guidelines. Kentucky has published industry-specific guidance for a variety of business sectors, including:

- [Meatpacking facilities](#) (e.g., conduct a temperature screening upon each employee’s arrival to the facility).
- [Manufacturing, distribution, and supply chain businesses](#) (e.g., ensure minimal interaction between drivers at loading docks, doorsteps, or other locations).
- [Construction businesses](#) (e.g., discourage employees from sharing tools or equipment).
- [Vehicle and boat dealerships](#) (e.g., ensure that vehicles/vessels and corresponding keys are thoroughly sanitized before delivery).
- [Office-based businesses](#) (e.g., ensure that no more than 50% of employees are in the office on any given day).
- [Horse racing tracks](#) (e.g., prohibit fans and outside media).
- [Pet care, grooming, and boarding businesses](#) (e.g., ensure employees wash their hands for at least 20 seconds before and after contact with pets).
- [Photography](#) (e.g., sessions should be held outside unless an in-studio session is absolutely necessary).

Louisiana

Closure Order. The Louisiana [Proclamation](#) implementing stay-at-home measures and permitting only essential businesses to continue in-person operations is in effect until May 15, 2020. In addition to requiring non-essential businesses to cease most in-person operations, the Proclamation requires essential businesses to ensure employees working with the public wear masks. The [Louisiana Department of Health](#) further urges operating businesses to take certain precautions, including posting signs urging hand hygiene and cough and sneeze etiquette and routinely cleaning high-touch surfaces.

Reopening Plan. Louisiana has announced that it currently does not meet the [federal criteria](#) to begin reopening. Governor Edwards has [announced](#) that Phase One will begin on May 15, 2020. Governor Edwards has not yet released the details regarding which businesses will be allowed to reopen during Phase One although businesses may [register](#) for guidance and updates online.

Maine

Closure Order. The Maine [Order](#) implementing stay-at-home measures and requiring non-essential businesses to cease most in-person operations expired on April 30, 2020. A subsequent [Order](#) required essential retail businesses to take the precautions, including enforce six feet of physical distancing, post signage instructing customers on appropriate distancing, disinfect items frequently touched by customers, designate separate hours for vulnerable customers, and impose occupancy limitations based on the size of the business's premises.

Reopening Plan. Effective May 1, 2020, Maine initiated a phased reopening plan entitled [Together, We are Maine: Restarting Maine's Economy](#). Maine is currently in Stage One. Governor Mills has also [announced](#) an expedited reopening schedule for businesses in 12 rural Maine counties. In those counties, retail businesses may resume May 11, 2020, and restaurants may resume dine-in service on May 18, 2020. The stages are divided as follows:

- **Stage One.** Stage One began May 1, 2020 and included a continued prohibition on gatherings of more than 10 people as well as the continued quarantine of all people entering Maine for a period of 14 days. Additionally:
 - Telework is strongly encouraged.
 - Professional services, such as legal services, should continue to be done remotely.
 - Construction firms should deploy additional PPE and other safety measures.
 - The businesses that were permitted to reopen include:
 - Drive-in theaters.
 - Previously closed health care facilities.
 - Outdoor recreation (e.g., golf courses, hunting, fishing).
 - Close personal services (e.g., barber shops and hair salons; dog grooming).
 - Limited drive-in religious services.
 - Car dealerships and washes.
- **Stage Two.** Stage Two is currently scheduled to begin in June 2020 and modifies the prohibitions on gatherings to restrict gatherings of 50 people or more as well as the continued quarantine of people entering Maine. Additionally, at-risk individuals should stay home when possible. Businesses permitted to reopen include:
 - Offices of legal and professional fields.
 - Restaurants and lodging.
 - Campgrounds/RV parks.
 - Day camps.
 - Coastal state parks.
 - Fitness and exercise gyms.
 - Nail technicians.
 - All retail businesses.
- **Stage Three.** Stage Three is currently scheduled to occur from July 2020 to August 2020 and maintains prohibitions on gatherings of more than 50 people. The following businesses may reopen during Stage Three:
 - Bars.
 - Charter boats and excursions.

- State park campgrounds.
 - Summer camps.
 - Spas.
 - Tattoo and piercing parlors.
 - Massage facilities.
 - Cosmetologists and estheticians.
 - Electrolysis services.
 - Laser hair removal services.
- Stage 4. Stage 4 will begin after August 2020 and will involve the reopening of all businesses. Further guidance on this stage is under development by the state.

Reopening Requirements. All reopening businesses must implement safety protocols that incorporate items from industry-specific COVID-19 Prevention Checklists. Maine has released [general guidance](#) that encourages all reopening businesses to implement the following:

- Physical distancing and good hygiene measures to prevent the spread of the disease, including:
 - Accommodating telework requests from employees with a high risk of complications from COVID-19.
 - Staggering work shifts and expanding hours of operation.
 - Implementing six feet of distance.
 - Encouraging electronic workplace communications.
 - Staggering breaks and meal times.
 - Ventilating work spaces.
 - Regularly providing hand soap/sanitizer, cloth face coverings, gloves, and designated trash bins, as well as hand washing areas.
 - Providing workplace resources that promote hygiene and reduce contact like no-touch trash cans and disposable towels for cleaning surfaces.
 - Limiting business travel (including between multiple business locations) as much as possible.
 - Creating safe processes and protocols for receiving supplies and deliveries.
 - Discouraging shared use of office supplies.
 - Disinfecting any shared or frequently touched items.
- In the case of an illness, companies should be prepared to:
 - Identify signs and symptoms of COVID-19.
 - Encourage employees to stay home and notify workplace administrators when sick.
 - Review, update, or develop workplace plans to include leave policies for people with COVID-19 symptoms.
 - Plan for isolated spaces where employees can be kept until transferred and provide a facemask.
 - Notify personnel who have come into close contact with someone diagnosed with COVID-19, but maintain confidentiality (as required by the Americans with Disabilities Act).
- Clean
 - Clean surfaces using soap and water.

- Routinely sanitize frequently touched surfaces, including tables, doorknobs, light switches, countertops, handles, desks, phones, keyboards, toilets, faucets, sinks, etc.
- Disinfect
 - Clean dirty areas and items with soap and water or detergent.
 - Use EPA-registered household disinfectants.
 - Use diluted household bleach solutions or alcohol solutions with at least 70% alcohol.
 - Clean soft surfaces using soap and water or with surface-specific cleaners.
 - Launder items (if possible) according to manufacturer's instructions.
 - Provide covers on electronics that can be wiped clean.

Industry-Specific Guidelines. The reopening plan contains the following industry specific guidance:

- Auto Dealership (e.g., wear gloves, especially when handling customer keys, maintain physical distancing in customer lounges or waiting areas, and discontinue shuttle services).
- Car washes (e.g., restrict access to shared or publicly accessible areas, enforce physical distancing of at least six feet between employees, and disinfect pay stations).
- Entertainment (e.g., at drive-in theaters, patrons must listen through car speakers and should sit inside a vehicle or directly in front of a vehicle).
- Golf courses and disc golf courses (e.g., require face coverings, restrict out-of-state clients, and increase tee time intervals).
- Guided hunting, fishing, boating, and outdoor activities (e.g., sanitize fishing equipment, provide hand sanitizers, face coverings, and cleaning products to guides, and arrange online or phone payment).
- Marinas (e.g., cleaning and disinfecting of boats every time a boat is brought in for service and returned to a customer, taken for a trial run, or used for trade or auction).
- Barbershops and hair salons (e.g., consider station barriers between workstations, consider asking clients to wash their own hair before arriving to the establishment, and ask clients to wait outside in their car or at least 6 feet apart outside the entrance door until their appointment).
- Dog grooming (e.g., schedule drop-off appointments, provide curbside service to receive and return pets, and discontinue grooming services inside a client's home).

Maryland

Closure Order. Maryland issued an [Order](#) implementing stay-at-home measures and requiring non-essential businesses to cease in-person operations is in place until the termination of the State of Emergency. A subsequent [Order](#) was issued instructing all businesses to follow social distancing guidelines provided by the [Maryland Department of Health, and a further Order amended the stay-at-home measures to permit safe outdoor activities \(e.g., golf, tennis\) to resume on May 7, 2020 at 7:00 am.](#)

Reopening Plan. Maryland has released a draft phased reopening [entitled Maryland Strong Roadmap to Recovery that divides the recovery process into three stages](#). The Maryland reopening plan also announced a partnership with the Maryland Department of Commerce in forming 13 Industry Recovery Advisory Groups for the following industries:

- Retail
- Accommodations
- Sports
- Restaurants and Bars
- Destinations
- Tourism
- Transportation
- Manufacturing
- Professional and Financial Services
- Professional Services and Small Business
- Construction and Development
- Arts

The plans stages are divided as follows:

- Low Risk. During this phase, certain small businesses, recreational fitness activities, car washes, and some personal services will be permitted to reopen.
- Medium Risk. During this phase, examples of changes that could be implemented include raising the cap on social gatherings, returning transit schedules to normal, permitting indoor religious gatherings and elective and outpatient procedures, reopening indoor gyms and fitness centers, childcare centers, restaurants, and bars with restrictions.
- High Risk. During this phase, examples of changes that could be implemented include larger social gatherings, reopening high-capacity bars and restaurants, lessened restrictions on visits to nursing homes and hospitals, and reopening entertainment venues and larger religious gatherings.

Reopening Requirements. The reopening plan provides guidelines to employers reopening their businesses, including:

- For the foreseeable future, continue teleworking as much as possible.
- Continue wearing masks or face coverings, and practice social distancing.
- Institute social distancing policies.

- Adopt flexible sick leave policies that encourage workers to stay home when sick or when known exposure COVID-19 has occurred.

Massachusetts

Closure Order. The Massachusetts [Order](#) requiring non-essential businesses to cease most in-person operations is scheduled to expire on May 18, 2020. The Order requires essential businesses to ensure social distancing consistent with the [Massachusetts Department of Health](#). Grocery stores must abide by specific [guidance](#), including:

- Limit occupancy to 40% of permitted level, including customers and employees (exception for stores with maximum occupancy of 25 persons or less).
- Store staff shall monitor customers to demonstrate compliance with the occupancy cap.
- Ensure social distancing for lines.
- Encourage curbside pickup.
- Provide alternative hours for senior shoppers.

Reopening Plan. Massachusetts has convened a Reopening Advisory Board. On May 11, 2020, the Reopening Advisory Board announced four-phase reopening plan. Phase 1 will be the “Start” phase, in which limit industries may resume operations with severe restrictions. Phase 2 will be the “Cautious” phase, in which additional industries may resume operations with restrictions and capacity limits. In Phase 3, the “Vigilant” phase, additional industries can resume operations with guidance. Phase 4 will occur once a vaccine or effective treatment therapy has been developed. The Reopening Advisory Board is scheduled to provide its full report to Governor Baker on May 18, 2020.

Reopening Requirements. The Reopening Advisory Board provides [guidelines](#) to employers reopening their businesses, including:

- Social Distancing
 - All persons, including employees, customers, and vendors should remain at least six feet apart to the greatest extent possible, both inside and outside workplaces.
 - Establish protocols to ensure that employees can practice adequate social distancing.
 - Provide signage for safe social distancing.
 - Require face coverings or masks for all employees.
- Hygiene Protocols
 - Provide hand washing capabilities throughout the workplace.
 - Ensure frequent hand washing by employees and adequate supplies to do so.
 - Provide regular sanitation of high touch areas, such as workstations, equipment, screens, doorknobs, and restrooms throughout worksite.
- Staffing and Operations
 - Provide training for employees regarding the social distancing and hygiene protocols.
 - Employees who are displaying COVID-19-like symptoms do not report to work.
 - Establish a plan for employees getting ill from Covid-19 at work, and a return-to-work plan.
- Cleaning and Disinfecting
 - Establish and maintain cleaning protocols specific to the business.
 - When an active employee is diagnosed with COVID-19, cleaning and disinfecting must be performed.

- Disinfection of all common surfaces must take place at appropriate intervals.

Michigan

Closure Order. Michigan [Executive Order 2020-21](#), which went into effect on March 24, 2020, instructed all Michigan residents to stay home and all non-essential businesses to cease in-person operations. These provisions were extended by [Executive Order 2020-77](#) until May 28, 2020 at 11:59 pm.

Reopening Requirements. [Businesses](#) that remain open [must](#), at minimum:

- Develop a COVID-19 preparedness and response plan, consistent with recommendations found in the guidance prepared by the Occupational Health and Safety Administration;
- Restrict the number of workers present on the premises to no more than is strictly necessary;
- Promote remote work to the fullest extent possible;
- Keep workers and patrons who are on premises at least six feet from one another to the maximum extent possible;
- Increase standards of facility cleaning and disinfection to limit worker and patron exposure to COVID-19, as well as adopting protocols to clean and disinfect in the event of a positive COVID-19 case in the workplace;
- Adopt policies to prevent workers from entering the premises if they display respiratory symptoms or have had contact with a person with a confirmed diagnosis of COVID-19; and
- Adopt any other social distancing practices and mitigation recommended by the CDC.

