

Essential Businesses and Permitted Activities Amid Statewide Stay-At-Home Orders: A 50 State Survey

Many states and localities have issued stay-at-home orders and have closed on-site business operations to all but essential businesses and their employees. To enable employers to navigate those restrictions, we provide below a brief description of each state’s and the District of Columbia’s stay-at-home order and business restrictions, where applicable.

Please note that the stay-at-home and closure orders are rapidly evolving. This table reflects the landscape as of May 20, 2020.

Jurisdiction	Stay-At-Home Order	Closure Order	Stay-At-Home Order Details	Closure or Business Restrictions	Penalties for Violation	Effective Dates
Alabama (Updated May 15, 2020)	No	Yes	<p>Alabama’s Safer at Home Order, issued on May 8, 2020, encourages everyone in the state to minimize travel beyond the home, especially if sick; wear a face covering around people from other households; frequently wash their hands with soap and water or a hand sanitizer; refrain from touching their face; sneeze and cough into a tissue or inside their elbow; and disinfect used items and surfaces as much as possible. People who have tested positive for COVID-19 must remain quarantined at their residence for 14 days.</p> <p>Effective May 11, 2020, all non-work related gatherings of any size that may not maintain a consistent 6 foot distance between persons from different households are prohibited.</p> <p>Organizers of religious gatherings are strongly encouraged to read and implement the Alabama Department of Health’s “Guidelines for Places of Worship”.</p>	<p>Effective May 11, 2020 and unless otherwise permitted or required the order, all employers shall take reasonable steps, where practicable as work duties permit, to protect their employees by: 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; and minimizing employee travel.</p> <p>Non-work-related gatherings of 10 people or more are prohibited. So are non-work-related gatherings of any size unless the participants can maintain a consistent six-foot distance between people from different households. Drive-in gatherings are permitted, subject to state physical distancing requirements.</p> <p>Effective May 11, 2020, all retail stores shall comply with the following rules: emergency maximum occupancy rate (limited to 50% of the normal load as determined by the fire marshal). The rate shall be posted in a conspicuous place, and enough staff shall be posted at the store entrances and exits to enforce this requirement; An employee of the retail store may not knowingly allow customers or patrons to congregate within 6 feet of a person from another household; Retail stores shall take reasonable steps to comply with guidelines on sanitation from the CDC and the Alabama Department of Health.</p> <p>Effective May 11, 2020, close-contact service providers – such as barber shops, hair salons, waxing salons, threading salons, nail salons and spas, body art facilities, tattoo services, and massage therapy establishments and services – shall comply with the following rules: employees shall not knowingly allow clients or persons accompanying a client to congregate within 6 feet of a person from another household; each employee shall wear a mask or other facial covering that covers his or her nostrils and mouth, at all times while providing services within 6 feet of a client; Employees shall wash</p>	N/A	May 15, 2020, (subject to modification)

				<p>their hands thoroughly with soap and water immediately before providing services within 6 feet of a client.</p> <p>(ii) Employees of all close-contact service providers are encouraged—and employees providing nail services or facial services are required—to wear gloves when providing services within 6 feet of a client. To the extent employees wear gloves when providing services, they should use a new pair of gloves for each client and should put them on immediately after the employees wash their hands.</p> <p>Effective May 11, 2020, athletic facilities—such as fitness centers and commercial gyms, spas, and yoga, barre, and spin facilities—shall comply with the following rules:</p> <p>a. Social distancing.</p> <p>(i) Employees shall not knowingly allow patrons or guests to congregate within six feet of a person from another household.</p> <p>(ii) Employees shall not knowingly allow patrons or guests to participate in any of the athletic activities prohibited (outlined below) including sports that involve interaction with another person of closer than 6 feet and activities that require use of shared sporting apparatus and equipment.</p> <p>(iii) Employees must take reasonable steps to prevent people from congregating in lobby areas, break rooms, and other common areas.</p> <p>b. Limits on facility access. An athletic facility must limit facility occupancy to 50 percent of the normal occupancy load as determined by the fire marshal. Athletic facilities must also prohibit patrons and guests from accessing showers, hot tubs, steam rooms, lockers, saunas and other recreational water or spa facilities. Pools may be open subject to the social-distancing rules of this paragraph.</p> <p>c. Facial coverings. Each employee shall wear a mask or other facial covering that covers his or her nostrils and mouth at all times while in regular interaction with clients or guests.</p> <p>Higher-risk businesses and activities. Effective May 11, 2020, and notwithstanding</p>		
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				<p>any other provision of this order, the following businesses, venues, and activities shall not take place or be closed to spectators, audience members, or members of the public to which these businesses, venues, and activities are normally open:</p> <p>a. Entertainment venues as follows:</p> <ul style="list-style-type: none"> (i) Night clubs (ii) Bowling alleys (iii) Arcades (iv) Concert venues (v) Theaters, auditoriums, and performing arts centers (vi) Tourist attractions (including museums and planetariums) (vii) Racetracks (viii) Indoor children’s play areas (ix) Adult entertainment venues (x) Casinos (xi) Bingo halls (xii) Venues operated by social clubs <p>b. Athletic activities as follows: (i) Sports that involve interaction with another person of closer than 6 feet (ii) Activities that require use of shared sporting apparatus and equipment (iii) Activities on commercial or public playground equipment</p> <p>Beaches. Effective May 11, 2020, anyone using the beaches must maintain a consistent six-foot distance between himself or herself and all persons from a different household. For purposes of this section, the term “beach” means the sandy shoreline area abutting the Gulf of Mexico, whether privately or publicly owned, including beach access points.</p>		
Alaska (Updated May 15, 2020)	Yes	Yes	<p>On May 12, 2020, updates to existing mandates went into effect for social, religious, and other gatherings.</p> <p>Individuals are no longer required to stay at home.</p> <p>Individuals entering Alaska from another state must quarantine for 14 days upon their arrival or return to Alaska. Anyone who is ill with COVID-19 must isolate at their home or another permissible location.</p> <p>For indoor gatherings, groups larger than 20 people are prohibited; non-household members must remain six</p>	<p>Effective April 24, 2020, Alaska is allowing certain non-essential businesses to reopen subject to specified limitations:</p> <ul style="list-style-type: none"> • Fishing Charters; • Non-public-Facing Businesses; • Personal Care Services; • Public-Facing Businesses; • Retail Businesses and • Restaurants Dine-in Services. 	A violation may subject a business or organization to an order to cease operations and/or a civil fine of up to \$1,000 per violation.	3/28/20 – 4/11/20

			<p>feet apart; and, participants must wear cloth face coverings.</p> <p>For outdoor gatherings, groups larger than 20 people are prohibited, participants must remain at least six feet apart – ten feet if there is singing or voice projection.</p> <p>For indoor religious services, groups larger than 20 people are prohibited, participants must remain at least six feet apart, and participants must wear cloth face coverings.</p> <p>For outdoor religious services, groups larger than 20 people are prohibited, participants must remain at least six feet apart – ten feet if there is singing or voice projection.</p> <p>Effective April 24, 2020, Alaska instituted new mandates for travel within the state.</p> <p>Members of the same household may travel in a passenger vehicle or car between communities and generally on the roads for any purpose.</p> <p>When traveling, stops on the way to the final destination must be minimized. If travelers must stop for food or gasoline, only one traveler may engage with the third-party vendor. And, the traveler must practice social distancing by keeping six feet away from others and avoiding crowded places, whenever possible. Also, travelers must wear a cloth face covering when engaging with a third-party vendor.</p> <p>Members of different households may jointly engage in outdoor activities, subject to specified restrictions.</p>			
Arizona (Updated May 15, 2020)	Yes	Yes	<p>Arizona has updated its list of essential activities, to include:</p> <ul style="list-style-type: none"> • Obtaining necessary supplies and services for family, household members, and pets, obtaining supplies and equipment needed to work from home, obtaining assignments for completion of distance learning, and obtaining products necessary to maintain safety, sanitation, and essential maintenance of the home and residence; • Engaging in activities essential for the health and safety of family, household members, and pets; 	<p>Businesses and entities that remain open must implement rules and procedures that facilitate physical distancing.</p> <p>Non-essential businesses may continue to operate activities that do not require in-person, on-site transactions.</p> <p>Effective May 4, 2020, retailers that are not classified as essential and whose business involves the sale of goods, may operate and offer goods through delivery service, window service, walk up service, drive-through service, drive-up service, curbside delivery, or appointment, provided that they establish and implement protocols and best practices for businesses to address COVID-19.</p>	A violation is a Class 1 misdemeanor, but an opportunity to comply is provided.	Effective through May 15, 2020.

