

STATE Jurisdictional Authority	LEGISLATION Effective Date(s)	EMPLOYER   EMPLOYEE REQUIREMENTS
California Cal/OSHA	SB 1159   09.17.2020 (applicable to all employers)	<ul style="list-style-type: none"> <li>» Presumption that an employee who reports having COVID-19 on or after 07.06.2020 contracted the virus at the workplace for purposes of WC. Presumption applies only if the employee contracted the virus during a workplace outbreak and was present in the workplace in the 14 days before taking the COVID-19 test.</li> <li>» Outbreak defined as: <ul style="list-style-type: none"> <li>▶ 4 or more employees test positive for COVID-19 within a workforce of 100 or less</li> <li>▶ 4% of employees test positive for COVID-19 within a workforce of greater than 100</li> <li>▶ The worksite is closed by local health department or jurisdictional agency</li> </ul> </li> <li>» Employer may rebut (within 45 days) the presumption by presenting evidence of measures in place to reduce potential transmission of COVID-19 in the workplace.</li> <li>» Employer required to notify claims administrator when employer knows that an employee tested positive for COVID-19 (within 3 days of knowledge).</li> <li>» Waiting period for temporary disability benefits is eliminated – employee must exhaust all COVID-19-related sick leave benefits before using disability benefits.</li> </ul>
	AB 685   09.17.2020 (applicable to all employers)	<ul style="list-style-type: none"> <li>» Employer must (within one business day) provide written notice to employees and employers of subcontracted employees who were at worksite with any individual tested positive for, diagnosed with or died from COVID-19.</li> <li>» Employer must (within one business day) provide written notice to employees and employers or subcontracted employees with the disinfection and safety plan to be implemented.</li> <li>» Employer must (within one business day) provide potentially exposed employees with information about COVID-19-related benefits to which the employee may be entitled.</li> <li>» Employer must (within 48 hours) notify the local public health agency of workplace outbreak involving three or more lab-confirmed cases of COVID-19 within a two-week period among employees from different households.</li> <li>» Employer must provide outbreak notice to the union representative (if any).</li> <li>» Employer must maintain records of all notices for a period of three years.</li> </ul>
	CCR Title 8, Division 1, Chapter 4, Subchapter 7, §3205   11.30.2020 (applicable to all employers and places of employment)	<p>Employers must establish, implement and maintain a written COVID-19 Prevention Program that addresses the following topics:</p> <ol style="list-style-type: none"> <li>1. System for communicating information to employees about COVID-19 prevention, hazards in the workplace, testing, policies and procedures for accommodation and reporting without fear of reprisal</li> <li>2. Identification and evaluation of COVID-19 hazards</li> <li>3. Investigating and responding to COVID-19 cases in the workplace</li> <li>4. Correction of COVID-19 hazards</li> <li>5. Training and instruction</li> <li>6. Physical distancing</li> <li>7. Face coverings</li> <li>8. Other engineering controls, administrative controls and personal protective equipment</li> <li>9. Reporting, recordkeeping and access</li> <li>10. Exclusion of employees with COVID-19 from workplace</li> <li>11. Return-to-work criteria</li> </ol> <ul style="list-style-type: none"> <li>» Regulations do not apply to employees working from home, sites where one employee does not have contact with others and employees when covered by Cal/OSHA's Aerosol Transmissible Diseases standard (healthcare operations).</li> <li>» The rule includes requirements for notifying local health departments of workplace outbreaks defined as three or more cases in a workplace in a 14-day period and major outbreaks defined as 20 or more cases within a 30-day period.</li> <li>» The rule includes an obligation to 'continue and maintain an employee's earnings, seniority and all other employee rights and benefits, including the employee's right to their former job status, as if the employee had not been removed from their job' for employees who are otherwise able to work, but are excluded from the worksite for work-related COVID-19 exposures and quarantines.</li> <li>» Employers must provide viral testing for all employees excluded under Cal/OSHA's broad definition of 'exposed workplace', up to twice weekly depending on the severity of an outbreak at the workplace.</li> <li>» Employers, with employee participation, must 'conduct a workplace-specific identification of all interactions, areas, processes, equipment and materials that could potentially expose employees to COVID-19 hazards'.</li> </ul>