Industry-Specific Guidelines. Certain sectors are subject to additional [requirements](#):

- In-person retail (e.g., require patrons to stand six feet apart in line);
- Construction (e.g., encourage or require use of gloves);
- Manufacturing facilities (e.g., create dedicated entry points for daily screening);
- Maintenance workers, groundskeepers, garden stores, and lawn care, pest control, moving, and storage (e.g., provide appropriate personal protective equipment).

Reopening Plan. On May 7, 2020, Governor Whitmer announced that Michigan's restrictions and reopening would occur in [six phases](#). Phases 1 and 2 consisted of COVID-19 spreading throughout the state. Michigan is currently in Phase 3.

- **Phase 3 – Flattening.** During this stage, everyone is required to practice six-foot social distancing and wear face coverings. Most non-essential businesses remain closed, but the following have been permitted to resume:
 - **May 7, 2020:** Construction, real estate activities, and work traditionally performed outdoors.
 - **May 11, 2020:** Manufacturing workers.
- **Phase 4 – Improving.** During this phase, lower-risk businesses will be permitted to open with strict safety measures. These include other retail businesses, with limits on capacity, and offices, though telework will be required of possible.
- **Phase 5 – Containing.** During this phase, gatherings of increased size will be permitted, and most businesses will be allowed to reopen, including restaurants and bars.
- **Phase 6 – Post-Pandemic.** Once effective therapy or a vaccine has been established, all businesses will be permitted to reopen.

Minnesota

Closure Order. Minnesota enacted [Emergency Executive Order 20-20](#) instructing all persons to stay home and businesses apart from those in so-called Critical Sectors to cease in-person operations. The Order expires May 18, 2020. Critical sector work is required to be conducted in adherence with [Minnesota's OSHA standards](#) and the [Minnesota Department of Health](#) and [CDC](#) guidelines related to COVID-19, including social distancing and hygiene.

Reopening Plan. On April 23, 2020, Governor Tim Walz announced [Executive Order 20-40](#), permitting Non-Critical Exempt Businesses to return to work under certain conditions. The Order defines Non-Critical Exempt Businesses to include only industrial and manufacturing businesses and businesses in office-based settings. All workers in such businesses who can work from home must continue to do so. Retail stores opened for [curbside pickup](#) on May 4, 2020.

Reopening Requirements. The Order permits workers at Non-Critical Exempt Businesses who cannot work from home to return to the workplace upon the business' completion of certain requirements including:

- Establishing and Implementing a COVID-19 [Preparedness Plan](#). Each plan must adequately address the following areas:
 - Require work from home whenever possible.
 - Ensure that sick workers stay home.
 - Social distancing.
 - Employee hygiene and source control.
 - Cleaning and disinfection protocols.
 - Implementation of Minnesota OSHA Standards and MDH and CDC Guidelines.
- Certification and signature of the Preparedness Plan by senior management.
- Dissemination and posting of the Preparedness Plan in the workplace.
- Training for workers on the contents of the Preparedness Plan.
- Workers and management must ensure compliance with the Preparedness Plan.

Employers must have their Preparedness Plan available to regulatory authorities and public safety officers upon request.

Mississippi

Closure Order. Mississippi enacted [Executive Order No. 1466](#), instructing residents to remain home and requiring non-essential businesses to cease most in-person operations. The Order expired April 27, 2020.

Reopening. [Executive Order No. 1477](#) replaced the shelter-in-place order with a Safer at Home Order, effective April 27, 2020 and extended until May 25, 2020 by [Executive Order No. 1480](#). Under the Order, most businesses were permitted to reopen, although businesses are encouraged to continue working from home. On May 4, 2020, Governor Reeves issued [Executive Order No. 1478](#), which permitted restaurants and bars to resume in-house dining, subject to certain limitations. Executive Order No. 1480, signed May 8, 2020, permitted gyms, spas, salons, barber shops, and all other personal care and personal grooming facilities, subject to certain limitations.

Reopening Requirements. Businesses shall take all reasonable measures to ensure compliance with guidelines from the Mississippi State Department of Health and the CDC, including:

- Social distancing.
- Sending sick employees home and actively encouraging sick employees to stay home.
- Separating and sending home employees who appear to have respiratory illness symptoms, adopting and enforcing regular and proper hand-washing and personal hygiene protocols.
- Daily screening of employees and volunteers for COVID-19 related symptoms before beginning shift.
- Closing or implementing strict social distancing protocols in common areas.
- Nonessential business travel should be minimized.
- Special accommodations should be made for employees that are members of a vulnerable population.

Industry Specific Guidelines. Certain industries are subject to additional requirements:

- [Retail](#) (e.g., limit capacity to 50%).
- [Restaurants](#) (e.g., ensuring at least six feet of separation between parties).
- [Gyms](#) (e.g., limit capacity to 30%,).
- Salons and barbershops (e.g., face coverings required).

Missouri

Closure Order. Missouri enacted the [Stay Home Missouri Order](#) instructing all individuals residing in Missouri to stay home and limiting the operation of non-essential businesses. The Stay Home Missouri Order expired on May 4, 2020.

Reopening Plan. On April 27, 2020, the Missouri Department of Health and Senior Services released a [Health Order](#) initiating Phase One of Governor Mike Parson's [Show Me Strong Recovery Plan](#). The Order is in effect until May 31, 2020.

Reopening Requirements. The health order requires every person and business in the State of Missouri to abide by social distancing requirements, including maintaining six feet of space between individuals and, where job duties require contact with other people closer than six feet, taking enhanced precautionary measures. Additionally, the Recovery Plan instructs businesses to implement [prevention measures](#) regarding:

- Protective Equipment.
- Temperature Checks.
- Testing, Isolating, and Contact Tracing.
- Sanitation, including disinfection of common and high-traffic areas.
- Modify physical workspaces to maximize social distancing.
- Minimize business travel.
- Develop an infectious disease preparedness and response plan.
- Monitor workforce for symptoms.
- Develop, implement, and communicate about workplace flexibilities and protections, including:
 - Encouraging telework whenever possible and feasible with business operations.
 - Returning to work in phases and/or split shifts, if possible.
 - Limiting access to common areas where personnel are likely to congregate and interact.
 - Ensuring that sick leave policies are flexible and consistent with public health guidance.

Industry Specific Guidelines. The Reopening Plan also provides specific requirements for:

- [Retail](#) (e.g., 25% occupancy limit for retail businesses with location sizes less than 10,000 square feet).
- [Restaurants](#) (e.g., six feet between tables).

Montana

Closure Order. The Montana [Directive](#) implementing stay-at-home measures and designating certain businesses as essential and, therefore, allowed to continue in-person operations expired on April 24, 2020. In addition to requiring non-essential businesses to cease most in-person operations, the Directive required essential businesses to ensure social distancing, provide sanitizing products, separate operating hours for vulnerable populations, and post online hours and remote access.

Reopening Plan. Following the expiration of the Directive, Montana initiated a [phased reopening plan](#). Montana is currently in Phase One, which allows businesses to reopen on April 27, 2020, except as follows:

- May 4, 2020: Restaurants, bars, breweries, distilleries, and casinos may reopen with restrictions.
- May 15, 2020: Gyms, pools, movie theaters, and museums with restrictions (subject to 50% occupancy limit in each case).
- Duration of Emergency: Concert halls, bowling alleys, bingo halls, music halls, and other places of assembly remain closed.

Reopening Requirements. The reopening plan provides guidelines to employers reopening their businesses. Throughout all phases, employers should:

- Develop and implement appropriate policies, in accordance with federal, state, and local regulations and guidance, and informed by industry best practices, regarding:
 - Social distancing and protective equipment.
 - Temperature checks and/or symptom screening.
 - Testing, isolating, and contact tracing, in collaboration with public health authorities.
 - Sanitation.
 - Use and disinfection of common and high-traffic areas.
- Monitor workforce for indicative symptoms and not permit people with symptoms of COVID-19 to work.
- Collaborate with public health officials when implementing policies and procedures for workforce contact tracing following an employee's COVID-19 positive test result.

Phase One. Reopening businesses must adhere to the following reopening guidelines during Phase One:

- Health assessments must be conducted for all employees at the beginning of each shift.
- In establishments where customers wait in a line, non-household customers should remain physically distanced.
- Waiting areas where adequate physical distancing cannot be maintained must be closed.
 - Customers should be encouraged to call for a reservation or an appointment, or establishments should use an online wait listing application.
- Physical distancing of six feet must be maintained between non-congregate customers, this may require:
 - A reduction in capacity.
 - A reduction of seating in service and waiting areas.
 - Management of waiting areas and waiting lines.
 - Systems that reduce the amount of contact time between customers and staff.

- Phase One continues the [requirement](#) for certain travelers arriving in Montana from another state or country to self-quarantine for 14 days.
- Additionally, during Phase One, employers should:
 - Continue to encourage telework whenever possible and feasible with business operations.
 - When telework is not feasible, employers are encouraged to accommodate alternative work schedules such as shift work and staggered scheduling in order to adhere to social distancing guidelines.
 - Close common areas where personnel are likely to congregate and interact, or enforce strict social distancing protocols.
 - Minimize nonessential business travel.
 - Make special accommodations for members of a vulnerable population or those with vulnerable household members.

Industry-Specific Requirements. The reopening plan also includes requirements specific to:

- [Restaurants, bars, breweries, distilleries, and casinos](#) (e.g., 11:30 pm required closure).
- [Outdoor recreation](#) (e.g., implementation of strict social distancing guidelines).
- [Personal care and services](#) (e.g., using face masks for staff and customers when practical).
- [Child care facilities](#) (as provided in the April 1, 2020 [Directive](#)).

Nebraska

Closure Order. Although Nebraska [encouraged](#) residents to refrain from non-essential activities and work from home as much as possible, it did not issue a broad order closing all non-essential businesses across the state. Instead, Nebraska issued a [Directed Health Measure](#), requiring the closure of a limited number of non-essential businesses until May 3, 2020 (including beauty and nail salons, barber shops, massage therapy services, indoor theaters, tattoo parlors, gentlemen's clubs, and bottle clubs). Additional restrictions, including limits on gatherings of over 10 individuals and social distancing requirements for fitness centers and health spas remain in select counties.

Reopening Plan. Following the expiration of the Directed Health Measures' business closures, beauty and nail salons, barber shops, massage therapy services, tattoo parlors and studios, and on-premises consumption at restaurants and bars were permitted to resume with [restrictions](#). For restaurants, those restrictions include:

- 50% occupancy cap.
- Six feet of distancing between dining parties.
- Maximum of six individuals per dining party.
- Prohibition on customer self-service (e.g., buffets)
- Dining parties be seated at individual tables (e.g., no bar or counter seating).
- Alcohol be consumed on premise only if accompanying a meal.

Salons, barber shops, massage therapy services and tattoo studios are subject to a 10-person occupancy cap, and all employee and customers must wear masks. In addition, Governor Pete Ricketts has [announced](#) that indoor theaters, gentlemen's clubs, and bottle clubs will remain closed through May 31, 2020, as well as some businesses in a few counties. Nebraska has not otherwise instituted a phased reopening plan or restrictions applicable to all businesses.

Industry-Specific Guidelines. Governor Ricketts' [announcement](#) includes requirements specific to:

- [Salons](#) (10 person occupancy cap; workers and patrons required to wear face masks).
- [Childcare](#) (e.g., 15 child per room/space cap).
- [Restaurants](#) (as provided in the April 28, 2020 [Guidance](#)).

Nevada

Closure Order. Nevada enacted [Declaration of Emergency Directive 003](#), closing non-essential businesses, effective March 20, 2020 at 11:59 pm, and provided a list of businesses that may remain open in [Section 1\(b\) of the March 20, 2020 Emergency Regulations](#). [Declaration of Emergency Directive 016](#) requires that non-essential businesses remain closed for in-person operations under through May 15, 2020, although several provisions of the Declaration have been superseded by the reopening plan, as provided below.

[Declaration of Emergency Directive 003](#) also required essential businesses to adopt COVID-19 risk mitigation measures including:

- Providing curbside, pickup, or delivery of good whenever possible.
- Ensuring that customers picking up or accepting goods maintain social distancing.
- Disallowing the formation of queues whereby persons congregate.
- Adopting contactless payment systems whenever possible.
- Limiting access to its premises to ensure social distancing among customers as practicable and implementing CDC sanitation guidelines in the case the business is unable to provide take-out, drive-through services, curbside pickup, or delivery of goods.
- For essential businesses in construction, mining, manufacturing, and infrastructure, maintaining social distancing between workers and adopting policies to ensure minimum contact between the workforce and general public.