			<ul style="list-style-type: none"> • Caring for a family member, friend, or pet in another household or residence; • Engaging in outdoor exercise activities; • Attending or conducting work or volunteering in essential functions; • Engaging in constitutionally protected activities, such as speech and religion; and • Visiting retailers that are permitted to operate. 	<p>Effective May 8, 2020, retailers that are not classified as essential and whose business involves the sale of goods may open, operate, and offer goods for sale to customers in their stores, provided that they establish and implement protocols and best practices for businesses to address COVID-19.</p> <p>Effective May 11, 2020, restaurants choosing to reopen will need to implement protocols and best practices for guarding against the spread of the Coronavirus.</p>		
Arkansas	No	Yes	<p>Arkansas’s May 5, 2020 Return Stronger order:</p> <ul style="list-style-type: none"> • All public and private gatherings outside of a single household or living unit are subject to the Secretary of Health’s directives; • All businesses, manufacturers, construction companies, and places of worship must adhere to the Secretary of Health’s strict social distancing protocols; and • All travelers from New York, New Jersey, Connecticut, New Orleans, and all international locations must follow the Secretary of Health’s quarantine directives. 	<p>Under the Return Stronger order:</p> <ul style="list-style-type: none"> • Re, restaurants may continue takeaway and delivery service and may resume dine-in operations on May 11, 2020; • Clubs and bars must remain closed until the Secretary of Health clears them to open; • Gyms, including fitness centers/clubs; fitness classes, and group fitness studios, may resume operations on May 4, 2020; • Casinos and outdoor indoor entertainment venues must remain closed until the Secretary of Health clears them to open; • Barbers, body art schools, cosmetology establishments, massage therapy clinics/spas, and medical spas may resume operations on May 6, 2020 	N/A	N/A
California	Yes	Yes	<p>Residents must stay home except to engage in permitted activities. Permitted activities include grocery shopping, picking up medications or food to-go, attending doctor’s appointments, going to and from work if working for an essential business. Residents may go outside so long as they can stay at least 6 feet from others at all times.</p>	<p>Essential businesses may remain open.</p> <p>Nonessential businesses must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p>	<p>Violations are misdemeanors punishable by a fine of up to \$1,000 (and up to 180 days imprisonment).</p>	3/19/20 - TBD
Colorado	Yes	Yes	<p>All individuals currently living in Colorado must stay at home whenever possible. Individuals living in shared or outdoor spaces must at all times, to the greatest extent possible, comply with social distancing requirements, and may leave their residence only to perform or utilize necessary activities.</p> <p>On April 26, 2020, Colorado issued its “Safer at Home” order. Under it, vulnerable people should stay at home, except when necessary to support, perform, or operate necessary activities, minimum basis operations, critical</p>	<p>Essential businesses may remain open. Essential businesses must comply with stay at home and social distancing requirements and should minimize on-location staff to those who are critical to the functioning of the business.</p> <p>Nonessential businesses, including gyms, theaters, casinos, ski resorts, must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p>	<p>Local authorities are encouraged to determine the best course of action to encourage maximum compliance. Failure to comply with the order could result in penalties including a fine of up to \$1,000 and imprisonment for up to one year.</p>	3/26/20 – 5/27/20

			<p>government functions, necessary travel or critical businesses, provided that vulnerable people cannot be compelled to perform in-person work for any business or government function, including a critical business or government function. People who are sick or who test positive for COVID-19 must stay at home. Employers who employ workers with childcare responsibilities and workers who live with vulnerable people must, to the greatest extent possible, accommodate the works by promoting telecommuting or other remote work options, flexible schedules, or other means.</p> <p>In public, Coloradans must wear a non-medical cloth face coverings over their mouth and nose.</p> <p>Public gatherings of ten people or more are prohibited.</p>	<p>Under the April 26, 2020 order, non-critical retail businesses may operate and offer goods through delivery service, window service, walk-up service, drive through service, drive-up service, curbside delivery, and, beginning on May 1, 2020, may allow customers onto their premises in a manner allowing for strict compliance with the state’s mandatory social distancing requirements.</p> <p>Beginning on May 4, 2020, non-critical commercial businesses may allow up to 50% of their employees to conduct in-person work that takes place outside a private residence in accordance with the state’s mandatory social distancing requirements.</p>		
Connecticut	Yes	Yes	<p>All non-essential workers are directed to work from home. Residents may leave their homes for critical services.</p> <p>All social and recreational gatherings of more than 5 people are prohibited.</p>	<p>Essential businesses may remain open.</p> <p>Nonessential businesses must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p>	Violators may be fined up to \$1,000 or imprisoned not more than one year, or both, for each offense.	3/23/20 – 4/30/20
Delaware	Yes	Yes	<p>All individuals currently living in Delaware must shelter in place, at their home or place of residence. Individuals may only leave their residence to carry out essential activities or essential travel, such as obtaining medical supplies or medication, visiting a healthcare professional, or obtaining supplies they need to work from home, to obtain necessary supplies, care for a family member, or exercise.</p>	<p>Essential businesses may remain open.</p> <p>Nonessential businesses must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services</p>	Violators can be fined of up to \$500 or sentenced to 6 months in jail for each violation.	3/24/20 – 5/15/20
District of Columbia	Yes	Yes	<p>Residents may leave their residence, including their porches and yards, only to engage in essential activities, which include obtaining medical care that cannot be provided through telehealth; obtaining food and essential household goods; performing or accessing essential government functions; working at essential business; engaging in essential travel; or engaging in permitted recreational activities.</p>	<p>Essential businesses may remain open.</p> <p>Nonessential businesses must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p>	<p>A business that violates the order may be closed or penalized up to \$1,000 for each day that the violation persists.</p> <p>Any individual who willfully violates the stay-at-home order may be guilty of a misdemeanor and, upon conviction, subject to a fine not exceeding \$5,000, imprisonment for not more than 90 days, or both.</p>	4/1/20 – 4/24/20
Florida (Updated May 15, 2020)	Yes	Yes	<p>On April 29, 2020, Florida issued a step-by-step plan to reopen its economy. Under it:</p> <ul style="list-style-type: none"> Everyone in Florida must continue to limit their personal interactions outside of the home, except to provide or obtain authorized services; 	<p>Under the applicable order:</p> <ul style="list-style-type: none"> Bars, pubs, and nightclubs that derive more than 50% of their gross revenue from the sale of alcoholic beverages must continue to 	Violators may be fined up to \$500, jailed up to 60 days, or both.	4/3/20 – 4/30/20

			<ul style="list-style-type: none"> • Senior citizens and individuals with significant underlying medical conditions are strongly encouraged to stay at home and take all measures to limit their risk of exposure to COVID-19; • Everyone in Florida should: avoid congregating in large groups; avoid unnecessary travel; and • Adhere to CDC isolation guidelines following travel on a cruise or from any international destination and any area with a significant COVID-19 presence. 	<p>suspend the sale of alcoholic beverages for on-premises consumption.</p> <ul style="list-style-type: none"> • Restaurants and food establishments may allow on-premises consumption of food and beverages, if they adopt appropriate social distancing measures and limit their indoor occupancy to no more than 25% of their building occupancy; • Outdoor seating, at restaurants and food establishments, is permissible with appropriate social distancing – separating parties by at least six feet, only seating parties of ten people or fewer, and keeping bar counters closed to seating; • Gyms and fitness centers may open if they can maintain social distancing and sanitation protocols. • In-store retail sales establishments may open storefronts if they operate at no more than 25% of their building occupancy and abide by CDC and OSHA guidelines; • Museums and libraries may open at no more than 25% of their building occupancy, subject to specified limitations; • Elective medical procedures may resume, subject to specified limitations. 		
Georgia	Yes	Yes	<p>All residents of and visitors to Georgia must shelter in place within their homes or places of residence, unless they are conducting or participating in essential services, performing necessary travel, are performing or travelling to and from, minimum basic operations for a business, or are part of the workforce for critical infrastructure and are performing, or travelling to and from, their respective employment.</p>	<p>Essential businesses may remain open.</p> <p>Nonessential businesses must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p> <p>On April 20, 2020, Georgia began the phased re-opening of its economy. Under the applicable order:</p> <ul style="list-style-type: none"> • Healthcare practices that elected to cease operations due to COVID-19, should begin treating patients as soon as practicable in accordance with CDC guidelines. • Gyms, fitness centers, bowling alleys, body art studios, estheticians, hair designers, and massage therapists, were authorized to begin in person Minimum Basic Operations, on April 24, 2020. • But, no business establishment shall allow more than 10 people to be gathered at a single location, if the gathering requires people to stand or sit within six feet from one another. 	<p>Any person who violates the order shall be guilty of misdemeanor.</p>	4/3/20 – 5/13/20