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Illinois	<p>Executive Order 2020-32   04.30.2020 (applicable to essential businesses and operations engaged in minimum basic operations)</p> <p>Executive Order 2020-38   05.29.2020 (supersedes EO 2020-31)</p>	<p>Employers must take proactive measures to ensure compliance with social distancing requirements; including where possible:</p> <ul style="list-style-type: none"> <li>▶ Designate six-foot distances – with signage, tape or by other means six-foot spacing for employees and customers in line to maintain appropriate distance</li> <li>▶ Hand sanitizer and sanitizing products available for employees and customers</li> <li>▶ Separate operating hours for vulnerable populations</li> <li>▶ Online and remote access – posting online whether a facility is open and how best to reach to facility and continue services by phone or remotely</li> <li>▶ Face coverings and PPE – providing employees with appropriate face coverings and requiring that employees wear face coverings where maintaining a six-foot social distance is not possible at all times; when the work circumstances require, providing employees with other PPE in addition to face coverings</li> </ul> <p>All businesses must:</p> <ul style="list-style-type: none"> <li>» Continue to evaluate which employees are able to work from home and are encouraged to facilitate remote work from home when possible.</li> <li>» Ensure that employee practices social distancing and wear face coverings when social distancing is not always possible.</li> <li>» Ensure that all spaces where employees may gather, including locker rooms and lunchrooms, allow for social distancing.</li> <li>» Ensure that all visitor (customers, vendors, etc.) to the workplace can practice social distancing; but if maintaining a six-foot social distance will not be possible at all times, encourage visitors to wear face coverings.</li> <li>» Prominently post the guidance from the Illinois Department of Public Health (IDPH) and office of the Illinois Attorney General regarding workplace safety during the COVID-19 emergency.</li> </ul>
Kentucky	Executive Order 2020-323   05.08.2020 (applicable to all entities/businesses permitted to re-open – Kentucky Healthy At Work minimum requirements)	<ul style="list-style-type: none"> <li>» Continue telework when possible – entities should operate via phone or internet to the greatest extent possible.</li> <li>» Phased return to work – employers are encouraged to implement a phased return to work, including generous telework, sick leave and family leave policies for those employees who are not able to come into work due to illness, taking care of a family member(s) or lack of childcare options.</li> <li>» Enforce social distancing – employers must ensure, to the greatest extent practicable, that employees who are not able to telework and must be physically present at the workplace remain a minimum of six-feet away from all other employees and customers unless closer interaction is absolutely required to perform their job duties.</li> <li>» Limit face-to-face interaction – employers must ensure that employees minimize face-to-face contact with one another and with customers to the greatest extent practicable. Meetings should be conducted via telephone or internet if possible.</li> <li>» Employers must require employees, volunteers and contractors wear a face covering in any indoor space where it is difficult to maintain a physical distance of at least six feet from all individuals who are not members of that person's household. Employers need to require face covering when doing so would create a serious health or safety hazard to the employee, when the employee is working alone in an enclosed space or when the employee is working alone in an area with more than six feet of social distancing.</li> <li>» Employers will provide face coverings at no cost to employees and shall provide instruction on proper use.</li> <li>» Employers will require customers and all other members of the public on the premises to wear a face covering; except for the following: <ul style="list-style-type: none"> <li>▶ Children five years of age or younger</li> <li>▶ Persons with a disability or physical or mental impairment that prevents them from safely wearing a face covering</li> <li>▶ Persons who are hearing impaired or communicating with someone who is hearing impaired</li> <li>▶ Any person engaged in work that a state or federal regulator has concluded would make wearing a face covering a risk to their health or safety</li> <li>▶ Any person who is seated and actively consuming food or drink at a restaurant, bar or other establishment that offers food or beverage service</li> <li>▶ Any person who is obtaining a service that requires temporary removal of a face covering to perform</li> </ul> </li> </ul>

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<b>Massachusetts</b> Executive Office of Housing and Economic Development	Mandatory Safety Standards (applicable to all re- opening workplaces)  Sector Specific Workplace Safety Standard for Retail Businesses to Address COVID-19   12.11.2020	<ul style="list-style-type: none"> <li>» Employers must establish protocols to ensure that employees can practice adequate social distancing.</li> <li>» Employer must provide signage for safe social distancing.</li> <li>» Employers must require face coverings or masks for all employees.</li> <li>» Employers must provide hand washing capabilities throughout the workplace.</li> <li>» Employers must ensure frequent hand washing by employees and adequate supplies to do so.</li> <li>» Employers must provide regular sanitization of high-touch areas throughout the work site.</li> <li>» Employers must provide training for workers regarding COVID-19 safety including at least: <ul style="list-style-type: none"> <li>▶ Signs and symptoms of COVID-19</li> <li>▶ Risk of asymptomatic spread of COVID-19</li> </ul> </li> </ul>