Reopening Plan. On April 30, 2020, Governor Steve Sisolok [announced](#) Nevada's four-phased reopening plan, entitled [Nevada United: Roadmap to Recovery](#). Nevada entered Phase One on May 9, 2020, and the following criteria will be relied on in determining when to move to subsequent phases:

- Downward Trending Data.
 - Decline in percentage of people testing positive.
 - Decrease in the trend of COVID-19 hospitalizations.
- Strengthen Healthcare Infrastructure.
- Testing Expansion.
- Case Contact Tracing.
- Protect Vulnerable Populations.

Phase One: Battle Born Beginning. Nevada has released [Initial Guidance](#) detailing which businesses may reopen during Phase One and under what conditions, as well providing requirements and recommendations for individuals. Professional services and other general office environments should continue to be conducted virtually or by telephone whenever possible during Phase One. Subject to the requirements listed below, businesses may otherwise reopen in-person operations, except for the following:

- Nightclubs, bars, pubs, and taverns that do not have a license to serve food.
- Gyms & fitness facilities.
- Entertain and recreational activity venues (e.g., indoor theaters, zoos, amusement parks).
- Brothels and houses of prostitution.
- Adult entertainment establishments.

- Spas and aesthetic service establishments, except for nail/hair salons and barber shops.
- Body art and body piercing establishments.
- Gaming establishments.

Phase Two: Silver State Stabilization. Phase Two will follow after an estimated two to three weeks. Under this phase, Nevada will permit a broader opening of Commerce/Retail, services, and public life under extremely strict social distancing measures, hygiene, and occupancy controls.

Phase Three: On the Road to Home Means Nevada. Phase Three will follow after an estimated minimum of two to three weeks and ease measures on some public and mass gatherings and non-essential travel.

Phase Four: Home Means Nevada – Our New Normal. The reopening does not provide an expected timeframe before entering Phase Four, although will require robust monitoring, point-of-care testing, and ability to implement tracing, isolation, and quarantines. Most or all businesses will be allowed to operate in Phase Four, with enhanced hygiene and vigilance.

Reopening Requirements. The Initial Guidance imposes a number of requirements for businesses maintaining in-person operation during Phase One. In addition to the Initial Guidance's generally applicable requirements, retail businesses are subject to a 50% occupancy cap and several recommendations. All businesses must require employees who interact with the public to wear face coverings to the maximum extent practicable. Businesses must also adopt the [measures](#) promulgated by the Nevada State Occupational Safety and Health Administration, to be made publically available.

The Initial Guidance also includes a number of recommendations for businesses and employers, including:

- Encourage customers to wear face coverings.
- Encourage telework, whenever possible and feasible with business operations.
- Have employees return to work in phases if possible.
- Close common areas where personnel are likely to congregate and interact, or enforce strict social distancing protocols.
- Follow Nevada Labor Commissioner guidance regarding sick leave policies.
- Strongly consider special accommodations for employees who are members of a vulnerable population.
- Consider encouraging employees to do a self-assessment each day in order to check if they have any COVID-19 symptoms.
- Remind employees to stay home when sick, use cough and sneeze etiquette, and practice hand hygiene.
- Frequently perform enhanced environmental cleaning of commonly touched surfaces.
- Consider proactive social distancing and sanitation measures to help protect staff and customers.

Industry-Specific Guidelines. The Initial Guidance includes requirements specific to:

- [Restaurants](#) (e.g., ban on self-service stations, employees must wear face coverings).
- [Barber shops, hair salons, and nail salons](#) (e.g., by appointment only).
- [Vehicle dealers](#) (e.g., test drives may not have dealer representative in the vehicle).

- [Retail cannabis dispensaries](#) (e.g., customers must wear face masks).

New Hampshire

Closure Order. New Hampshire issued [Emergency Order #17](#), which had implemented stay-at-home measures and required businesses that do not provide essential services to close their physical workplaces to employees and the public, expired on May 4, 2020 at 12:01 am. In addition to requiring non-essential businesses to cease most in-person operations, the Order required essential businesses to develop protocols consistent with guidance provided by the CDC and the New Hampshire Division of Public Health.

Reopening Plan. In place of the stay-at-home order, New Hampshire announced on April 28, 2020 the formation of the [Governor's Economic Re-Opening Task Force](#) to create a phased reopening plan in line with the Federal guidelines. Under the reopening plan, the following industries will be able to phase-in or expand their services, with certain restrictions:

- [May 4, 2020](#): Certain health care services.
- [May 11, 2020](#): Retail, drive-in movie theaters, golf courses, barbers, and hair salons.
- [May 18, 2020](#): Restaurants.

Reopening Requirements. New Hampshire additionally announced [Universal Guidelines for All New Hampshire Employers and Employees](#). The guidelines, which are applicable to both essential businesses and reopening businesses, require employers and employees to take the following measures:

- Employees who are sick or not feeling well must stay home, and they should notify their supervisor by phone.
- Employers should develop a process for screening all employees reporting for work for COVID-19 related symptoms.
 - Identify a location and assign a person who will screen each employee every day before they enter the work-place. Such plans should be clearly communicated with employees. The person performing the screening should wear a cloth face covering/mask. All employees should also wear a cloth face covering while at work and in potential close contact with others.
 - The screener should ask the following questions:
 - Have you been in close contact with a confirmed case of COVID-19?
 - Have you had a fever or felt feverish in the last 72 hours?
 - Are you experiencing any respiratory symptoms including a runny nose, sore throat, cough, or shortness of breath?
 - Are you experiencing any new muscle aches or chills?
 - Have you experienced any new change in your sense of taste or smell?
 - Document the temperature of all employees daily before their shift:
 - Employers should take the temperatures of their employees on-site with a non-touch thermometer each day upon the employees arrival at work.
 - If this is not possible, temperatures can be taken before arriving as long as it can sufficiently be authenticated by the employee. Normal temperature should not exceed 100.0 degrees Fahrenheit.
- Handling of employees who exhibit COVID-19 symptoms:
 - Instruct the employee to leave the premises immediately and to seek medical advice. Per EEOC and other pertinent guidelines, employers must maintain the confidentiality of employee health information.

- Prevent stigma and discrimination in the workplace. Do not make determinations of health risk or health status based on race or country of origin.
- Frequent hand hygiene should be strongly promoted and alcohol-based hand sanitizer should be made readily available:
 - Monitor employee hand washing or use of hand sanitizer and encourage frequent hand hygiene. If possible, employers should make available individual bottles of hand sanitizer to each employee and place hand sanitizer in frequently visited locations for both employees and customers.
- Implement workplace cleaning and disinfection practices:
 - These practices should follow CDC guidelines with regular sanitation of high-moderate touch surfaces at least every two hours. Develop policies for worker protection and provide training to all staff prior to assigning cleaning tasks.
- Mitigate exposure:
 - Reduce the risk to employers and employees in the workplace by supporting the use of cloth face coverings in areas where social distancing is difficult to maintain, implementing social distancing guidelines, and modified employee schedules, where possible, to reduce the number of physical interactions.
 - Meetings, for example, should be conducted by phone or computer conferencing applications when able; in-person meetings should be limited and employees should maintain a safe distance of at least six feet from others at all times.
 - Employers should also take steps to limit self-servicer options. For example, customer samples, communal packaging, food/beverages (e.g., candy dishes, common creamers at coffee stations).
 - Promote etiquette for coughing, sneezing, and handwashing.
 - Provide employees and the public with tissues, no-touch trash cans, soap and water, and hand sanitizer with at least 60% alcohol.
 - Discourage workers from using other workers' phones, desks, offices, or other work tools and equipment, when possible. If an employee becomes sick during the day, they should be sent home immediately.
 - Surfaces in their workspace should be cleaned and disinfected.
- Allow Employees to work from home as much as practical:
 - Work from home policies assist in limiting exposure and maintaining social distancing. This is encouraged as much as possible while still allowing a business to open.
- Plan for potential COVID-19 cases:
 - Implement plans to continue your essential business functions in case you experience higher than usual absenteeism.
 - Employers should work with state and local officials when needed to monitor and investigate cases of COVID-19. In all cases, they should work in a manner to ensure privacy rights.
- Covered employers and employees should be reminded of the provisions of the federal Families First Coronavirus Response Act:
 - This law allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 symptoms
- Update the Employee Illness Policy:
 - Review policies to make sure that policies and practices are consistent with public health recommendations and are consistent with existing state and federal workplace laws.
 - Employers should amend or update their internal policies to include symptoms of COVID-19 or create a COVID-19 specific policy. Maintain flexible, non-punitive policies that permit employees to stay home if ill or to care for a sick family member.

These policies should incorporate any sector specific recommendations by the state of New Hampshire. All staff should sign the policy, and the policy should be posted for confirmation.

- Communicate frequently with both employees and customers about steps being taken to prevent spread of COVID-19 in the workplace:
 - Employers should communicate expectations to employees with recommendations on steps everybody can take steps to prevent spread of COVID-19.
 - Post extensive signage on health policies, including the following documents in the workplace to help educate building occupants on COVID-19 best practices.
 - Communicate with customers about steps being taken to protect them from COVID-19 exposure in the workplace.

Industry-Specific Requirements. In addition to the requirements above, businesses in the following industries must comply with industry-specific requirements:

- Retail (e.g., all staff must wear cloth face coverings, 50% occupancy cap).
- Drive-In Movie Theater (e.g., 10-foot spacing between cars, food available by pickup only).
- Golf (e.g., clean and disinfect rider cars between each use, group play capped at four).
- Grooming (e.g., ensure work stations are at least six feet apart, testers not permitted).
- Restaurants (advisory, not mandatory).

New Jersey

Closure Order. Effective March 21, 2020, [Executive Order 107](#) requires all New Jersey residents to stay home unless undertaking an essential activity, such as going to work, and closes the brick-and-mortar premises of non-essential retail businesses. The order also closed all recreational and entertainment businesses, as well as non-essential construction projects, and prohibited the on-premises consumption of food and alcohol. All remaining non-essential businesses are instructed to accommodate teleworking or working from home where practicable. New Jersey maintains an [online summary](#) of businesses considered essential and non-essential.

[Executive Order 107](#) also required essential businesses to, wherever practicable:

- Provide pickup services outside or adjacent to their stores for goods ordered in advance online or by phone.
- Abide by social distancing practices, including all reasonable efforts to keep customers six feet apart and frequent use of sanitizing products on common surfaces.
- Accommodate their workforce for telework or work-from-home arrangements, whether closed or open to the public.
- Make best efforts to reduce staff on site to the minimal number necessary to ensure that essential operations can continue to the extent a business or non-profit has employees that cannot perform their functions via telework or work-from-home arrangements.

Reopening Plan. On April 27, 2020, Governor Phil Murphy [announced](#) that “The Road Back: Restoring Economic Health Through Public Health” reopening plan is being developed, but has not released the timing of that plan, which businesses will be allowed to reopen, and under what conditions. In determining when to lift restrictions and how to proceed with the reopening plan, six principles will be taken into account:

- Demonstrate Sustained Reductions in New COVID-19 Cases and Hospitalizations.
 - 14-day trend lines showing appreciable and sustained drop in new COVID-19 cases, hospitalizations, and other metrics reflecting decreasing burden of disease.
 - Hospitals stepping down from functioning under crisis standards of care.
- Expand Testing Capacity.
 - At least double current diagnostic testing capacity.
 - Prioritize testing for health care workers, essential personnel, and vulnerable populations.
 - Create a flexible testing plan accessible to all residents.
 - Expand partnerships with institutions of higher education, private-sector labs, and the federal government.
 - Ensure that those who test positive are linked to a health care provider.
- Implement Robust Contact Tracing.
 - Recruit and deploy an army of personnel who will identify and follow-up with contacts.
 - Leverage technological data and innovative solutions to increase efficiency.
 - Coordinate the approach of local and state health officials, which will have a coordinated county/regional component.
- Secure Safe Places and Resources for Isolation and Quarantine.
 - To the greatest extent possible, provide individuals who do test positive in the future with a safe and free place to isolate and protect others from COVID-19.
 - Ensure that quarantined contacts are provided supportive services, if needed.

- Execute a Responsible Economic Restart.
 - Create the Governor's Restart and Recovery Commission to advise on the process and recommend responsible and equitable decisions.
 - Plan for a methodical and strategic return to work based on level of disease transmission risk and essential classification.
 - Continuation of social distancing measures, requirements for face coverings, and work-from-home directions where feasible and appropriate.
 - Leverage any available federal funds and programs to support health care, individual, and small business recoveries.
- Ensure New Jersey's Resiliency.
 - Learn from the lessons of COVID-19 and prepare for the possibility of a resurgence.
 - Ensure hospitals, health care systems, and other health delivery facilities have inventories of personal protective equipment and ventilators.
 - Build our own state personal protective equipment and ventilator stockpile.
 - Create a playbook for future administrations for the next pandemic.