Hawaii (Updated May 19, 2020)	Yes	Yes	<p>On May 18, 2020, Hawaii presented the plan for reopening the state: outlining the steps to reopen its economy (currently in phase 2: Reopening Act with Care):</p> <ul style="list-style-type: none"> • High risk populations and Kupuna (elderly) recommended to stay at home or in their place of residence. • Everyone is encouraged to wear a cloth face covering as the CDC had described and recommended. • People who are sick or have a fever or cough or are exhibiting COVID-19 symptoms are urged to stay in their residences to the extent possible, except as necessary to seek medical care; • People should keep at least six feet apart from one another; and • Everyone entering the state is subject to a mandatory quarantine, as is everyone travelling between any of the islands. 	<ul style="list-style-type: none"> • Most businesses and operations are allowed to reopen while maintaining social distancing requirements and limiting the number of customers in the facility to the maximum that may be accommodated while maintaining the separation distance at any time; • Large venues, bars, clubs are still closed. • Agriculture, non-food operations [?] are open with adjusted safe practices. • Healthcare, social assistance, and government operations are open with adjusted safe practices. • Outdoor spaces are open with adjusted safe practices. • Businesses allowed to operate must make hand sanitizer and sanitizing products readily available to employees and customers; • Businesses allowed to operate must regularly disinfect all high-touch surfaces; • Businesses allowed to operate are urged to implement processes to safeguard elderly and high-risk customers; • Businesses allowed to operate must post online whether a facility is open and how best to reach the facility and continue services by telephone or remotely; • If feasible, businesses allowed to operate shall provide for online ordering and purchase of goods and customer pickup of orders at a location outside of the facility and shall provide for deliver to customer locations; • Businesses allowed to operate must post a sign at their entrance informing all employees and customers that they should wear CDC-recommended face coverings while in the business; avoid entering the business if they have a cough, a fever, or otherwise do not feel well; maintain a six-foot distance from one another; and not shake hands or engage in unnecessary physical contact. 	Any person who intentionally or knowingly violates the order is guilty of a misdemeanor, and upon conviction, shall be fined not more than \$5,000, or imprisoned not more than one year, or both.	3/25/20 – 4/30/20
Idaho (Updated May 19, 2020)	Yes	Yes	<p>Idaho is loosening its restrictions in three stages.</p> <p>Stage 1 (projected May 1, 2020 – May 15, 2020):</p>	<p>Under the applicable order:</p> <p>Stage 1 (projected May 1, 2020 – May 15, 2020)</p>	Violation constitutes a misdemeanor punishable by fine and/or imprisonment.	3/28/20 – 4/15/20

		<ul style="list-style-type: none"> • Vulnerable Idahoans should continue to self-quarantine; • Public and private gatherings should be avoided; • Non-essential travel should be minimized; and • People entering the state should continue to self-quarantine for 14 days. <p>Stage 2 (projected May 16, 2020 – May 29, 2020):</p> <ul style="list-style-type: none"> • Vulnerable Idahoans should continue to self-quarantine; • Public and private gatherings of fewer than 10 people are permitted, subject to specified precautions; • Non-essential travel should be minimized; and • People entering the state should continue to self-quarantine for 14 days. <p>Stage 3 (projected May 30, 2020 – June 12, 2020):</p> <ul style="list-style-type: none"> • Vulnerable Idahoans may resume public interactions, subject to specified precautions; • Public and private gatherings of from 10 to 50 people are permitted, subject to specified precautions. • Non-essential travel may resume to locations that allow it and do not have ongoing coronavirus transmission. <p>Stage 4 (projected June 13, 2020 – June 26, 2020):</p> <ul style="list-style-type: none"> • Public and private gatherings, of more than 50 people may resume, subject to specified precautions. 	<ul style="list-style-type: none"> • Visits to senior living facilities, jails, and correctional facilities are prohibited and those employers and providers who interact with residents and patients must adhere to strict hygiene and infection prevention protocols; • Bar and night clubs must remain closed; • Restaurant dining rooms must remain closed; • Places of worship may open, subject to specified precautions; • Indoor gyms and recreation facilities must remain closed; • Hair salons must remain closed; • Large venues, such as movie theaters and sporting venues, must remain closed; and • Daycare providers and organized youth activities may reopen. <p>Stage 2 (projected May 16, 2020 – May 29, 2020):</p> <ul style="list-style-type: none"> • Visits to senior living facilities, jails, and correctional facilities are prohibited and those employers and providers who interact with residents and patients must adhere to strict hygiene and infection prevention protocols; • Bars and nightclub must remain closed; • Restaurant dining rooms may open, subject to the local public health district; • Indoor gyms and recreation facilities may open if they meet specified business protocols; • Hair salons may reopen if they meet specified business protocols; and • Large venues, such as movie theaters and sporting venues must remain closed. <p>Stage 3 (projected May 30, 2020 – June 12, 2020):</p> <ul style="list-style-type: none"> • Visits to senior living facilities and congregate facilities are prohibited and those employers and providers who interact with residents and patients must adhere to strict hygiene and infection prevention protocols; • Bars and nightclub must remain closed; and • Large venues, such as movie theaters and sporting venues must remain closed. <p>•</p> <p>Stage 4 (projected June 13, 2020 – June 26, 2020):</p>		
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Illinois	Yes	Yes	<p>On April 28, 2020, Illinois extended its stay-at-home order through May 30, 2020.</p> <p>Under it:</p> <ul style="list-style-type: none"> • Individuals over the age of two and able to medically tolerate a face covering must wear one over their nose and mouth when in a public space and unable to maintain a six-foot social distance; • Face coverings are required in public indoor spaces, such as stores; • All public and private gatherings of more than ten people are prohibited. 	<p>Under the order:</p> <ul style="list-style-type: none"> • Retail stores designated as essential businesses must, to the extent possible, provide face coverings to all employees who are not able to maintain a minimum six-foot distance at all times; cap occupancy at 50% of store capacity, or alternatively, at the occupancy limits based on store square footage set by the Department of Commerce and Economic Opportunity; set up store aisles to be one way, where practicable to maximize space between customers and identify the one-way aisles with conspicuous signs and/or floor markings; • Communicate to customers through in-store signs, and public service announcements, and advertisements, about the state’s social distancing requirements; and discontinue the use of disposable bags. • Households must limit the number of members who enter stores to the minimum necessary. • Non-essential stores may re-open for the limited purpose of fulfilling telephone and online orders through pickup outside of the store and delivery. • Employees working at non-essential stores must follow social distancing requirements and wear a face covering when they come within six feet of another employee or customer. • Manufacturers that are allowed to operate must follow social distancing requirements and take appropriate precautions, which may include: providing face coverings to all employees who are not able to maintain at least a six-foot distance at all times; staggering shifts; reducing line speeds; operating only essential lines, while shutting down non-essential lines; ensuring that all spaces where employees may gather, 	Violators are subject to a citation, arrest, and/or a fine up to \$500.	3/21/20 – 4/30/20

				<p>including locker rooms and lunchrooms, allow for social distancing; and downsizing operations to the extent necessary to allow for social distancing and to provide a safe workplace in response to COVID-19.</p> <ul style="list-style-type: none"> • All businesses must evaluate which employees are able to work from home and are encouraged to facilitate remote work from home when possible; and • All businesses that have employees who physically report to a worksite must post guidance from the state Department of Public Health and Attorney General’s Office regarding workplace safety during the COVID-19 emergency. 		
Indiana	Yes	Yes	<p>Indiana has issued a roadmap to reopen its economy.</p> <p>Most counties are in Stage 2, which is expected to run through May 23. Under it:</p> <ul style="list-style-type: none"> • All individuals should remain at home or their place of residence as much as practicable; • When outside of the home, individuals should remain at least six feet apart, except for family or household members; • When outside the home, individuals are strongly encouraged to wear face coverings. • Social gatherings are limited to twenty-five or fewer people, who must also engage in social distancing and other sanitation measures. 	<p>Under Indiana’s order:</p> <ul style="list-style-type: none"> • Employers must, by May 11, 2020, develop a plan to implement measures and institute safeguards to ensure a safe environment for their employees, customers, clients, and members; • All businesses are encouraged to adopt and/or take the following actions: allow as many employees as possible to work from home by implementing policies regarding teleworking and video conferencing; ensure that sick leave policies are up to date and not punitive; encourage sick employees to stay at home; promptly separate employees who appear to have acute respiratory illness syndrome from other employees and send them home immediately; regularly reinforce key messages to all employees, including stay at home when sick, use cough and sneeze etiquette, and practice hand hygiene. <p>If a county is in Stage 2:</p> <ul style="list-style-type: none"> • All retail businesses in the county may open to the public, subject to specified limitations; • In counties that have advanced to Stage 2 as of May 11, restaurants may open for in-person dining on May 18, 2020; • In counties that have advanced to Stage 2 as of May 18, 2020, restaurants may open to in person dining on May 23, 2020 • Once open, in person dining or on-premises dining is limited to no more than 50% of 	<p>Violations are a Class B misdemeanor, which carries a fine up to \$1,000 and up to 180 days in jail.</p>	<p>3/24/20 – 4/20/20</p>

				<p>seating capacity, with reservations required, when practicable to better achieve social distancing requirements; bar areas shall remain closed; the establishment must observe state social distancing requirements; live music is not permitted;</p> <ul style="list-style-type: none"> • Legal, accounting, insurance, real estate, and other professional services should be conducted virtually or telephone, whenever reasonably possible; • If a real estate showing is necessary, a screening for symptoms is encouraged and wearing face coverings while attending the showing is strongly encouraged; • Owners and managers of professional services and other office-based businesses needing on-site work should return staff in phases and ensure that social distancing and other mitigation measures are employed. • Financial and insurance institutions may continue to operate subject to specified limitations; • Personal services businesses, including spas, salons, barber shops, tattoo parlors, and massage salons, may open one week after they are designated Stage 2, subject to specified restrictions; • Places of worship and faith communities are encouraged to continue to livestream services or otherwise provide virtual services; • Beginning on May 8, 2020, religious services will no longer be subject to the state’s limits on social gatherings. 		
Iowa (Updated May 19, 2020)	No	Yes	<p>Effective April 27, 2020, the state loosened social distancing measures in 77 counties.</p> <p>All Iowans, including those with pre-existing medical conditions and those older than 65 are encouraged to limit their activities outside of their home, including their visits to businesses and other establishments and their participation in gatherings of any size and for any purpose.</p>	<p>On May 15, 2020, the state allowed salons, barbershops and massage and tattoo parlors to reopen with appropriate public health measures in place. Restaurants (but not bars), fitness centers, mall, libraries, racetracks, and some retail establishments to reopen at 50% of their normal operating capacity, subject to specified health measures.</p> <p>Religious gatherings and farmers markets may resume, subject to specified protocols.</p> <p>Effective May 8, 2020, Iowa is allowing dental services; campgrounds, drive-in movie theaters, tanning facilities, fitness centers, malls, and other retail establishments to resume, subject to specified limitations.</p>	Not Specified.	Through May 27, 2020.

				All other closures will remain in effect through May 15, 2020.		
Kansas (Updated May 6, 2020)	Yes	Yes	<p>On April 30, 2020, Kansas began to re-open its economy in phases.</p> <p>Phase One (May 4, 2020):</p> <ul style="list-style-type: none"> • Gatherings of more than 10 individuals are prohibited; • Individuals are strongly encouraged to wear masks in public settings and to remain six feet apart; • Employers are strongly encouraged to all employees to telework, when possible and to require symptomatic employees to stay at home; and • Travel must be minimized and nonessential travel avoided. <p>Phase II (Beginning no earlier than May 18, 2020)</p> <ul style="list-style-type: none"> • Gatherings of more than 30 individuals are prohibited; • Individuals are strongly encouraged to wear masks in public settings and to remain six feet apart; • Employers are strongly encouraged to all employees to telework, when possible and to require symptomatic employees to stay at home; and • Travel must be minimized and nonessential travel avoided. <p>Phase Three (Beginning no earlier than June 1, 2020)</p> <ul style="list-style-type: none"> • Gatherings of more than 90 individuals are prohibited; • Individuals should adhere to personal hygiene guidelines and remain at home if they feel sick; • On-site staffing for employers is unrestricted; and <p>Nonessential travel may resume.</p>	<p>Effective May 4, 2020:</p> <p>Phase One (May 4, 2020):</p> <ul style="list-style-type: none"> • Childcare facilities and libraries may open; • The following activities and venues must remain closed: community centers; entertainment venues with a capacity of at least 2,000 people; fairs, festivals, parades, and graduations; public swimming pools; organized sports facilities; and summer camps. • Otherwise, activities and venues may open if they: can maintain at least six feet of distance between individuals or groups; follow fundamental cleaning and public health practices; and avoid instances in which more than ten people are in a location and are unable to remain six feet apart. • The following business establishments must remain closed: bars and nightclubs, excluding already operating curbside and carryout service; non-tribal casinos; indoor leisure spaces; fitness centers and gyms; and personal service businesses where close contact cannot be avoided. • Otherwise, business establishments may open if they: maintain at least six feet of separation between consumers; follow fundamental cleaning and public health practices; and avoid any instance in which groups of more than ten individuals are in a location and are unable to and are unable to remain six feet apart. <p>Phase Two (Beginning no earlier than May 18, 2020) :</p> <ul style="list-style-type: none"> • The following activities and venues may not open: large entertainment venues with a 2,000-person + capacity; fairs, festivals; parades, and graduations; summer camps. • The following business establishments may open: Bars and nightclubs, at 50% of their total capacity; and non-tribal casinos, subject to specified health guidelines. 	Not Specified.	3/30/20 – 4/19/20

				<p>Phase Three (Beginning no earlier than June 1, 2020):</p> <ul style="list-style-type: none"> Commerce may resume, subject to specified health restrictions. 		
<p>Kentucky (Updated May 6, 2020)</p>	Yes	Yes	<p>Residents must remain in the house except for essential activities. This includes when required by employment; to obtain groceries, medicine, or other necessary supplies; to seek or obtain care by a licensed healthcare provider; to provide care for the elderly, minor dependents, persons with disabilities, or other vulnerable persons, or when required by court order.</p>	<p>Kentucky has scheduled specific economic sectors to open in phases, subject to specified guidelines:</p> <ul style="list-style-type: none"> Economic Sectors Scheduled to Open on May 11, 2020: manufacturing and distribution; construction; vehicle or vessel dealerships; office-based businesses; horse racing (no-fans); pet grooming and boarding; and photography. Economic Sectors Scheduled to Open on May 20, 2020: retail; and houses of worship. Economic Sectors Scheduled to Reopen on May 25, 2020: 10-person social gatherings; and barbers, salons, cosmetology businesses, and similar services. <p>The state encourages industry groups, trade associations, and individual businesses from economic sectors not scheduled to open to submit proposals to reopen.</p>	Not Specified.	3/26/20 – TBD
<p>Louisiana (Updated May 19, 2020)</p>	Yes	Yes	<p>May 15, 2020, Louisiana began Phase One of its plan to reopen the state.</p> <ul style="list-style-type: none"> Louisiana continues to advise those who are at higher risk of severe illness to stay at home, unless travelling for an essential activity; All individuals should avoid groups of any size that do not allow for strict social distancing. 	<p>Phase One:</p> <ul style="list-style-type: none"> Continued closure of non-essential businesses: amusement parks, carnivals, water parks, pool halls, playgrounds, concert and music halls, adult entertainment venues, bowling alleys, bars without an LDH food service permit and similar businesses. Certain personal care and grooming businesses including massage parlors, tattoo parlors, and other similar businesses are to remain closed. Restaurants, cafes, and coffee shops may allow inside food or beverage consumption, not to exceed 25% of the fire marshal permitted total (including employees and patrons) occupancy but may continue take out, curbside, and delivery services; All businesses must require that any owner or employee who has interaction with the public to wear a mask or face covering; 	Violation is a misdemeanor.	3/23/20 – 4/30/20

				<ul style="list-style-type: none"> No waiting areas are permitted inside the business No buffets or other common food stations are permitted; Personal care businesses (beauty shops, salons, barber shops) may reopen but may not exceed 25% of the fire marshal permitted total (including employees and patrons); no waiting areas; all employees must maintain as much as possible social distancing and wear face coverings as all times when interacting with the public. Shopping malls may reopen at no more than 25% of the fire marshal permitted total (including employees and patrons); must submit, and have approved, a reopening plan from the state fire marshal; all employees must maintain as much as possible social distancing and shall wear face coverings at all times when interacting with the public. Churches and other faith based organizations may not exceed 25% of the fire marshal permitted total (including employees and patrons) for indoor services; all employees must maintain as much as possible social distancing and shall wear face coverings at all times when interacting with the public; lobbies or other areas where members of the public may congregate shall be closed. All other business shall be allowed to continue operations subject to the following conditions: no more than 25% of the fire marshal permitted total (including employees and patrons); all employees must maintain as much as possible social distancing and shall wear face coverings as all times when interacting with the public; waiting rooms, lobbies and other areas when members of the public congregate shall be closed to the public (except restrooms) 		
Maine (Updated May 19, 2020)	Yes	Yes	<p>Maine has extended its stay-at-home mandates through May 31, 2020.</p> <p>The order, with certain exceptions, also requires individuals to wear a cloth face covering in public settings where other physical distancing measures are difficult to maintain.</p>	<p>Beginning on May 1, 2020, and subject to specified limitations, the following businesses and operations may resume:</p> <ul style="list-style-type: none"> Drive-in theaters; Non-emergent healthcare services; Golf courses and disc golf courses; Guided hunting, fishing, boating, and outdoor activities; 	The order shall be enforced by law enforcement as necessary and violations are a Class E crime subject to up to 6 months in jail and a \$1000 fine. The order may also be enforced by government officials who regulate licenses, permits or any other authorization to operate a business or occupy a building.	4/2/20 – 4/30/20