Industry-Specific Requirements. The state has also released requirements for businesses operating within the following two industries:

- Retail (e.g., 50% occupancy cap, require workers to wear gloves).
- Restaurants (e.g., 10% occupancy cap, provide hand sanitizer and wipes to staff and customers).

New Mexico

Closure Order. From March 24, 2020 through May 15, 2020, all non-essential businesses are required to cease in-person operations, per the [Public Health Emergency Order](#) Closing All Businesses and Non-Profit Entities Except for those Deemed Essential and Providing Additional Restrictions on Mass Gatherings Due to COVID-19, as further amended on April 30, 2020. The Order also caps the occupancy at hotels and other places of lodging at 25%, excluding healthcare workers, those quarantining or isolating at the property, and extended stay guests. Retail businesses may provide curbside pickup and delivery services. Essential businesses are allowed to remain open but are required, to the greatest extent possible, to implement the following:

- Minimize operations and staff.
- Adhere to social distancing protocol.
- Maintain at least six-foot social distancing from other individuals.
- Avoid persons-to-person contact.
- Direct employees to wash their hands frequently.
- Ensure that all surface are cleaned routinely.
- Implement a 20% occupancy cap for and ensure social distancing among customers waiting outside of any open retail space.
- Beginning May 6, 2020, Governor Lujan Grisham has [announced](#) that all large grocery and retail spaces, as well as restaurants, will need to ensure employees have face coverings. Beginning May 11, 2020, all businesses must ensure employees wear face coverings in the workplace when in the presence of others.

Reopening Plan. On April 22, 2020, Governor Lujan Grisham [announced](#) that New Mexico will be implemented a multi-phased reopening. Although the details and precise timing for that reopening plan has not yet been released, there are [seven draft criteria](#) being considered that would determine when New Mexico would begin reopening, including:

- New case rate trends.
 - Smaller number of new cases a day, to be determined.
 - Declining number of active cases.
- Adequate testing to achieve containment.
 - Testing 100,000 a day.
 - Stable or growing lab testing capacity (in test capacity per day).
 - Ongoing surveillance testing targeted at high-risk sites, populations, and individuals.
- Contact tracing.
 - Adequate and automated (where possible) contact tracing resources to promptly trace up to all new cases each day.
- PPE.
 - Adequate and predicted PPE supplies for each element for a certain number of days, to be determined.
- Hospital capacity.
 - Hospital operating between baseline and surge capacity (not above surge capacity) for general beds, ICU beds, ventilators.
- Healthcare worker health and wellbeing.
 - Adequate PPE and testing program in place for all healthcare workers caring for COVID-19 patients.

- Less than a certain percentage of healthcare workers with active COVID-19 infections, to be determined.
- Outbreak containment plan.
 - Plans in place and resources available to immediately contain any outbreaks in facilities housing older New Mexicans or other congregate care facilities.

Reopening Requirements. New Mexico has not yet provided requirements for reopening, except for the requirement that businesses ensure employees wear face coverings in the workplace when in the presence of others.

New York

Closure Order. Governor Andrew Cuomo has instituted [Executive Order 202.8](#), instructing all those not working in essential businesses or entities to stay home beginning March 22, 2020 through the [extended](#) expiration date of the Order, May 15, 2020. Businesses that are essential and therefore may remain open are listed in the [New York Guidance on Executive Order 202.6, as clarified by the Empire State Development guidance](#). Although essential businesses may remain open, they must still use, to the maximum extent possible, any telecommuting or work from home procedures that they can safely utilize.

Reopening Plan. On April 26, 2020, Governor Cuomo [announced](#) a phased reopening plan. The [Regional Guidelines for Re-Opening](#) will be implemented over four phases, with regional variations across the state. Based on CDC recommendations, a region may begin a phased reopening upon the following requirements:

- 14-day decline in the hospitalization rate.
- A region must have fewer than two new COVID patients admitted per 100,000 residents per day.
- For regions with few COVID-19 cases, fewer than 15 new total cases or five new deaths on a three-day rolling average.

In addition, in order to maintain a region's status in a reopening phase, the following conditions must be met:

- 30% total hospital beds and ICU beds available after elective surgeries resume.
- 90 days of PPE stockpiled at hospitals.
- Capacity to conduct 30 diagnostic tests for every 1,000 residents per month.
- Appropriate number of testing sites to accommodate the region's population and must fully advertise where and how people can get tested.
- Ongoing testing regimen, frequent tests of frontline and essential workers, and the collection of data to track and trace the spread of the virus.
- 30 contact tracers for every 100,000 residents, additional tracers based on the projected number of cases in the region, and monitoring of the regional infection rate.
- Plans with rooms available for people who test positive for COVID-19 and who cannot self-isolate.

Phase One. Low risk construction and manufacturing functions may resume. Select retail businesses may reopen for curbside pickup.

Phase Two. Professional services, finance and insurance, retail, administrative support, and real estate and rental leasing may reopen. Businesses considered "more essential" with inherent low risks of infection in the workplace and to customers will be prioritized.

Phase Three. Hotels and accommodations may reopen. Restaurants may resume serving customers on premises.

Phase Four. Arts, entertainment, and recreation businesses will be allowed to reopen.

Reopening Requirements. In order to reopen, each business must implement the following requirements:

- Adjust workplace hours and shift design as necessary to reduce density in the workplace.

- Enact social distancing protocols.
- Restrict non-essential travel for employees.
- Require all employees and customers to wear masks if in frequent contact with others.
- Implement strict cleaning and sanitation standards.
- Enact a continuous health screening process for individuals to enter the workplace.
- Continue tracing, tracking and reporting of cases.
- Develop liability processes.

North Carolina

Closure Order. North Carolina has instituted [Executive Order No. 121](#), requiring all individuals living in North Carolina to stay home and all non-essential business and operations to cease their on-premises work beginning at 5:00 pm on March 30, 2020. Per [Executive Order No. 135](#), [non-essential businesses must remain closed until 5:00 pm on May 8, 2020](#). Essential businesses include those designated as such under the federal CISA guidelines, additional businesses identified in the North Carolina Order, and businesses that are able to conduct operations while maintaining social distancing requirements among their employees and customers. Essential businesses that operate in North Carolina while the state of emergency is in effect receive [statutory immunity](#) from state civil liability, although that protection does not extend to gross negligence, intentional tort, or workers' compensation claims. Retail businesses were allowed to reopen under the amended state Order, subject to a 20% occupancy cap.

North Carolina provided advisory [Interim Guidance](#) for essential businesses. Essential businesses were also directed, to the maximum extent possible, to implement the following requirements:

- Direct employees to work from home or telework.
- Maintain at least six feet distancing from other individuals.
- Ensure hand washing using soap and water for at least 20 seconds as frequently as possible or the use of hand sanitizer.
- Regularly clean high-touch surfaces.
- Facilitate online or remote access by customers where possible.

Reopening Plan. On April 23, 2020, Governor Roy Cooper [announced](#) North Carolina's plan, entitled [North Carolina: Staying Ahead of the Curve](#), to lift restrictions in three phases once the data show that key metrics are headed in the right direction. In order to begin lifting restrictions, North Carolina needs to see progress in these key metrics:

- Sustained leveling or decreased trajectory in COVID-Like Illness (CLI) surveillance over 14 days.
- Lab-confirmed cases over 14 days.
- Positive tests as a percentage of total tests over 14 days.
- Hospitalizations over 14 days.

Phase One. [Executive Order No. 138](#) begins Phase One of the reopening plan at 5:00 pm on May 8, 2020. In Phase One, personal care and entertainment businesses(e.g., bowling alleys, gyms, movie theaters) must remain closed. Restaurants and bars must continue to remain closed for consumption on premises.

Phase Two. North Carolina has not yet released the detailed plan for Phase Two. The state will likely move to this phase at least two weeks after May 8, 2020, and individuals will no longer be required to stay at home. Restaurants, bars, and certain other businesses that can follow strict safety protocols, including a reduced capacity, will be allowed to reopen.

Phase Three. North Carolina has also not yet released the details of Phase Three, but it will likely begin at least four to six weeks after the initiation of Phase Two and will allow increased capacity at businesses, as well as larger gatherings.

Reopening Requirements. In order to reopen, each retail business must implement the following requirements:

- 50% occupancy cap (based on stated fire capacity, or square footage where no fire capacity).
- Further limit customer occupancy so that customers can stay six feet apart, even if this requires operating beneath the occupancy cap.
- Direct customers to stay at least six feet apart from one another and from workers, except at point of sale, if applicable.
- Mark six feet of spacing in lines at point of sale and in other high-traffic areas for customers.
- Perform frequent and routine environmental cleaning and disinfection of high-touch areas with an EPA-approved disinfectant for COVID-19.
- Provide, whenever available, hand sanitizer containing at least 60% alcohol, systematically and frequently check and refill hand sanitizer stations, provide soap and hand drying materials at sinks.
- Conduct daily symptom screening of workers, using a standard interview questionnaire of symptoms, before workers enter the workplace.
- Immediately send symptomatic workers home.
- Have a plan in place for immediately isolating workers from the workplace if symptoms develop.
- Post signage at the main entrances that reminds people to stay six feet apart, requests people who are or who have recently been symptomatic not to enter, and notifies customers of occupancy cap.

North Carolina has provided [Interim Guidance](#) with recommendations for all businesses. The Order reopening businesses also provides additional strong recommendations specific to retail businesses, as well as the following strong recommendations for all businesses:

- Continue to promote telework and limit non-essential travel whenever possible.
- Promote social distancing by reducing the number of people coming to the office, by providing six feet of distance between desks, and/or by staggering shifts.
- Limit face-to-face meetings to no more than 10 workers.
- Promote hygiene, including frequent hand-washing and use of hand sanitizer.
- Recommend workers wear cloth face coverings, as defined in the Order; provide workers with face coverings; and provide information on proper use, removal, and washing of clothing face coverings.
- Make accommodations for workers who are at high risk of severe illness from COVID-19, for example, by having high-risk workers work in positions that are not public-facing or by allowing teleworking where possible.
- Encourage sick workers to stay home and provide support to do so with a sick leave policy.
- Follow the CDC guidance if a workers has been diagnosed with COVID-19.
- Provide workers with education about COVID-19 prevention strategies, using methods like videos, webinars, or FAQs.
- Promote information on helplines for workers such as 211 and the Hope4NC Helpline.

Industry-Specific Requirements. North Carolina provides guidelines specific to the following industries:

- [Restaurants and bars](#) (E.O. No. 138, p. 8, mandatory guidelines).
- [Child care](#) (E.O. No. 138, p. 9, mandatory guidelines including compliance with NCDHHS guidelines).
- [Malls and shopping center](#) (advisory; e.g., update emergency plans if necessary).
- [Farms, packhouses, and related facilities](#) (advisory; e.g., ensure fans blow clean air in workers' breathing zones if fan are installed in warehouses).

North Dakota

Closure Order. The North Dakota [Executive Order](#) providing for the closure of on-premises dining at restaurants and bars, recreational facilities (e.g., gyms and theaters), cosmetology businesses (e.g., tanning studios and barbers), and elective personal care services (e.g., tattoo parlors) expired on May 1, 2020. The Executive Order did not require a broad closure of all non-essential businesses.

Reopening Plan. Following the expiration of the Executive Order, North Dakota initiated a [phased reopening plan](#). North Dakota allowed most businesses to reopen on May 1, 2020, although recreational and sport areas, as well as music and entertainment venues remain closed until further notice.

Reopening Requirements. The reopening plan provides guidelines to employers reopening their businesses. All employers should:

- Compliance
 - Adhere to [CDC Guidelines](#) for Businesses and Employers.
 - Adhere to ND Department of Health [Recommendations and Resources](#) for the Public.
 - Complete the [Workplace Assessment Tool](#) for COVID-19.
- Movement and Activity
 - Gathering Size: Limit the number of people occupying the facility to ensure all maintain a minimum six-foot distance from one another.
 - Physical Distancing: Mark six-foot increments where lines form.
 - Workplace Activity: Post signage (state provided) at all entrances of the facility.
- Employee and Customer Safety and Trust
 - Personal Protective Equipment (PPE): Encourage use of cloth face coverings to employees and contracted workers whose duties require close contact (within six feet for 10 minutes or more) with other employees and/or the public.
 - Hygiene and Cleaning
 - Provide for contactless payment systems or, if not feasible, provide for disinfecting all payment portals, pens, and styluses after each use.
 - Provide hand sanitizer, soap and water, or effective disinfectant at or near the entrance of the facility and in other appropriate areas for use by the public and employees, and in locations where there is high frequency employee interaction with members of the public (e.g., cashiers). Restrooms normally open to the public shall remain open to the public.
 - Regularly disinfect other high-touch surfaces according to industry standard operating procedures in conjunction with Personal Protective Equipment (PPE) use for staff.
 - Special Measures
 - Develop policies and procedures for prompt identification and isolation of sick staff and customers.
 - Encourage customers to download the Care19 App to increase success levels with contact tracing.