				<ul style="list-style-type: none"> • Marinas; • Barber shops and hair salons; • Dog grooming services; • Religious services; • Automobile dealerships; and • Car washes. <p>In order to open, a business must commit to complying with the applicable state requirements and, except for licensed healthcare providers, complete an online form.</p> <p>May 15, 2020 – lodging providers may begin accepting reservations for stays with an arrival date of June 1 and beyond for Maine Residents and non-residents who comply with the State’s 14-day quarantine requirement.</p>		
Maryland	Yes	Yes	All persons living in Maryland must stay in their home or place of residence except to conduct or participate in essential activities, which includes obtaining necessary supplies such as groceries, obtaining medication or medical supplies; caring for oneself, a family member, friend, pet, or livestock; traveling to and from an educational institution for purposes of receiving meals or instructional materials for distance learning; outdoor activities; travel required by law enforcement officer or court order; and travel to and from a federal, state, or local government building for a necessary purpose.	<p>Essential businesses may remain open.</p> <p>Nonessential businesses, including churches, must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p> <p>Staff and owners may continue to be on-site at non-essential businesses for minimal operations.</p>	Knowing and willful violations of the order constitute a misdemeanor. Violators may be subject to imprisonment for up to one year, a fine up to \$5,000, or both.	3/30/20 – TBD
Massachusetts	Yes	Yes	Massachusetts residents must stay home except to address essential needs (including grocery shopping, going to gas station or pharmacy), get fresh air and exercise, or to travel to essential businesses. Residents must practice social distancing when outside. Where possible, health care visits should be done remotely.	<p>Essential businesses may remain open.</p> <p>Nonessential businesses, including churches, must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p>	Violations of the order can result in a warning for a first offense, a fine of up to \$300 for a second offense and for further offenses, criminal penalties, a fine of up to \$500 or imprisonment.	3/24/20 – 5/4/20
Michigan	Yes	Yes	<p>All individuals living in Michigan should stay at home except for health and safety, to exercise, to travel to work at an essential business, or for essential needs (groceries, medical, care of others). All individuals who leave their home or place of residence must adhere to social distancing measures.</p> <p>On April 24, 2020, Michigan eased resident travel restrictions. The order allows individuals who live in Michigan may leave their home to engage in outdoor recreational activities – such as walking, hiking, running, cycling, boating, and golfing -- consistent with</p>	<p>Essential businesses may remain open.</p> <p>Nonessential businesses must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p> <p>The April 24th order allowing certain workers to resume operations:</p> <ul style="list-style-type: none"> • Workers who process or fulfill remote orders for goods for delivery or curbside pickup; 	A willful violation of the order is a misdemeanor, and may result in a fine of up to \$1,000	3/24/20 – 5/15/20

			<p>remaining at least six feet apart from people outside of their household.</p>	<ul style="list-style-type: none"> Workers who perform bicycle maintenance and repair; Workers for garden stores, nurseries, lawn care, pest control, and landscaping operations, subject to enhanced social-distancing rules that include keeping people on the premises at least six feet apart from one another; Maintenance workers and groundskeepers who are necessary to maintain the safety and sanitation of places of outdoor recreation; Workers for moving or storage operations, subject to enhanced social-distancing rules that include keeping people on the premises at least six feet apart from one another. <p>Also, beginning on April 26, 2020:</p> <ul style="list-style-type: none"> Everyone able to medically tolerate a face covering must wear one over his or her nose and mouth when in a confined space. And, all business operations whose workers perform in-person work must, at a minimum, provide non-medical grade face coverings to their workers. 		
Minnesota	Yes	Yes	<p>Minnesota residents must stay at home except for essential needs. Permitted activities include health and safety activities, including obtaining emergency services or medical supplies; getting groceries, gasoline, or takeout foods; care of others; and outdoor activities. Funerals with no more than 10 attendees are permitted.</p> <p>On April 23, 2020, Minnesota eased its stay-at-home order to allow residents who work for Non-critical Exempt Businesses to travel to and from work and to and from child care or school settings necessary to ensure the safe care of children.</p>	<p>Essential businesses may remain open.</p> <p>Nonessential businesses must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p> <p>Michigan’s April 23th order allows Non-critical Exempt Businesses to resume operations, if they submit an approved COVID-19 Preparedness Plan and comply with the state’s other mandated safety measures. Those businesses include industrial and manufacturing operations, such as wholesale trade, warehousing, and places of employment in which goods are in the process of being created. The category does not include customer-facing retail environments associated with an industrial or manufacturing business.</p> <p>Non-critical Exempt Businesses also include office-based operations, where workers perform their work in an office space, at their desk, and their work is not primarily customer-facing. The category does not include customer-facing retail environments associate with office-based businesses.</p>	<p>Willful violation of the order is a misdemeanor and upon conviction must be punished by a fine not to exceed \$1,000 or by imprisonment for not more than 90 days.</p>	<p>3/27/20 – 4/10/20</p>

Mississippi (Updated May 19, 2020)	Yes	Yes	Mississippi's Safer at Home order Under it: <ul style="list-style-type: none"> • Everyone who resides in Mississippi is encouraged to stay at home or place of residence when not engaged in essential activities or essential travel; • When engaged in essential activities or essential travel, individuals must keep at least six feet from one another and avoid crowds of more than ten people; and • Public and private gatherings of ten or more people are prohibited. 	Mississippi's Safer at Home order permits all business and non-profit entities in the state to open/reopen subject to specified limitations. Among them: <ul style="list-style-type: none"> • Businesses and non-profits are encouraged to utilize, to the greatest extent possible, work from home or other telework procedures; • To the greatest extent possible, all common areas where employees or customers are likely to congregate and interact shall be closed or strict social distancing protocols should be enforced; • Non-essential business travel should be minimized; • To the extent possible, special accommodations should be made for employees who are members of a vulnerable population to reduce their risk of exposure to COVID-19; • Restaurants and bars only may offer drive-through, curbside, and or delivery service; • Fitness and exercise gyms, dance studios, clubs, spas, and all other personal care and personal grooming facilities may only offer retail sales and drive-through, curbside, or delivery services; • Healthcare professionals and facilities may continue to perform medically necessary procedures to correct serious medical conditions and preserve life; and • Healthcare professionals and facilities also may perform non-emergent, elective procedures and surgeries as clinically appropriate. • May 15, 2020 – tattoo parlors, salons and barbershops may reopen after a deep-cleaning with disinfectant and must be deep cleaned daily, by appointment only, no walk in customers, minimize person-to-person contact, only one customer per employee at a time, tattooing and piercing around the mouth and nose are prohibited, workstations are to be arranged to allow at least 6 feet between customers, high touch areas to be sanitized at least once every two hours, hand sanitizer must be placed at all entrances. 	Violators may be punishable by a fine up to \$500.00 or imprisonment for not exceeding 6, months, or both.	Expires May 25, 2020
Missouri (Updated May 20, 2020)	No	Yes	Missouri began to reopen its economy on May 4, 2020. Under the applicable order :	Retail employers must limit the number of individuals in any one location based on specified formulas. Restaurants may offer dine-in services, if state limitations on social distancing and other precautionary	Through May 31, 2020.	N/A

		<p>When individuals leave their home or place of residence to worship, work, access food, healthcare necessities, or to engage in other activities, they should at all times practice social distancing.</p> <p>Individuals performing job duties that require contact with other people closer than six feet should take enhanced precautionary measures to mitigate the risks of contracting or spreading COVID-19.</p> <p>People may not visit nursing homes, long-term care facilities, retirement homes, or assisted living facilities except to provide critical assistance or in end-of-life circumstances.</p>	<p>public health measures are adhered to, including proper spacing of at least six feet between tables, lack of communal seating areas to parties that are not connected, and having no more than ten people per table.</p>		
<p>Montana (Updated May 20, 2020)</p>	<p>Yes</p>	<p>Montana has begun to reopen its economy in phases. See here and here.</p> <p>Phase One (April 26, 2020)</p> <ul style="list-style-type: none"> Individuals, apart from members of the same household should, when in public, keep at least six feet apart; avoid gathering in groups of more than ten people in circumstances that do not readily allow for appropriate physical distancing; minimize non-essential travel; and adhere to the state’s quarantine guidelines. <p>Phase Two (June 1, 2020)</p> <ul style="list-style-type: none"> Permissible group size is increased to fifty Mandatory quarantine for those visiting Montana is lifted 	<p>Effective April 26, 2020:</p> <ul style="list-style-type: none"> Places of worship may resume operations with reduced capacity and where strict physical distancing can be maintained between non-household members. <p>Effective April 27, 2020:</p> <ul style="list-style-type: none"> Main Street and retail businesses may resume operations with reduced capacity and where strict physical distancing protocols can be maintained; Outdoor recreation may resume operations if sites adhere to strict physical distancing between groups and exercise frequent sanitation protocols; and Organized youth activities may consider resuming operations if physical distancing guidelines can be implemented. <p>Effective May 4, 2020:</p> <ul style="list-style-type: none"> Restaurants, bars, breweries, distilleries, and casinos may resume operations subject to the state’s physical distancing and reduced capacity protocols and guidelines. <p>Effective June 1, 2020:</p> <ul style="list-style-type: none"> Restaurants, bars, breweries, distilleries and casinos may run at 75% of capacity. Gyms, indoor fitness classes, pools and hot tubs may operate at 75% of capacity 	<p>Police will assist with enforcement.</p>	<p>3/28/20 – 4/24/20 (expected)</p>