Industry-Specific Requirements. The reopening plan also includes requirements specific to:

- [Restaurants and Bars](#) (e.g., limit capacity to 50% of normal operating capacity, and allow for six feet of spacing between groups).
- [Fitness Centers](#) (e.g., limit group fitness classes to one participant per 144 square feet).
- [Personal Services](#) (e.g., develop a check-in process and waiting area setup that can accommodate physical distancing).
- [Movie Theaters](#) (e.g., limit capacity to 20% of normal operating capacity).
- [High School Graduations](#) (e.g., there should be a minimum 6 feet between rows of chairs).

Ohio

Closure Order. The Ohio [Order](#) implementing stay-at-home measures and permitting only certain essential businesses to continue in-person operations expired on May 1, 2020. The Order required essential businesses to ensure social distancing, provide sanitizing products, separate operating hours for vulnerable populations, and post online hours and remote access. Non-essential businesses were required to cease most in-person operations.

Reopening Plan. Following the expiration of the Order, Ohio put forth a four-stage [reopening plan](#). Ohio issued a new [Stay Safe Order](#) which allows businesses to reopen, subject to restrictions, according to the following schedule:

- [May 4, 2020 at 12:01 am](#): Non-essential manufacturing, distribution, and construction.
- [May 12, 2020, at 12:01 am](#): Non-essential general office environments.
- [May 12, 2020, at 12:01 am](#): Non-essential retail (although businesses may reopen earlier for curbside pickup, delivery, or appointments).
- [May 15, 2020](#): Personal appearance and beauty businesses and outdoor dining (per subsequent [press conference](#)).
- [May 22, 2020](#): Indoor dining on premises (per subsequent [press conference](#)).
- [May 29, 2020, at 11:59 pm](#): Restaurants and bars for on-premises consumption, personal appearance and beauty businesses, certain child care services, entertainment and recreation businesses, and gyms.

Reopening Requirements. The reopening plan provides guidelines to employers reopening their businesses. All employers are required to implement the following protocols:

- Require face coverings for employees and recommend them for clients/customers.
- Conduct daily health assessments by employers and employees (self-evaluation) to determine if “fit for duty.”
- Maintain good hygiene at all times – hand washing, sanitizing and social distancing.
- Clean and sanitize workplaces throughout workday and at the close of business or between shifts.
- Limit capacity to meet social distancing guidelines.
 - Establish maximum capacity at 50% of fire code.
 - Use appointment setting where possible to limit congestion.

The plan also requires all businesses to take the following actions when a COVID-19 infection is identified:

- Immediately report employee or customer infections to the local health district.
- Work with local health department to identify potentially exposed individuals to help facilitate appropriate communication/contact tracing.
- Shutdown shop/floor for deep sanitation if possible.
- Professionally clean and sanitize site/location.
- Reopen in consultation with the local health department.

Industry-Specific Requirements. The reopening plan also includes requirements specific to:

- [Manufacturing, Distribution, and Construction](#) (e.g., ensure minimum of six feet between people, if not possible, install barriers).
- [Consumer, Retail, and Services](#) (e.g., specify hours for at-risk populations).
- [General Office Environments](#) (e.g., frequent disinfection of desks, workstations, and high-contact surfaces).

Oklahoma

Closure Order. The Oklahoma [Order](#) prohibiting social gatherings of more than 10 people and designating certain businesses as critical and, therefore, allowed to continue in-person operations expired on April 30, 2020. The Order required all businesses not within a critical infrastructure sector to close to the public.

Reopening Plan. Following the expiration of the Order, Oklahoma initiated a [phased reopening plan](#). Oklahoma is currently in Phase One, which permitted personal care businesses and outdoor recreation to reopen on April 24, 2020, subject restrictions. On May 1, 2020, dining, entertainment, sporting venues, gyms, and tattoo parlors were also permitted to reopen with restrictions. Subject to the fulfillment of certain gating criteria, other businesses may reopen according to the following schedule:

- [May 15, 2020 \(Phase Two\)](#): Bars; Funerals and weddings.
- [June 1, 2020 \(Phase Three\)](#): Employers can resume unrestricted staffing of worksites.

Reopening Requirements. The reopening plan provides guidelines to employers reopening their businesses. Throughout all phases, employers should:

- Develop policies for temperature checks, sanitation, use, and disinfection of common areas, and business travel.
- Monitor workforce for indicative symptoms; disallow symptomatic people to physically return to work and consider implementing flexible sick leave and supportive policies and practices.
- Develop and implement policies and procedures for workforce contact tracing following COVID-19 testing.
- Implement appropriate policies regarding social distancing and PPE.

Phase One. Reopening businesses must adhere to the following reopening guidelines during Phase One:

- Create plans to allow employees to return to work in phases.
- Close common areas or enforce social distancing protocols.
- Minimize non-essential travel and adhere to CDC guidelines and Executive Orders regarding isolation following travel.
- Honor requests of personnel who are members of a vulnerable population for special accommodations.

Phase Two. Reopening businesses must adhere to the following reopening guidelines during Phase Two:

- Staggered return to work phases for employees.
- Minimize non-essential travel and adhere to CDC guidelines and Executive Orders.

Industry-Specific Requirements. The reopening plan also includes requirements specific to:

- [Administrative Offices](#) (e.g., consider sanitizing and disinfecting conference rooms after each use)
- [Museums](#) (e.g., arrange outings, such as tours, to have staggered, spaced out timing, and ensure physical distancing of six feet is implemented).
- [Bars](#) (e.g., prior to reopening, deep clean all surfaces and touch points).
- [Entertainment](#) (e.g., offer seating in a staggered manner such that there is six feet between customer groups).

- Festivals and Fairs (e.g., set up booths and tables with six feet of distancing between each other).
- Full Service and Quick Service Restaurants (e.g., encourage use of carry out, curbside or delivery dining options).
- Non-Profit Organizations (e.g., offices should be cleaned daily).
- Outdoor Concerts (e.g., groups are limited to 50 people).
- Places of Worship (e.g., clean visibly dirty surfaces with soap and water).
- Personal Care (e.g., consider the use of a touchless infrared thermometer to check the temperature of employees each day).
- Gyms (e.g., minimize face-to-face employee and customer interaction).
- Outdoor Recreational Facilities (e.g. consider delaying opening or restricting access to petting zoos).
- Pet Grooming (e.g., maintain at least six feet between each grooming workstation).
- Spas (e.g., PPG, such as gloves, gowns, drapes, linens, and eye coverings should be changed between each client).
- Tattoos (e.g., encourage clients to wear masks when entering shop).

Oregon

Closure Order. The Oregon [Executive Order](#) closing specified retail businesses, requiring social distancing measures for other public and private facilities, and imposing requirements for outdoor areas and licensed childcare facilities is still in effect. The Governor of Oregon has announced that certain businesses may begin to reopen on May 15, 2020 on a county-by-county basis. Oregon's Executive Order does not identify essential businesses, but rather denotes the closure of specific businesses including:

- Entertainment Businesses (e.g., amusement parks, skating rinks, theaters).
- Close Personal Services (e.g., barber shops, estheticians).
- Certain Retail (e.g., cosmetic, furniture, malls).
- Fitness (e.g., gyms, yoga, tennis clubs).

Reopening Plan. Following the termination of the Executive Order on May 15, 2020, Oregon will initiate its [phased reopening plan](#). On May 15, 2020, rural counties with very few cases who meet the [prerequisites](#) will enter Phase One.

Reopening Requirements. The reopening plan provides [guidance](#) to employers reopening their businesses. The plan provides the following considerations:

- Comply with any of the Governor's Executive Orders in effect.
- Know the signs and symptoms of COVID-19 and understand how its transmitted.
- Implement safeguards to protect employees and the public.
- Consider modifying employee schedules and travel to reduce unnecessary close physical contact.
- Be aware of protected leave requirements and plan ahead for any anticipated workforce adjustments.
- Implement workplace safeguards (e.g., implement physical distancing measures and restrict use of any shared items).

Phase One. In Phase One the following will be permitted to reopen, subject to certain restrictions:

- Restaurants and bars.
- Personal care services.
- Gyms/fitness (subject to maximum occupancy limits).
- Local gatherings (limited to 25 people).

Phase Two. After 21 days in Phase One, counties continuing to meet the prerequisites may be able to enter Phase Two. Phase Two will include the following measures:

- Optional increased work in offices.
- In-person local gatherings up to 100 with physical distancing.
- Visitation to nursing homes.

Phase Three. Phase Three will not occur until a reliable treatment or prevention method is available. During this stage, the following will be permitted to resume:

- Concerts
- Conventions

- Live audience sports

Industry-Specific Requirements. The reopening plan also includes requirements specific to:

- [Outdoor Recreation](#) (e.g., prohibit contact sports).
- [Retail Stores](#) (e.g., use signs to encourage physical distancing and require all employees to wear cloth or disposably face coverings).
- [Personal Services Providers](#) (e.g., record client contact information, date and time of appointment and provider for each client).
- [Restaurants and Bars](#) (e.g., determine maximum occupancy to maintain physical distancing requirements and limit parties to 10 people or fewer).
- [Malls](#) (e.g., designate specific entrances and exits to the shopping center or mall to constrain traffic flow).

Pennsylvania

Closure Order. The Pennsylvania [Executive Order](#) ordering all individuals to stay home and permitting only life-sustaining businesses to remain open expired on May 8, 2020. The Order delineated a list of life-sustaining business activities. The Secretary of Health issued [protocols](#) for life-sustaining businesses which required them to adopt social distancing and sanitation requirements (e.g., provide masks for employees to wear during their time at the business, stagger work start and stop times for employees and conduct meetings and training virtually).

Reopening Plan. Following the expiration of the Executive Order, Pennsylvania initiated a [phased reopening plan](#). Pennsylvania's approach involves moving through three color coded phases, gradually lessening restrictions. The stay-at-home order was considered to be part of Phase red. Following the expiration of that Order, Pennsylvania entered Phase Yellow, which consists of the following steps:

- Telework must continue where feasible.
- Businesses with in-person operations must adhere to the orders on business and building safety.
- In-person retail is allowed though curbside and delivery services are preferred.

Reopening Requirements. The reopening plan provides [guidelines](#) to employers reopening their businesses. Businesses that are authorized to maintain in-person operations (other than health care providers), must:

- Clean and disinfect high-touch areas routinely in accordance with CDC guidelines, in spaces that are accessible to customers, tenants, or other individuals.
- Maintain pre-existing cleaning protocols established in the facility for all other areas of the building.
- Establish protocols for execution upon discovery that the business has been exposed to a person with a probable or confirmed case of COVID-19.
- Stagger work start and stop times for employees when practicable to prevent gatherings of large groups entering or leaving the premises at the same time.
- Limit persons in employee common areas (such as locker or break rooms, dining facilities, training or conference rooms) at any one time to the number of employees that can maintain a social distance of six feet.
- Conduct meetings and trainings virtually (i.e., by phone or through the internet). If a meeting must be held in person, limit the meeting to the fewest number of employees possible, not to exceed 10 employees at one time, and maintain a social distance of six feet.
- Provide employees access to regular handwashing with soap, hand sanitizer, and disinfectant wipes and ensure that common areas (including but not limited to break rooms, locker rooms, dining facilities, rest rooms, conference, or training rooms) are cleaned on a regular basis, including between any shifts.
- Provide masks for employees to wear during their time at the business, and make it a mandatory requirement to wear masks while on the work site, except to the extent an employee is using break time to eat or drink, in accordance with the guidance from the Department of Health and the CDC. Employers may approve masks obtained or made by employees in accordance with Department of Health guidance.

- Ensure that the facility has a sufficient number of employees to perform all measures listed effectively and in a manner that ensures the safety of the public and employees; ensure that the facility has a sufficient number of personnel to control access, maintain order, and enforce social distancing of at least six feet.
- Prohibit non-essential visitors from entering the premises of the business.
- Ensure that all employees are made aware of these required procedures by communicating them, either orally or in writing, in their native or preferred language, as well as in English or by a methodology that allows them to understand.

Building owners/operators of commercial, industrial or business-related buildings of at least 50,000 square feet must:

- Clean and disinfect high-touch areas routinely in accordance with CDC guidelines, in spaces that are accessible to customers, tenants, or other individuals.
- Maintain pre-existing cleaning protocols established in the facility for all other areas of the building.
- Ensure that the facility has a sufficient number of employees to perform the necessary cleaning protocols effectively and in a manner that ensures the safety of occupants and employees.
- Ensure that the facility has a sufficient number of security employees to control access, maintain order, and enforce social distancing of at least six feet.

Businesses that serve the public within a building or defined area (other than health care providers) must:

- Conduct business with the public by appointment where possible and otherwise limit occupancy to 50% of maximum occupancy, maintain social distancing of six feet at check-out and counter lines and place signage throughout each site to encourage customers and employees to maintain social distancing.
- Alter business hours to provide for sufficient cleaning and restocking time, if possible.
- Install shields or other barriers at registers and check-out areas to physically separate cashiers and customers or take other measures to ensure social distancing of customers from check-out personnel, or close lines to maintain a social distance between of six feet between lines.
- Encourage use of online ordering by providing delivery or pick-up options.
- Designate a specific time for high-risk and elderly persons to use the business at least once every week if there is a continuing in-person customer-facing component.
- Require all customers to wear masks while on premises, and deny entry to individuals not wearing masks, unless the business is providing medication, medical supplies, or food, in which case the business must provide alternative methods of pick-up or delivery of such goods; however, individuals who cannot wear a mask due to a medical condition (including children under the age of two years per CDC guidance) may enter the premises and are not required to provide documentation of such medical condition.
- In businesses with multiple check-out lines, only use every other register, or fewer. After every hour, rotate customers and employees to the previously closed registers. Clean the previously open registers and the surrounding area, including credit card machines, following each rotation.
- Schedule handwashing breaks for employees at least every hour.

- Where carts and handbaskets are available for customers' use, assign an employee to wipe down carts and handbaskets before they become available to each customer entering the premises.

Industry Specific Guidance. Pennsylvania provides guidance for the following sectors:

- Construction (e.g., require social distancing unless the safety of the public or workers require deviation).

Rhode Island

Closure Order. The Rhode Island [Executive Order](#) instructing all non-critical retail businesses to cease in-person operations and requiring residents to stay home expired on May 8, 2020 at 11:59 pm. Rhode Island issued social distancing and sanitations [guidelines](#) for retail and grocers (e.g., discontinue self-serve foods and product sampling, and allow no more than 20% of state fire capacity in the store at a time).

Reopening Plan. Rhode Island's [phased reopening plan](#) went into effect on May 9, 2020. Rhode Island also issued an [Executive Order](#) lifting the stay at home order and confirming that the state entered into Phase One.

- Phase One: Parks, primary care and community health providers, restaurants, retail locations, hair salons, and barbers may reopen with certain restrictions.
- Phase Two: Expanded childcare options, and close-contact businesses may reopen.
- Phase Three: Schools may reopen.

Reopening Requirements. The reopening plan provides [guidelines](#) to employers reopening their businesses and operating during Phase One. Complete a COVID-19 [Control Plan](#) by May 11, 2020 (or by May 18, 2020 for non-critical retailers).

- Plan to adopt practices compliant with newly promulgated emergency rules and regulations, as well as executive orders.
- Adhere to gathering size restrictions.
- Apply social distancing measures (six feet of social distancing, or if not feasible, minimize time in violation of social distancing and additional precautions).
- Ensure all employees and visitors wear a cloth face covering mask.
 - Provide appropriate face coverings to employees.
 - Face coverings required unless an employee and/or visitor can easily, continuously, and measurably maintain at least six feet of distance from other employees and/or visitors for the duration of their work and/or time in a building.
 - Not required to refuse entry to a customer not wearing a face covering.
 - Not required for certain individuals (e.g., where wearing one would be damaging to the individual's health).
- Develop a written COVID-19 Control Plan,
 - At a minimum, include social distancing procedures, procedures for ensuring wearing of face coverings, procedures for decontamination of surfaces, procedures for responding to a positive case or outbreak, procedures for minimizing access to the establishment by COVID-19 positive or symptomatic individuals.
 - Make the written plan available to employees.
 - Does not need to be submitted to the Department of Health, but must be made available in the event of an inspection or outbreak.
- Place posters (available [here](#)) educating employees, customers, and visitors about how to protect themselves in accordance with state regulations at entrances and in common areas (e.g., bathrooms).
- Have a minimum of one representative appointed to work with RIDOH on testing employees, contact tracing, case investigation, isolation and quarantine, and any other follow-up related to outbreak containment.

- Implement enhanced cleaning and disinfecting procedures appropriate to the type of business, in any event cleaning business establishments at least once daily.
 - Provide employees with cleaning/disinfecting wipes and/or cleaning materials so that commonly used surfaces can be wiped down.
 - Ensure that any individual who enters the business premises has ready access to a handwashing station with soap and running water and/or hand sanitizer *at all times*.
 - Provide employees with time to wash hands often if sanitizer is not provided.
 - Employees must always wash hands immediately after removing gloves and conducting cleaning procedures.
- Screen employees and visitors for self-reported symptoms consistent with COVID-19 and other COVID-19 risk factors upon entering a business establishment (flexibility in approach, including, if necessary, the posting of an informational poster communicating the screening requirements).
 - Deny entry to people with COVID-19 symptoms that cannot be explained by allergies or other non-infectious causes.
 - Respect individual privacy and not disclose the name of employees who test positive to other employees or the public.
- Business travelers must comply with executive orders.

Phase One: Testing the Water. In [Phase One](#), Rhode Island lifts the stay-at-home order and allows most businesses to reopen in-person operations. Social gatherings are still limited to ten people, and reopened businesses must abide by the state's restrictions. Limited childcare options will become available, subject to strong social distancing guidelines. Non-critical retail locations will be allowed to reopen, subject to capacity caps and the additional restrictions linked to below. Restaurants are still limited to delivery and take-out, although outdoor dining could be permitted later in Phase One. Reopening businesses must adhere to the following reopening guidelines during Phase One:

- Masks, vigilant hand-washing, and increased cleaning must remain in place. And everyone who can work from home should still work from home.
- All activities must account for strong social distancing guidelines of remaining six feet apart.
- Offices should emphasize remote work but can allow limited numbers of employees on site in accordance with new guidelines.

Phase Two: Navigating Our Way. Phase Two will allow restaurants, retail and close-contact businesses like hair and nail salons may open. In addition more childcare options will become available, still subject to strict public health guidelines. Reopening businesses must adhere to the following reopening guidelines during Phase Two:

- Masks, vigilant hand-washing, and increased cleaning must remain in place.
- Offices will ease capacity restrictions allowing more people to come in, but many people will still work from home.
- All activities must account for strong social distancing guidelines of remaining six feet apart.

Phase Three: Picking Up Speed. In Phase Three, offices, restaurants, retail and other businesses will lift some of the tightest restrictions to allow more people in at one time but will need to operate under long-term safety guidelines. Social gatherings are limited to 50 people. Reopening businesses must adhere to the following reopening guidelines during Phase Three:

- Offices, restaurants, retail, and other businesses will lift some of the tightest restrictions to allow more people in at one time, but will need to operate under long-term safety guidelines.
- Masks, vigilant hand-washing, and increased cleaning must remain in place. Working from home is still encouraged where possible, but more people will return to the workplace.
- All activities must account for strong social distancing guidelines of remaining six feet apart.

South Carolina

Closure Order. South Carolina's [Executive Order](#) instructing all non-essential businesses to cease in-person operations and implementing stay-at-home and social distancing measures, was lifted on May 4, 2020.

Reopening Plan. Prior to fully lifting the Order, and as part of its [reopening plan](#), South Carolina began relaxing business closures. Beginning April 20, 2020, South Carolina [lifted](#) restrictions for any previously closed retail stores subject to certain limitations:

- Emergency Maximum Occupancy Rate: The business shall limit the number of customers so as not to exceed five customers per 1,000 square feet of retail space, or 20% of occupancy limit as determined by the fire marshal, whichever is less.
- Social Distancing Practices: The business shall not knowingly allow customers, patrons, or other guests to congregate within six feet one another, exclusive of family units.
- Sanitation: The business shall implement all reasonable steps to comply with any applicable sanitation guidelines promulgated by the CDC, DHEC, or any other state or federal public health officials.

On April 21, 2020, public beach access points, piers, docks and wharfs reopened. Additionally, on May 4, 2020, South Carolina [lifted](#) the ban on on-premises dining to permit outdoor dining services. All other businesses [previously closed](#) by executive order remain closed until further notice (e.g., entertainment venues such as night clubs, bowling alleys, arcades, and recreational and athletic facilities such as fitness and exercise centers, and public playgrounds).

Reopening Requirements. The reopening plan provides guidelines to employers reopening their businesses. All employers should:

- Not knowingly allow customers to congregate within six feet of one another, excluding families.
- Follow relevant CDC and DHEC guidelines.
- Encourage employees to wear masks or cloth face coverings.
- Continue to encourage telework when feasible with business operations.
- Those who are experiencing symptoms should stay home until they cease.

Industry-Specific Guidelines. The reopening plan also includes requirements specific to:

- [Restaurants](#) (e.g., post signage on receiving door that no suppliers or vendors should enter if they have a fever or persistent cough).

South Dakota

Closure Order. South Dakota's [Executive Order](#) regarding COVID-19 expired on May 2, 2020. The Order did not contain a stay-at-home requirement, nor a broad base closure of non-essential businesses. Instead, it recommended the suspension or modification of service of enclosed retail businesses that promote public gatherings (e.g., any enclosed facility, operating as a bar, restaurant, brewery, café, casino, coffee shop, recreational or athletic facility, health club, or entertainment venue). These enclosed retail businesses were encouraged to:

- Alter operations if their business required that 10 or more people be in an enclosed space with less than six feet of distance between them.
- Continue offering or consider offering business models that do not involve public gatherings including takeout, delivery, curbside and drive-through practices.
- Consider business arrangements and innovate ideas intended to support the critical infrastructure sectors.

Reopening Plan. South Dakota's [reopening plan](#) asking employers to begin transitioning employees back to the workplace went into effect on April 28, 2020.

Reopening Requirements. South Dakota's plan provides guidance for all employers operating during the pandemic, including:

- Encourage [good hygiene and sanitation](#) practices, especially in high-traffic areas.
- Encourage employees to stay home when sick.
- If previously operating via telework, begin transitioning employees back to the workplace.
- Where appropriate, [screen employees](#) for symptoms prior to entering the workplace.

Industry-Specific Requirements. The [reopening plan](#) also provides specific guidance with respect to:

- Enclosed Retail Businesses that Promote Public Gatherings
 - Resume operations in a manner that allows for reasonable physical distancing, good hygiene, and appropriate sanitation.
 - Consider restricting occupancy and continue innovating in this uncertain environment.
- Schools
 - Continue remote learning
 - Consider a limited return to in-person instruction to “check in” before school year ends
 - Encourage good hygiene and sanitation practices, especially in high-traffic areas
- Health Care Providers
 - Hospitals treating COVID-19 patients should reserve 30% of their hospital beds and maintain appropriate stores of PPE to meet surge demand.
 - Other hospitals and surgery centers must have updated transfer protocols and adequate stores of independently-sourced PPE.
 - Non-hospital healthcare can resume with adequate stores of independently sourced PPE.
 - Continue to restrict visits to senior care facilities and hospitals.
- Local Governments
 - Consider current and future actions in light of these guidelines.

Tennessee

Closure Order. On March 30, 2020, Tennessee instituted [Executive Order No. 22](#) urging all persons in Tennessee to stay home and closing non-essential businesses beginning March 31, 2020 at 11:59 pm. On April 2, 2020, Tennessee instituted [Executive Order No. 23](#), amending its prior order to instead require Tennesseans to remain home outside of essential activities. The two orders were [repealed](#) effective April 29, 2020 at 12:01 am.

Reopening Plan. On April 28, 2020, Governor Bill Lee issued [Executive Order 30](#), effective April 29, 2020 at 12:01 am, permitting certain businesses to reopen. [Executive Order No. 33](#) permits businesses that perform close contact personal services to open as of May 6, 2020. Entertainment, recreational, and gathering venues were required to remain closed. Restaurants may operate with restrictions.