				<p>Through the end of the public health emergency:</p> <ul style="list-style-type: none"> Senior and assisted living facilities must continue to prohibit visitors. And, those who interact with residents and patients must ensure strict hygiene and protection protocols are followed. <p>Employers should:</p> <ul style="list-style-type: none"> Encourage telework whenever possible and feasible with business operations; When telework is not feasible, accommodate alternative work schedules 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 non-essential business travel; and Make special accommodations for members of a vulnerable population or those with vulnerable household members. 		
Nebraska (Updated May 20, 2020)	No	Yes	Nebraska’s governor has announced that, people in the state will continue to practice some level of social distancing (at least the six-foot rule), until a vaccine has been developed to combat COVID-19.	<p>Each of Nebraska’s local health departments has its own “directed health measure” that specifies the restrictions applicable in each of the 19 local regions.</p> <p>Nebraska’s governor has announced the following:</p> <ul style="list-style-type: none"> Effective May 4, 2020, beauty salons, nail salons, barber shops, massage therapy services, and tattoo parlors/services may resume operations, subject to specified requirements; Effective May 4, 2020, restaurants may serve dine-in customers, subject to specified requirements; Effective May 4, 2020, childcare facilities may have up to 15 children per room/space; and Effective May 4, 2020, places of worship may resume live services, but they must ensure six foot separation between different household units and must not allow attendees to pass items to one another. 	Violation is a misdemeanor.	Through May 31, 2020
Nevada (Updated May 20, 2020)	Yes		<p>On April 29, 2020, Nevada began to loosen some of its COVID-19 restrictions.</p> <ul style="list-style-type: none"> Individuals should use face coverings in public spaces. 	<p>In a directive issued on May 7, 2020, Nevada outlined its Phase 1 reopening plan:</p> <p>Effective May 1, 2020:</p>	Penalties for non-compliance are not listed in directive.	Through May 15, 2020

			<ul style="list-style-type: none"> Individuals may leave their residence for the additional purpose of picking up goods at non-essential retail businesses offering curbside delivery, subject to specified public safety guidelines. Golf, tennis, and pickleball activities may resume on May 1, 2020, subject to specified public safety guidelines. Effective May 1, 2020, places of worship may offer services on an in-car or drive-in basis, if attendees remain in their vehicles and the service can be held subject to specified public safety guidelines. 	<ul style="list-style-type: none"> Non-essential retail businesses may resume retail sales on a curbside or home-delivery basis, subject to specified public safety guidelines; and Licensed cannabis dispensaries may engage in retail sales only on a curbside pickup or delivery basis, subject to specified public safety guidelines. <p>Effective May 9, 2020:</p> <ul style="list-style-type: none"> Businesses may open curbside and dine-in operations, provided that they follow state guidelines which include social distancing and operating at 50% capacity. Industry-specific guidance for the Phase 1 reopening is available at here. 		
New Hampshire (Updated May 20, 2020)	Yes	Yes	<p>New Hampshire’s Stay-at-Home 2.0 order some of the state’s restrictions.</p> <p>Under it, residents should:</p> <ul style="list-style-type: none"> Stay at home when they feel ill; Stay at home if exposed to COVID-19; Consider working from home if they are especially vulnerable to COVID-19, due to their age or medical condition; Increase hygiene practices, including: hand-washing; refraining from touching their face, eyes, and mouth; practicing good respiratory etiquette, such as coughing and sneezing into a tissue or their elbow; Wear a cloth face covering while at work and in the public; and Practice social distancing; and comply with all employer, local, and state health and safety guidelines. 	<p>Stay-at-Home 2.0 opens the state’s economy subject to specified guidelines available here.</p> <ul style="list-style-type: none"> On May 4, 2020, certain healthcare services may resume operations. On May 11, 2020, retail stores, drive-in movie theaters, public and private golf courses, barber shops and hair salons may resume operations. And, on May 18, 2020, restaurants and childcare operations may resume operations. 	<p>Violation is a misdemeanor, and repeat violators could be charged with disorderly conduct or other criminal charges.</p>	3/27/20 – 5/4/20
New Jersey	Yes	Yes	<p>All New Jersey residents must remain at home or at their place of residence unless they are obtaining goods or services from essential retail businesses, obtaining takeout food or beverages; seeking medical attention; caring for family members; going to an essential job; outdoor exercise; leaving the home for an educational, religious, or political reason; leaving because of a reasonable fear for health and safety or at the direction of law enforcement or other government agency.</p>	<p>Essential businesses may remain open. They include mobile phone retail and repair shops; bike shops (service and repair only); livestock feed stores; nurseries and garden centers; and farming equipment stores.</p> <p>Nonessential businesses must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p>	<p>Violators are subject to imprisonment for a term not to exceed 6 months, a fine not to exceed \$1,000.00, or both.</p>	3/21/20 – TBD

New Mexico	Yes	Yes	New Mexico residents must stay at home and undertake only those outings necessary for their health, safety or welfare. Outdoor exercise is permitted. Gatherings limited to 5 people.	Essential businesses may remain open. Nonessential businesses must close physical location. Restaurants and bars may offer takeout, drive-through, and delivery services.	Warning for first offense; repeat offenders may face fines or criminal charges.	3/27/20 – TBD
New York	Yes	Yes	All non-essential workers must work from home, and everyone is required to maintain a 6-foot distance from others in public. All nonessential businesses must close in-person operations, and nonessential gatherings of any size for any reason are canceled or postponed. Public transportation should be used only when necessary. It is recommended that residents only leave their homes for essential needs.	Essential businesses may remain open. Businesses and entities that provide other essential services must implement rules that help facilitate social distancing of at least 6 feet. Businesses not explicitly listed as essential under the guidelines may request to be designated as such. Any business that only has a single occupant or employee (i.e. gas station) is exempt and need not submit a request to be designated as an essential business. Nonessential businesses must close physical location. Restaurants and bars may offer takeout, drive-through, and delivery services.	Noncompliance may result in civil monetary penalties of up to \$2,000 for each violation.	3/15/20 – 4/15/20 (indications it will be extended)
North Carolina (Updated May 20, 2020)	Yes	Yes	On May 5, 2020, the state began to relax some of its restrictions on travel, business operations, and mass gatherings. <ul style="list-style-type: none"> Individuals in the state may leave their home to engage in activities or perform tasks for the health and safety of themselves, their family members, their household members, or those who are unable to or should not leave their home; to look for and obtain goods and services from a business that is allowed to operate; to engage in outdoor activities; to work at any business, nonprofit, government, or other organization that is permitted to operate; to look for work; to take care of others; to worship and exercise other First Amendment rights; to travel between residences; to volunteer with charitable organizations; and to attend small get-togethers with no more than ten people <p>Media outlets report that, as soon as May 23, 2020, North Carolina may move into “Phase 2” of its reopening, including:</p>	Under the applicable order: <ul style="list-style-type: none"> All businesses that have not been ordered closed may open, subject to specified limitations. The following businesses must remain closed: personal care and grooming businesses; entertainment facilities that operate within a confined indoor or outdoor space and do not offer a retail or dining component. Mass gatherings, that bring together more than ten people are prohibited. Long-term care facilities must restrict visitation of all visitors and non-essential healthcare personnel, except for end of life and other compassionate care situations. <p>It is anticipated that “Phase 2” of the reopening will provide for:</p> <ul style="list-style-type: none"> Reopening of restaurants, bars, salons, barber shops, gyms, entertainment venues and places of worship, at limited capacity. Continuation of restrictions for nursing homes and other health care facilities. 	Violation is punishable as a Class 2 misdemeanor.	4/2/20 – 4/29/20

			<ul style="list-style-type: none"> • Lifting the stay-at-home order, though vulnerable people would be encouraged to stay home. • Allowing gatherings of no more than 10 people. • And, opening public playgrounds. 			
North Dakota (Updated May 20, 2020)	No	Yes	Governor Doug Burgum has shut down all nonessential businesses but has not ordered residents to stay at home.	<p>North Dakota has allowed the following businesses to open on May 1, 2020, subject to specified restrictions:</p> <ul style="list-style-type: none"> • Bars, breweries, restaurants, and cafes that continued to provide off-site, take-out, curbside, drive through, or delivery services may offer in-house dining or on-site beverage service; • Salons operated by cosmetologists, nail technicians, estheticians, barbers, and tanning studios. • Tattoo and body and piercing salons; • Massage therapy services; • Health clubs and athletic facilities; • Restaurants, bars, breweries, distilleries, food trucks, and cafes; and • Movie theaters. <p>Under an order issued May 15, 2020, recreational and sports arenas, and music and entertainment venues may reopen and are encouraged to follow specified protocols.</p>	Not Specified.	For the duration of the declared emergency.
Ohio (Updated May 20, 2020)	No	Yes	On May 19, 2020, Governor DeWine lifted Ohio’s stay-at-home order, replacing it with an advisory that strongly recommends that citizens, especially those who are high-risk, stay at home as much as possible. Gatherings will continue to be limited to groups of no more than ten.	<p>Responsible Restart Ohio authorizes businesses to resume operations according to the following schedule, and subject to specified health and safety requirements:</p> <p>May 4, 2020:</p> <ul style="list-style-type: none"> • Manufacturing, distribution, and construction; • General office environments. <p>May 12, 2020:</p> <ul style="list-style-type: none"> • Consumer, retail and services. <p>May 21, 2020:</p> <ul style="list-style-type: none"> • Dine-in restaurant service; • Campgrounds, subject to certain exclusions <p>May 26, 2020</p>	Violation may result in up to 180 days in jail, a fine up to \$1,000, or both.	3/23/20 – 4/6/20