Reopening Requirements. The [Tennessee Pledge: Reopening Tennessee Responsibly](#) plan recommends that the following health and safety measures be followed by all Tennessee businesses:

- General Employer Guidelines (based on CDC and OSHA guidelines)
 - Allow employees to work from home as much as possible.
 - Screen all employees reporting to work for COVID-19 symptoms.
 - Temperature screening employees.
 - Direct any employee who exhibits COVID-19 symptoms.
 - Implement workplace cleaning and disinfection practices.
 - Mitigate exposure in the workplace by implementing social distancing guidelines and modify scheduling.
 - Plan for potential COVID-19 cases, and work with local health department officials when needed.
 - Covered employers and employees should be aware of the provisions of the federal Families First Coronavirus Response Act.
 - Update the Employee Illness policy to include the symptoms of COVID-19.
 - Limit self-service options.
 - Post extensive signage on health policies
- General Employee Guidelines (based on CDC and OSHA guidelines)
 - Stay home when feeling ill.
 - Increase hygiene practice.
 - Wear a cloth face covering (not an N-95 or medical mask, which should be reserved for healthcare workers).
 - Practice recommended social distancing to the greatest extent possible.
 - Abide by guidelines established by employer, which may include the use of gloves, social distancing practices in the workplace and increased sanitation.

Industry-Specific Guidelines. Tennessee's reopening plan provides advisory recommendations for the following industries:

- [Restaurants](#) (e.g., temperature screen employees, practice recommended social distancing).
- [Exercise Facility](#) (e.g., employees should wear face coverings).
- [Retail](#) (e.g., limit store occupancy to maximum of 50%).
- [Close Contact Personal Services](#) (e.g., prohibit use of customer waiting areas).

Texas

Closure Order. Beginning April 2, 2020 at 12:01 am, Texas's [Executive Order Implementing Essential Services and Activities Protocols](#) directed residents to minimize in-person contact except where necessary and closing non-essential businesses unable operate remotely. The Order expired April 30, 2020.

Reopening Plan. On April 27, 2020, the Governor released his [Report to Open Texas](#). Beginning May 1, 2020 at 12:01 pm, pursuant to [Executive Order No. GA-18](#), retail stores, restaurants, movie theaters, malls, museums, and libraries were permitted to reopen with certain restrictions (e.g., 25% capacity limit until May 15 in most counties). On May 8, close personal service providers (e.g., barbershops, nail salons) may reopen with restrictions, and on May 18, offices, gyms, and manufacturers may resume operation with restrictions. On May 8, [rural counties](#) with few COVID-19 laboratory confirmed cases may increase the capacity limit of retail stores, movie theaters, museums and libraries from 25% to 50%.

Reopening Requirements. As part of the reopening plan, Texas has issued a series of [Checklists](#) detailing the minimum recommended precautionary measures businesses should follow. For all employers, Texas recommends the following health protocols for employees and contractors:

- Train all employees on appropriate cleaning and disinfection, hand hygiene, and respiratory etiquette.
- Screen employees and contractors before coming into the business.
 - Send home any employee or contractor with COVID-19 symptoms
 - Do not allow employees or contractors with new or worsening COVID-19 signs or symptoms until certain criteria has been met.
 - Do not allow an employee or contractor with known close contact to a person who is lab-confirmed to have COVID-19 to return to work until the end of the 14 day self-quarantine period from the last date of exposure.
- Have employees and contractors wash or sanitize their hands upon entering the business.
- Have employees and contractors maintain at least six feet separation from other individuals. If such distancing is not feasible, other measures such as face covering, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.
- If an employer provides a meal for employees and/or contractors, employers are recommended to have the meal individually packed for each individual.
- Consistent with the actions taken by many employers across the state, consider having all employees and contractors wear cloth face coverings (over the nose and mouth). If available, employees and contractors should consider wearing non-medical grade face masks.

The Report encourages the following health protocols for business facilities:

- If six feet of separation is not available between employees, contractors, and/or customers inside the facility, consider the use of engineering controls, such as dividers between individuals, to minimize the chances of transmission of COVID-19.
- Regularly and frequently clean and disinfect any regularly touched surfaces, such as doorknobs, tables, chairs, and restrooms.
- Disinfect any items that come into contact with customers.

- Make hand sanitizer, disinfecting wipes, soap and water, or similar disinfectant readily available to employees, contractors, and customers.
- Place readily visible signage at the business to remind everyone of best hygiene practices.
- For employers with more than 10 employees and/or contractors present at one time, consider having an individual wholly or partially dedicated to ensuring the health protocols adopted by the employer are being successfully implemented and followed.

Industry-Specific Guidelines. In addition to the above listed measures, Texas provides the following industry-specific checklists detailing required and suggested health measures:

- [Movie Theaters and Movie Theater Customers](#) (e.g., mandatory limit of up to 25% capacity per individual theater).
- [Restaurants](#) (e.g., mandatory limit of up to 25% capacity inside restaurants, no valet services except for disabled parking) and [Restaurant Patrons](#) (e.g., suggested six-foot separation from other individuals not within the same party)
- [Retailers](#) (e.g., mandatory limit of up to 25% capacity) and [retail customers](#) (e.g., suggested self-screening for symptoms prior to entering retail establishment)
- [Museums and Libraries](#) (e.g., mandatory limit of up to 25% capacity, mandatory closure components with interactive functions or exhibits)
- [Outdoor Sports Participants](#) (e.g., suggested self-screening for symptoms prior to engaging in outdoor sport).
- [Single-Person Offices](#) (e.g., suggested to regularly and frequently clean and disinfect regularly touched surfaces).

Utah

Closure Order. While Utah never instituted a broad stay-at-home order closing all non-essential businesses, the Utah Directive, [Stay Safe, Stay Home](#), instructed individuals to stay home, including for work, as much as possible. This Directive expired on April 30, 2020. Additionally, the state created comprehensive reopening plan titled [Utah Leads Together](#), first announced on March 24, 2020. The plan and its accompanying [addendum](#) creates a four-phased system of restrictions on individuals and businesses. Until April 30, 2020, Utah was at Red (High Risk), which provided for closures of fitness facilities and dine-in restaurants, as well as operational restrictions on close personal service businesses (e.g., barbers, nail technicians). All employers were recommended to exercise extreme caution, such as implementing social distancing protocols, allowing remote work, and following strict hygiene standards. Businesses operating in Utah receive [statutory immunity](#) from state civil liability damages or injury resulting from exposure of an individual to COVID-19, except in the case of willful misconduct or reckless or intentional infliction of harm.

Reopening Plan. [Effective](#) May 1, 2020 at 12:01 am, Utah moved from Red (High Risk) to Orange (Moderate Risk).

Reopening Requirements. Under the Orange (Moderate Risk) Phase, restaurants may open for dine-in services, pursuant to certain requirements. Additionally, employers [must comply](#) with following recommendations:

- Face coverings worn in public settings where other social distancing measures are difficult to maintain.
- Follow strict hygiene standards, including:
 - Wash hands frequently with soap and water for at least 20 seconds.
 - Use hand sanitizer frequently.
 - Avoid touching your face.
 - Cover coughs or sneezes (e.g., into a tissue, sleeve, or elbow; not hands).
 - Regularly clean high-touch surfaces (e.g., door handles, counters, light switches, remote controls, restroom surfaces).
 - Follow any other standards promulgated by the CDC, the Utah Department of Health, and local health department.
- Do not shake hands.
- Interactions in groups of 20 or fewer.
- Increase virtual interactions.
- Stay six feet away from others.
- Regularly disinfect high-touch areas (e.g., door handles, buttons/switches, handrails, restroom surfaces).
- Employees and volunteers of businesses operate remotely, unless not possible.
- Employers evaluate workforce strategy, concerns, and enact strategies to minimize economic impact.
- High contact businesses may operate under strict protocols.
- Provide accommodations to high-risk employees.
- Symptom checking in public and business interactions (checklist or verbal symptom checking).
- Design spaces to maintain six-foot distance between individuals.
- Minimize face-to-face interactions, including with customers (e.g., utilize drive-thru, install partitions).

- Where distancing and hygiene guidelines cannot be followed in full, businesses should consider whether that activity needs to continue for the business to operate.
- Eliminate unnecessary out-of-state travel and cancel or postpone in-person meetings, conferences, workshops, and training sessions.
- Require employees to self-quarantine when returning from high-risk areas.
- Employers must not allow any individuals under isolation or quarantine to come to work at any time unless authorized by local health department.

Yellow (Low Risk) Phase. Under the Yellow Phase, employers should continue to comply with the guidelines included in the Orange Phase, except as follows:

- Group interactions moved from a cap of 20 to 50.
- Removed guideline to increase virtual interactions.
- Employers now exercise discretion with remote work and returning to onsite work, but must encourage remote work when possible.

Green (New Normal Risk) Phase. Under the Green Phase, businesses should generally resume normal operations, although they should continue to take reasonable precautions, such as regularly disinfecting high-touch areas.

Industry Specific Guidelines. [Utah Leads Together](#), and its accompanying [addendum](#), also include specific guidelines for the following industries:

- Restaurants (e.g., symptom checking of employees, staff wear face coverings).
- Retail (e.g., maintain signage to remind and help individuals to stand at least six feet apart).
- Hospitality, tourism, and accommodation (e.g., social distancing maintained in all common areas or meeting rooms).
- Events, cultural arts and entertainment (e.g., six feet of distance between household groups while seated).
- Personal services (e.g., schedule appointments with sufficient time to clean and disinfect surfaces between services).
- Home repair (e.g., disinfect tools after each site).
- Gyms and fitness centers (e.g., patrons of different households to maintain 10 feet of distance at all times).
- Construction, general contractors, and manufacturing (e.g., share estimates, invoices, and other documentation electronically).
- Day care (e.g., do not use toys that cannot be washed and disinfected).
- Healthcare (e.g., permit no more than one individual to accompany each patient).

Vermont

Closure Order. Vermont has issued an [Executive Order](#), directing Vermonters to stay home and leave only for essential reasons beginning March 25, 2020 at 5:00 pm. The Order is in effect until May 15, 2020 at 12:00 am. Pursuant to the Order, only essential businesses are permitted to continue to operate. The Order requires that essential businesses develop procedures and practices, in strict adherence with the CDC and Vermont Department of Health guidance, to ensure social distancing, appropriate hygiene, regular cleaning and disinfecting, and keeping sick employees out of the workplace.

Reopening Plan. Effective April 20, 2020, [Phase One](#) of Vermont's reopening plan went into effect. Businesses primarily working outdoors (e.g., construction) and services operating with a single worker (e.g., attorneys) were permitted to operate with no more than two persons present at the same time. Additionally, retail was permitted to operate for curbside pickup or delivery. Under [Addendum 12 to Executive Order 01-20](#), manufacturing, construction, and distribution operations may begin subject to compliance with the health and safety requirements below and enhanced training programs on May 11, 2020.

Reopening Requirements. Both essential and reopening businesses must abide by the following [requirements](#):

- Employees shall remain home if sick or symptomatic.
- Employees must observe strict social distancing of six feet while on the job. Businesses and non-profit or government entities shall ensure customers observe strict social distancing of six feet while on location, to the extent possible.
- Limit the occupancy of designated common areas so that occupants maintain strict social distancing of no less than six feet per individual. The employer shall enforce the occupancy limit and require employees to wipe down their area after use or shall ensure cleaning of the common areas at regular intervals throughout the day.
- Employees must wear face coverings over their nose and mouth when in the presence of others. In the case of retail cashiers, a translucent shield or "sneeze guard" is acceptable in lieu of a mask. Businesses and non-profit and government entities may require customers or clients to wear masks.
- Employees must have easy and frequent access to soap and water or hand sanitizer during duration of work, and handwashing or hand sanitization is required frequently including before entering, and leaving, job sites.
- All common spaces (when open) and equipment, including bathrooms, frequently touched surfaces and doors, tools and equipment, and vehicles must be cleaned regularly and, when possible, prior to transfer from one person to another, in accordance with CDC guidance.
- Prior to the commencement of each work shift, pre-screening and health survey shall be required to verify each employee has no symptoms of respiratory illness (fever, cough, and/or shortness of breath). At the present time non-contact thermometers are in short supply, however, employers shall immediately order, and use their best efforts to obtain, thermometers in order to conduct routine temperature checks.
- Signs must be posted at all entrances clearly indicating that no one may enter if they have symptoms of respiratory illness.
- When working inside, open doors and windows to promote air flow to the greatest extent possible and limit the number of people occupying a single indoor space.
- No more than two people shall occupy one vehicle when conducting work.

- No symptomatic or COVID-19 positive workers are allowed on site and any worker(s) who have contact with a worker or any other person who is diagnosed with COVID-19 are required to quarantine for 14 days.
- All operations shall designate a health officer on-site at every shift responsible for ensuring compliance with the Executive Order and the Addenda thereto and applicable ACCD Guidance. This person shall have the authority to stop or modify activities to ensure work conforms with the mandatory health and safety requirements.
- All business, non-profit and government operations must use remote work whenever possible.
- All employees, including those already working (except healthcare workers, first responders, and others already trained in infection control, personal protection/universal precautions), must complete, and employers must document, a training on mandatory health and safety requirements as provided by VOSHA, or another training program that meets or exceeds the VOSHA-provided standard by May 4, 2020. Employers who need translations of the training materials have until May 11, 2020.

Additionally, while not required, Vermont recommends the following additional health and safety considerations:

- Use of shared workspaces, desks, offices, etc., is discouraged to the maximum extent practicable.
- Face-to-face staff meetings should be limited, and physical distancing must be observed.
- Consider staggered work shifts, break times, etc., and expanding hours to reduce number of individuals working together and reduce contact with members of the public.
- To the extent possible, provide access to hand washing and/or hand sanitizer for vendors, and customers.
- Limit staff travel between multiple sites.
- Ensure a safe process to receive supplies and deliveries.
- Consider accommodations for employees at higher risk from COVID-19 infection (as currently defined by the CDC) to work remotely or have a job tasks that minimize public interaction.

Virginia

Closure Order. Virginia instituted [Executive Order Number Fifth-Three](#), prohibiting all public and private in-person gatherings of 10 or more individuals and ordering the closure of recreational and entertainment businesses (e.g., beauty salons and barbershops, gyms, theaters). The Order expires May 14, 2020.

Non-essential retail businesses are permitted to operate with no more than 10 patrons per establishment beginning 11:59 pm on March 24, 2020. Additionally, to the extent possible, businesses shall adhere to social distancing recommendations, enhanced sanitizing practices on common surfaces, and other appropriate workplace guidance from state and federal authorities while in operation. Businesses should also use telework as much as possible.

Reopening Plan. Governor Ralph Northam has announced a [multi-phased reopening plan](#), which has not yet begun. The Governor has provided [additional details](#) for Phase One of the plan and anticipates there will be three phases in total. The details for the subsequent phases have not yet been released. Each phase will last approximately two to three weeks.

Reopening Requirements. Governor Northam has issued [Executive Order Number Sixty-One](#) beginning Phase One at 12:00 am on May 15, 2020. Most businesses are allowed to reopen during Phase One, although certain recreational and entertainment businesses, as follows, must remain closed:

- Theaters, performing arts centers, concert venues, museums, and other indoor entertainment centers.
- Racetracks and historic horse racing facilities.
- Bowling alleys, skating rinks, arcades, amusement parks, trampoline parks, fairs, arts and crafts facilities, aquariums, zoos, escape rooms, public and private social clubs, and all other places of indoor public amusement.

Virginia has also issued advisory guidelines applicable to all businesses during Phase One, as well as requirements for the industries listed below. Among the requirements for non-essential brick and mortar retail businesses are a 50% occupancy cap and face coverings for employees working in customer-facing areas. In-person gatherings of ten or more individuals remain banned. A definitive date for Phase Two has not yet been set, but the Order establishing Phase One currently remains in effect until June 10, 2020 at 11:59 pm.

Industry Specific Requirements. Appended to the advisory guidelines applicable to all businesses during Phase One are industry-specific guidelines, many of which are mandatory, for the following types of businesses:

- Restaurants (p. 5; e.g., 50% occupancy limit).
- Farmers markets (p. 10; e.g., employees must wear face coverings).
- Non-essential retail (p. 13; e.g., 50% occupancy limit).
- Fitness (p. 16; e.g., ten feet of distance between patrons using equipment).
- Personal care and grooming (p. 18; e.g., staggered appointments).
- Campgrounds and overnight camps (p. 21; e.g., closure of pavilions and picnic areas).

Washington

Closure Order. Washington adopted [Proclamation 20-25, Stay Home – Stay Healthy](#), requiring non-essential businesses to cease on-premises operations. On April 24, 2020, Governor Inslee [announced](#) that certain construction projects could resume subject to several restrictions. All operating businesses must implement social distancing and sanitations guidelines from OSHA and the [Washington State Department of Health](#). The Order has been extended through May 31, 2020.

Reopening Plan. A [four phase reopening plan](#) began May 5, 2020 pursuant to [Executive Order 20-25.3](#), which each phase expected to last approximately three weeks.

Reopening Requirements. Employers of reopening businesses must comply with industry-specific guidance to be issued no later than May 15, 2020 which, at a minimum, will require compliance with the social distancing and hygiene requirements indicated by the [Washington State Department of Health](#) (e.g., six feet of separation, closure of workplace common spaces, clean high-touch areas).

Phase One. During Phase One, most of the restrictions under [the Stay Home – Stay Healthy Order](#) will remain. During this phase, the following businesses and activities are permitted to resume:

- Solitary outdoor recreation (hunting, fishing, golf, boating, hiking).
- Landscaping.
- Automobile sales.
- Car washes.
- Pet walkers.
- Retail (for curbside pick-up orders only).
- Existing construction projects (subject to [industry-specific limitations](#)).
- Essential businesses under the Stay Home – Stay Healthy Order.

Phase Two. The following additional businesses and businesses may operate during Phase Two:

- All outdoor recreation involving fewer than five people.
- All remaining manufacturing.
- New construction projects.
- In-home / domestic services (e.g., nannies, housecleaning, etc.).
- Retail (for in-store purchases subject to certain restrictions to be specified).
- Real estate.
- Professional services / office-based business (telework remains strongly encouraged).
- Hair and nail salons / barbers.
- Housecleaning.
- Restaurants (subject to a 50% occupancy limit and with table sizes no larger than five).

Phase Three. Under Phase Three, the following businesses and activities may resume:

- Outdoor group recreational sports activities (5–50 people).
- Recreational facilities (public pools, etc.) (subject to a 50% occupancy cap).
- Restaurants (subject to a 75% occupancy cap and with tables sizes no larger than 10).
- Bars (subject to a 25% occupancy cap).
- Indoor gyms (subject to a 50% occupancy cap).
- Movie theaters (subject to a 50% occupancy cap).
- Government operations (telework remains strongly encouraged).
- Libraries and museums.
- All other business activities not yet listed, except for nightclubs and events with greater than 50 people.

Phase Four. Under Phase Four, most of the remaining business restrictions end and the following may resume:

- All recreational activity.
- Nightclubs.
- Concert venues.
- Large sporting events.
- Unrestricted staffing of worksites (subject to the continuance of physical distancing and good hygiene).

West Virginia

Closure Order. West Virginia enacted [Executive Order No. 9-20](#), directing all residents to stay home and closing non-essential businesses and operations. The Order was repealed on May 4, 2020, at 12:01 by [Executive Order No. 32-20](#).

Reopening Plan. On April 27, 2020, Governor Jim Justice unveiled his comprehensive plan to reopen various aspects and its economy entitled [West Virginia Strong – The Comeback](#). Week One of the plan began on April 30, 2020.

Week One. As part of Week One, the following reopening measures occurred:

- Elective medical procedures can resume.
- Hospitals can resume normal operating procedures, including outpatient healthcare, although hospitals should work with boards and associations to develop appropriate criteria for the following areas:
 - Primary Care.
 - Dentistry.
 - Physical therapy/Occupational therapy.
 - Psychological/mental health.
- Daycares can reopen with the testing of daycare staff.

Week Two. Week Two began May 4, 2020, and the following reopening measures occurred, provided that re-opening businesses implement physical distancing, sanitation measures, and use of face coverings:

- Small businesses with less than 10 employees can resume operations.
- Professional Services (by appointment only and waiting in vehicle instead of inside) can resume.
 - Hair and nail salons, barbershops.
 - Dog grooming.
- Outdoor dining at restaurants can occur.
- Churches and funerals with limited gathering size can take place.
 - Participants should take precautions, including seating in every other pew, physical distancing, and using face coverings.

Week Three. Week Three began May 11, 2020, and the following reopening measures occurred:

- Wellness centers operated by or with West Virginia Licensed Health Care providers can open.
- Drive in movie theaters can open.
- Outdoor guided fishing can resume (effective May 15, 2020).

Week Four. Week Four is expected to begin May 21, 2020, which will include the following reopening measures:

- Indoor dining at restaurants can resume.
- Large/specialty retail stores can open.
- State park campgrounds open to in-state residents.

- Hatfield McCoy Trail System can open.
- Outdoor recreation rentals (e.g., kayaks, bicycles, boats) may resume.
- Outdoor motorsport and power sport racing may resume with no spectators.

Week Five and Six. During Weeks Five and Six, additional businesses will gradually be able to resume. Announcements indicating which businesses may resume will occur at least one week prior to the reopening date and will likely include:

- Office and government buildings.
- Gyms, fitness centers, recreational centers.
- Hotels.
- Casinos.
- Spas and massage parlors.
- Remaining small businesses.

Industry-Specific Requirements. West Virginia provides additional suggested guidance for the following industries:

- Small Businesses with fewer than 10 employees (e.g., screen employees daily for COVID-19 symptoms).
- Restaurants (e.g., do not allow patrons to congregate in waiting areas).
- Religious entities and funeral homes (e.g., adding additional service time to facilitate proper distancing).
- Drive in movie theaters (e.g., at least six feet of separation between vehicles)
- Large retail stores (e.g., temperature check all employees)
- Outdoor recreation rentals (e.g., encouraged to provide all guests with masks upon arrival)

Wisconsin

Closure Order. Wisconsin enacted [Emergency Order #12](#), instructing all individuals to stay home beginning 8:00 am on March 25, 2020 and closing non-essential businesses. The Order is set to [expire](#) at May 26, 2020 at 8:00 am. Essential businesses and non-essential businesses undertaking minimum basic operations must comply with social distancing requirements, which include:

- Keeping six feet of distance between individuals
- Washing hands with soap and water or hand sanitizer as frequently as possible
- Covering coughs or sneezes
- Regularly cleaning high-touch surfaces
- Not shaking hands
- Following all other public health recommendations issued by [Wisconsin Department of Health Services](#) and the CDC
- Use remote working as much as possible.

Reopening Plan. On April 20, 2020, Wisconsin issued [Emergency Order 31](#) which announced [Badger Bounce Back](#), a phased reopening plan gradually lifting restrictions. The Department of Health Services will announce the transition to each Phase with an order fully articulating the changes that each Phase will bring. [Effective May 11, 2020](#), all standalone or strip-mall based retail stores may offer in-person shopping for up to customers at a time while maintaining required social distancing practices.

Reopening Requirements. During all phases, employers are encourage to use federal state, and local regulations and guidance, informed by industry best practices and the Wisconsin Economic Development Corporation, to develop and implement appropriate policies regarding:

- Physical distancing and protective equipment.
- Temperature checks and symptom screening.
- Testing, isolation, and contact tracing.
- Sanitation.
- Use and disinfection of common and high-traffic areas.
- Business travel.
- Other best practices.

Phase One. Phase One will include:

- Allowing mass gatherings of up to 10 people; restaurants opening with social distancing requirements.
 - Removal of certain restrictions including retail restrictions for Essential Businesses and Operations.
- Additional operations for non-essential businesses.
- K-12 schools to resume in person operation; and child care settings resuming full operation.

Phase Two. Phase Two will include:

- Allowing mass gatherings of up to 50 people.
- Restaurants resuming full operation.

- Bars reopening with social distancing requirements.
- Non-essential businesses resuming operations with social distancing requirements.
- Postsecondary education institutions may resume operation.

Phase Three. Phase Three will permit all business activity and gatherings to resume with only minimal protective and preventative measures in place for the general public and more protective measures in place for vulnerable populations.

Wyoming

Closure Order. While Wyoming did not issue a stay-at-home order or an order broadly closing businesses, on March 19, 2020, it did issue a [Statewide Public Health Order](#) closing select businesses, such as dine-in restaurants, bars, gymnasiums, and theaters. The Order expired on April 30, 2020. Additionally, pursuant to [a separate Statewide Public Health Order](#), no public gatherings of 10 or more people are permitted until at least May 15, 2020, with certain exceptions.

Reopening Plan. On April 28, 2020, the Wyoming Department of Health issued an order that [gyms and child care facilities](#) would be authorized to reopen on May 1, 2020 under certain conditions. They also issued an order allowing [nail salons, barber shops, and other personal care services](#) to open. On-premises dining at restaurants and bars is likely to resume by May 15, 2020.

Requirements for Businesses to Reopen. The Wyoming Department of Health encourages following CDC advice and taking precautions such as the use of [facemasks](#); however, there are no widespread requirement on all operating businesses.

Industry Specific Guidelines. Wyoming has issued orders containing requirements certain industries must follow:

- [Personal care services](#) (e.g., no more than nine people may be present in a room or confined space).
- [Gyms](#) (e.g., facility must maintain customer use records for the purpose of contact tracing).
- [Child care facilities](#) (e.g., all must wash hands with soap and water upon arrival to the facility).

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Cleary Gottlieb has established a [COVID-19 Resource Center](#), providing information and thought leadership on developing events. In addition, we have a [COVID-19 Task Force](#) that is acting as a repository for practical solutions, best practice and issue-spotting to help our clients by sharing market experience, insight and advice from across our global presence.

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