				<ul style="list-style-type: none"> Health clubs, fitness centers, workout facilities, gyms, and yoga studios <p>May 31, 2020</p> <ul style="list-style-type: none"> Childcare services <p>Businesses must:</p> <ul style="list-style-type: none"> Require employees to wear face coverings; Recommend that clients wear face coverings; Conduct daily health assessments or self-evaluations of employees to determine if they should work; Maintain good hygiene at all times such as by handwashing and social distancing; Clean and sanitize workplaces throughout the day and at the close of businesses between shifts; and Limit capacity to enable the business to meet social distancing guidelines. 		
Oklahoma (Updated May 20, 2020)	No	Yes	<p>Oklahoma is implementing a three-phased approach to re-opening its economy,</p> <p>Phase One:</p> <p>Under it, individuals should:</p> <ul style="list-style-type: none"> Continue to follow safer-at-home guidelines if they are over 65 or part of a vulnerable population; Maximize social distance from others when in public; Avoid socializing in groups or facilities that do not readily allow for appropriate social distancing; and Minimize non-essential travel. <p>Phase Two:</p> <p>Individuals may consider resuming non-essential travel</p>	<p>Under the plan:</p> <p>Phase One:</p> <p>Effective April 24, 2020, the following businesses may reopen, subject to specified health and safety guidelines:</p> <ul style="list-style-type: none"> Personal care businesses, such as hair salons, barber shops, spas, nail salons, and pet groomers may reopen for appointments only; Grocery stores should continue to maintain dedicated hours for members of vulnerable populations. <p>Employers should:</p> <ul style="list-style-type: none"> Create plans to allow employees to return to work in phases; Close common areas or enforce social distancing protocols; Minimize non-essential travel; and Honor requests by personnel who are members of a vulnerable population for special accommodations. <p>On May 1, 2020, the following businesses may reopen, subject to specified health and safety guidelines:</p>	N/A	Non-critical businesses closed until 4/30/20.

				<ul style="list-style-type: none"> • Dining, entertainment, movie theaters, and sporting venues; • Gyms; • Places of worship may reopen for in-person worship if they leave every other row or pew open; • Tattoo parlors may open for appointments only. <p>Phase Two (Commencing May 15, 2020):</p> <p>The following businesses and activities may reopen or resume, subject to specified health and safety guidelines:</p> <ul style="list-style-type: none"> • Organized sports activities; • Bars may operate with diminished standing-room occupancy; • Funerals and weddings; and • Children’s nursery areas in places of worship. <p>Employers should:</p> <ul style="list-style-type: none"> • Close common areas or enforce social distancing and sanitation protocols; • Honor requests by personnel who are members of a vulnerable population for special accommodations; and • Implement social distancing protocols. <p>Phase Three (Projected June 1, 2020)</p> <p>Employers may resume unrestricted worksite staffing.</p> <p>Summer camps may open.</p> <p>Visits to senior care facilities should remain prohibited.</p>		
Oregon	Yes	Yes	Residents must stay at home. Non-essential social and recreational gatherings of individuals outside of a home or place of residence are prohibited, regardless of size, if a distance of at least 6 feet between individuals cannot be maintained.	<p>Essential businesses to remain open.</p> <p>Nonessential businesses, such as recreational venues, spas, salons, theaters, must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p>	Violation is a Class C Misdemeanor.	3/23/20 – TBD

Pennsylvania	Yes	Yes	Residents may leave their homes for essential reasons such as getting food, medicine, or caring for a sick relative.	Non-life-sustaining businesses must close physical location. Restaurants and bars may offer takeout, drive-through, and delivery services.	Police are not enforcing the state-wide stay-at-home order, though police may enforce local orders.	4/1/20 – 4/30/20
Rhode Island	Yes	Yes	Rhode Island residents must stay home unless getting food, medicine, gas, or going to work. Gatherings of more than 5 people are banned. Any person coming to Rhode Island from any state for a non-work-related purpose by any mode of transportation must self-quarantine for 14 days. This restriction does not apply to health workers.	Critical retail businesses may remain open. This includes food and beverage stores, pharmacies and medical supply stores, compassion centers, pet supply stores, printing shops, mail and delivery stores and operations, gas stations, laundromats, electronics and telecommunications stores, office supply, industrial and agricultural/seafood equipment and supply stores, hardware stores, funeral homes, auto repair and supply, banks and credit unions, firearms stores, healthcare and public safety professional uniform stores. Noncritical retail businesses must close physical location. Restaurants and bars may offer takeout, drive-through, and delivery services.	Not Specified.	3/28/20 – 4/13/20
South Carolina (Updated May 20, 2020)	No	Yes	South Carolina has issued an order urging everyone in the state to limit social interaction, practice social distancing in accordance with CDC guidance, and take every possible precaution to avoid potential exposure to COVID-19 and to limit their movement outside of their residence except to engage in essential business activities, essential activities, or critical infrastructure operations.	Effective May 4, 2020, restaurants may offer outdoor customer dining services. Effective May 11, 2020, restaurants may provide on-premises customer dining services. Effective May 18, 2020, South Carolina allowed the reopening of certain close-contact service providers (such as barbers and salons), as well as certain recreational and athletic facilities (such as gyms and spas).	Violations may result in a fine of not more than one hundred dollars or imprisonment for up to 30 days.	4/1/20 – 4/15/20
South Dakota	No	No	No stay-at-home order imposed.	Any “enclosed retail business that promotes public gatherings” is advised to limit its capacity to 10 persons at a time and promote social distancing, and to consider alternative arrangements such as telework, takeout, delivery, etc.	N/A	N/A
Tennessee	Yes	Yes	All persons in Tennessee are advised to stay at home, except when engaging in essential activities or obtaining essential services. Even though permitted, all persons are strongly encouraged to limit to the greatest extent possible the frequency of engaging in essential activities	Essential businesses may remain open. Nonessential businesses, such as recreational venues, must close.	Violating the order is a Class A misdemeanor which may result in up to a year in jail and up to a \$2500 fine.	3/31/20 – 5/29/20

			<p>or use of essential services. Essential activities include seeking non-elective medical care, obtaining medical supplies, obtaining grocery or household or automobile supplies, takeout, or delivery of food or goods, caring for or visiting a family member, engaging in an outdoor activity, visiting a worship place, or wedding or funeral (so long as social distancing can be maintained), as well as traveling to an essential business.</p> <p>On April 28, 2020, Tennessee issued an order permitting and encouraging residents to return to work while following applicable health guidelines to the fullest extent practicable. The order also encourages employers, to the greatest extent practicable, to equip, encourage, allow, or require employees to work remotely or via telework from home.</p> <p>The order urges individuals to wear face coverings in public settings.</p>	<p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p> <p>Under Tennessee’s April 28th order, businesses and organizations that perform close-contact personal services must remain closed to the public for the time being. Those establishments include barber shops, hair salons, waxing salons, threading salons, nail salons or spas, spas that provide body treatment, body art facilities, tattoo services, tanning salons, and massage therapy establishments.</p> <p>Likewise, entertainment, recreational, and certain other gathering venues must remain closed to the public, for the time being. Those establishments include bars, nightclubs, and live performance venues; bowling alleys; arcades; concert venues; sporting event venues; theaters, auditoriums, performing arts centers, and similar facilities; racetracks, indoor children’s play areas; amusement parks, senior centers and equivalent facilities; and roller and ice skating rinks.</p>		
Texas	Limited	Yes	<p>Texas residents must minimize social gatherings and contact with people outside of their household, except where necessary to provide or obtain essential services.</p>	<p>Essential services include grocery stores, pharmacies, gas stations, medical services, as well as religious services conducted in churches, congregations, and houses of worship, may remain open.</p> <p>Limited operations of restaurants and bars recommended.</p> <p>Effective April 24, 2020, retail services that are not essential services, but that may be provided through pickup, delivery by mail, or delivery to the customer’s doorstep, in compliance with Texas Department of State Health Services mandates may resume operations.</p> <p>Beginning on May 1, 2020, the following businesses may reopen and operate at up to 25% of the total listed occupancy:</p> <ul style="list-style-type: none"> • In-store retail services for retail establishments; • Dine-in restaurant services for restaurants that have less than 51% of their gross receipts from the sale of alcohol; • Movie theaters; • Shopping malls; and • Museums and libraries. 	<p>There are no state-wide penalties. But, many cities, including Austin and El Paso, have issued local orders, the violation of which constitutes a misdemeanor punishable by a fine not to exceed \$1,000 or confinement in jail for a term not to exceed 180 days.</p>	<p>4/2/20 – 4/5/15/20</p>

				<p>Also, beginning on May 1, 2020, the following businesses may reopen and operate at full capacity:</p> <ul style="list-style-type: none"> • Services provided by an individual working alone in an office; Golf course operations; and • Local government operations. 		
Utah (Updated May 20, 2020)	No	No	<p>Under an executive order effective May 16, 2020, all of Utah has moved to low risk of COVID-19 spread except for Grand County, Summit County, and Wasatch County, Salt Lake City, West Valley City, and Magna metro township (which all remain in moderate risk status).</p> <p>Under Utah's guidelines</p> <p>In both moderate and low risk areas, people should take appropriate precautions such as:</p> <ul style="list-style-type: none"> • Wearing face coverings in all public settings where other social distancing measures are difficult to maintain; • Following strict hygiene standards, including, frequent hand washing, using hand sanitizer, refraining from touching their face, covering coughs and sneezes, and regularly cleaning high-touch surfaces; • Refraining from shaking hands; and • Regularly disinfecting high-touch surfaces. <p>In low risk areas, people may leave the home more frequently than in moderate risk areas and may interact in groups of 50 or fewer (as compared to interacting in groups of 20 or fewer people in moderate risk areas). In addition, schools have been opened in low risk areas but remain closed in moderate risk areas.</p>	<p>The moderate risk phase also has implications for business operations. Among them:</p> <ul style="list-style-type: none"> • High impact businesses must observe strict protocols; • Employees must operate remotely, unless not possible; • Restaurants may open for dine-in services with strict requirements; • Design spaces to maintain 6 feet between individuals; and • Limit out-of-state travel and quarantine 14 days upon return from high-risk areas. <ul style="list-style-type: none"> • In low risk areas, employers exercise discretion with remote work and returning to onsite work. 	No penalty imposed.	3/27/20 – 4/13/20
Vermont (Updated May 20, 2020)	Yes	Yes	<p>Vermont has undertaken a phased approach to reopening its economy. It entails several generally applicable health and safety measures, including the following:</p> <ul style="list-style-type: none"> • Employees should not report to work, or be allowed to remain at work, if sick or symptomatic; • Employees must keep six feet apart from others on the job • Employees must wear non-medical cloth face coverings over their nose and mouth when with 	<p>Vermont's order allows businesses to reopen under the following schedule, subject to specified restrictions:</p> <p>April 20, 2020:</p> <ul style="list-style-type: none"> • Outdoor businesses, construction operations, manufacturing, and distribution (with no more than ten employees); • Retail operations; and • Low or no-contact professional services. <p>April 27, 2020:</p> <ul style="list-style-type: none"> • Outdoor retail operations; and 	<p>Violators may be fined up to \$1,000 per violation per day; a criminal violation may result in a \$500 fine and/or up to 6 months imprisonment</p>	3/17/20 – 4/6/20 (extension likely)

			<p>others. For retail cashiers, a translucent sneeze guard is acceptable in lieu of a mask;</p> <ul style="list-style-type: none"> • Employees must have easy and frequent access to soap and water or hand sanitizer; • Handwashing or hand sanitization should be required before entering and leaving the job site; • All common spaces and equipment must be cleaned and disinfected at the beginning, middle, and end of each shift and before transfer from one employee to another; and • No more than two people may occupy a vehicle when conducting work. 	<ul style="list-style-type: none"> • Libraries. <p>May 1, 2020:</p> <ul style="list-style-type: none"> • Farmers markets. <p>May 11, 2020:</p> <ul style="list-style-type: none"> • Manufacturing, construction, and distribution operations. <p>May 7, 2020:</p> <ul style="list-style-type: none"> • Outdoor Recreation businesses, facilities and organizations. <p>May 18, 2020:</p> <ul style="list-style-type: none"> • Non-essential retail operations limited to 25% capacity. <p>May 22, 2020:</p> <ul style="list-style-type: none"> • Restaurants for outdoor dining. 		
Virginia	Yes	Yes	<p>All individuals in Virginia must remain at their place of residence. Individuals may leave their home to obtain food, beverages, goods or services; seek medical attention or essential government or social services; take care of other persons, children, or animals; travel pursuant to court order; engage in outdoor activity (so long as social distancing is maintained); travel to and from one's residence, worship place, work, or school; volunteer with charitable or social services organizations, or at the direction of law enforcement. All public gatherings of more than 10 individuals are prohibited. Public beaches are also closed, except for exercising or fishing.</p> <p>If individuals use shared or outdoor spaces, whether on land or on water, they must at all times maintain social distancing of at least 6 feet from one another, except for family or household members or caretakers.</p>	<p>Essential businesses may remain open. This includes grocery stores, pharmacies, medical and laboratory suppliers, electronic retailers that service cell phones and computers, automotive part retailers and mechanics, hardware and lawn stores, liquor stores, gas stations, retail located within healthcare facilities, banks, pet stores, office supply stores, laundromats and dry cleaners.</p> <p>Non-essential retail businesses may continue to operate, but only 10 patrons are permitted to be in the business at any time.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p>	<p>Violation is a Class 1 misdemeanor, punishable by confinement in jail for not more than twelve months, a fine of not more than \$2,500, or both.</p>	3/30/20 – 6/10/20
Washington (Updated May 20, 2020)	Yes	Yes	<p>Washington has adopted a phased “Safe Start” plan. While the state remains in Phase 1, some counties have been approved to enter Phase 2.</p>	<p>Washington has relaxed some of its restrictions.</p> <ul style="list-style-type: none"> • Remote religious and spiritual services are permitted, as is face-to-face religious 	<p>Any person willfully violating the order guilty of a gross misdemeanor.</p>	3/25/20 – 5/4/20

				<p>counseling, if it is not possible to provide those counseling services remotely;</p> <ul style="list-style-type: none"> • Drive-in religious services are permitted, with one household per vehicle and social distancing requirements observed; • In addition to the low-risk activities that the state previously authorized, the following activities may resume in keeping with industry-specific requirements (https://www.governor.wa.gov/issues/issues/covid-19-resources/covid-19-reopening-guidance-businesses-and-workers): landscaping and lawn care; vehicle and vessel sales; pet walking; retail (curb-side, pick-up orders only; car washes. 		
West Virginia (Updated May 20, 2020)	Yes	Yes	All individuals within West Virginia must stay at home or their place of residence unless performing an essential activity. Essential activities include obtaining food, medicine, and other necessary goods; obtaining non-elective medical care; going to and from an individual's workplace if such workplace is an essential business; going to and from a family member's home; going to and from one's place of worship; engaging in outdoor activity (so long as 6 feet of social distancing is achieved and 10 or fewer people gather).	<p>West Virginia's "West Virginia Strong – The Comeback" allows businesses in certain sectors to reopen, subject to specified health and safety requirements, over six week, beginning on May 4, 2020.</p> <p>Week One:</p> <ul style="list-style-type: none"> • Hospitals may resume elective medical procedures; • Outpatient health care operations may resume, including primary care, dentistry, physical/occupational therapy, psychological/mental health, and similar practices. <p>Week Two:</p> <ul style="list-style-type: none"> • Small businesses with fewer than 10 employees; • All businesses providing professional services, such as hair salons, nail salons, barbershops, and pet grooming; • Outdoor dining at restaurants; and • In-person religious services. <p>Week Three:</p> <ul style="list-style-type: none"> • Wellness centers • Drive-in movie theaters; • Outdoor guided fishing; and rock climbing. <p>Week Four:</p> <ul style="list-style-type: none"> • Fitness and recreation centers, sports training facilities; • Indoor dining at restaurants; • Large/specialty retail stores. • Indoor malls and similar facilities. 	Not Specified.	3/24/20 – TBD

				<ul style="list-style-type: none"> • State park campgrounds for in-state residents only; • Outdoor recreation rentals; <p>Week Five:</p> <ul style="list-style-type: none"> • Bars (indoor bars at 50% capacity and outdoor bars) • Museums and visitor centers, zoos; • Spas and massage businesses. <p>Week Six:</p> <ul style="list-style-type: none"> • Casinos. <p>Week Seven:</p> <ul style="list-style-type: none"> • Low-contact outdoor youth sports. 		
Wisconsin (Updated May 20, 2020)	Yes	Yes	On May 13, 2020, the Wisconsin Supreme Court ruled that the state's stay-at-home order , is unenforceable except as to the closure of schools .	<ul style="list-style-type: none"> • In light of the Wisconsin Supreme Court decision, businesses (other than schools) may elect to reopen. 	Violators face up to 30 days in jail or up to \$250 fine, or both.	3/25/20 – 4/24/20
Wyoming (Updated May 20, 2020)	No	Yes	On April 28, 2020, Wyoming continued and modified its rule forbidding gatherings of ten people or more. It prohibits gatherings of ten people or more. But, it exempts: hotels and motels for lodging purposes, livestock options; groups of workers being transported to their location for their job; relief facilities; residential buildings, except for individual household residences; grocery stores, markets, convenience stores, pharmacies, and drug stores; truck stops, gasoline stations, and automobile repair facilities; retail or business establishments, where more than ten people may be present and generally not within six feet of one another; healthcare facilities; alcohol and drug treatment centers; and long-term care and assisted living facilities.	<p>Another order relaxes some of the state's business restrictions.</p> <p>It allows places of public accommodation, gyms, and childcare providers to open under specified health and safety limitations.</p> <p>And, under another order, beginning on May 1, 2020, nail salons, hair salons, and barber shops; cosmetology, electrolysis, and esthetic services; massage therapy services (excluding massage performed for medical purposes); and body art, and piercing shops may open in limited capacity, under certain health and safety conditions:</p> <p>An order issued May 13, 2020, provides updated requirements for the reopening of restaurants, gyms and movie theaters.</p>	N/A	N/A