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		<p><b>LODGING OPERATIONS [MASSACHUSETTS]</b></p> <p>No activity in lodging businesses shall occur without meeting these sector specific COVID-19 workplace safety standards. These standards apply to all lodging businesses until rescinded or amended by the State. The owner of the lodging business is responsible for meeting these standards.</p> <ul style="list-style-type: none"> <li>» Hotels will require face coverings for all workers and guests when inside hallways and common areas, except where an individual is unable to wear a face covering due to a medical condition or disability.</li> <li>» Hotels must monitor guest entries and exits and limit occupancy of common areas (not including guest rooms) at all times to the greater of the following: <ul style="list-style-type: none"> <li>▶ 50% of the space's maximum permitted occupancy as documented by its occupancy permit on record</li> <li>▶ Spaces for which no permitted occupancy limitation is on record may allow 10 persons (including staff) per 1,000 square feet of accessible space</li> <li>▶ No enclosed space may exceed occupancy of 10 persons per 1,000 square feet</li> <li>▶ All occupancy counts and calculations shall include guests, staff and other workers</li> </ul> </li> <li>» Hotels must ensure separation of six feet or more between individuals unless this creates a safety hazard. <ul style="list-style-type: none"> <li>▶ Close or reconfigure worker and guest common spaces and high-density areas where workers or guests are likely to congregate to allow six feet of physical distancing</li> <li>▶ Re-design office spaces, workstations or cubicles (if possible) to ensure workspaces allow for at least six feet of physical distancing</li> <li>▶ Physical partitions must separate workstations that cannot be spaced out – partitions must be at least six feet tall</li> </ul> </li> </ul>

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		<ul style="list-style-type: none"> <li>▶ Install physical partitions for checkout stations (where possible) – otherwise maintain six feet distance</li> <li>▶ Arrange for separation of six feet or more for guests during check-in and check-out times by installing separation markers on floor and otherwise limiting crowding in lobby and front desk areas</li> <li>▶ Mark common rooms and hallways to indicate six feet separation</li> <li>» Hotels must stagger lunch and break times, regulating maximum number of people in one place and ensuring at least six feet of social distancing.</li> <li>» Hotels must establish directional pathways to manage guest flow for foot traffic, to minimize contact (one-way pathways). Post clearly visible signage regarding these policies.</li> <li>» Guests should enter doors that are either propped open (if possible) or automated or manually operated by a worker that is frequently handwashing and/or using proper hand sanitizer.</li> <li>» Hotels should limit the number of individuals riding in an elevator to allow for social distancing and ensure the use of face coverings in elevators. Use signage to communicate these requirements.</li> <li>» Hotels must require workers to avoid handshakes and similar greetings that break physical distance.</li> <li>» Workers should not open the doors of cars or taxis. Valet parking operations should be avoided unless necessary due to physical or geographic constraints or in order to accommodate guests with disabilities. <ul style="list-style-type: none"> <li>▶ Valets must be provided with hand sanitizer and should use sanitizer before and after parking a vehicle or other guest contact</li> <li>▶ Contactless payment methods are encouraged</li> </ul> </li> <li>» Hotels should ensure access to handwashing facilities on site, including soap and running water, and allow sufficient break time for workers to wash hands frequently (alcohol-based sanitizer may be used as an alternative).</li> <li>» Hotels should supply workers with adequate cleaning products.</li> <li>» Hotels should require that workers wash hands or use hand sanitizer frequently.</li> <li>» Hotels should post visible signage throughout the site (front and back of house) to remind workers of hygiene and safety protocols.</li> <li>» Hotels should provide hand sanitizer in public areas throughout the facility for guest and worker use.</li> <li>» Hotels should limit sharing on hand-held equipment and other tools between workers to the extent possible. Any shared equipment should be sanitized before, during and after each shift or anytime the equipment is transferred to a worker.</li> <li>» Hotels should discontinue the use of shared food and beverage equipment in lobbies). Manually operated ice machines should be closed (hands-free ice machines are permitted).</li> <li>» Hotels must provide training to workers on up-to-date safety information and precautions for reducing disease transmission; including: <ul style="list-style-type: none"> <li>▶ Social distancing/hand washing/proper use of face coverings</li> <li>▶ Self-screening at home (temperature and symptom checks)</li> <li>▶ Reinforce that workers who are sick should not appear for work</li> <li>▶ When to seek medical attention if symptoms become severe</li> <li>▶ Which underlying conditions may make individuals more susceptible to contracting and suffering from a severe case of the virus</li> </ul> </li> <li>» Hotels must screen workers at each shift by ensuring the following: <ul style="list-style-type: none"> <li>▶ Worker is not experiencing any symptoms</li> <li>▶ Worker has not had ‘close contact’ with an individual diagnosed with COVID-19</li> <li>▶ Worker has not been asked to self-isolate or quarantine by their doctor or a local public health official</li> <li>▶ Workers who fail to meet the criteria above must be sent home</li> <li>▶ Workers who are particularly vulnerable to COVID-19 (as determined by CDC) are encouraged to stay home</li> <li>▶ Workers shall not appear for work or complete a shift if feeling ill</li> </ul> </li> <li>» Hotels must adjust workplace hours and shifts to minimize contact across workers and reduce congestion at entry points.</li> <li>» Hotels must maintain a log of workers and guests to support contact tracing (if needed).</li> <li>» Hotels should strongly encourage employees to self-identify and disclose symptoms and close contact to a known or suspected COVID-19 case to the employer for purposes of cleaning/disinfection and contact tracing.</li> </ul>

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		<ul style="list-style-type: none"> <li>» Hotels should immediately notify the local Board of Health in the city or town of the workplace if notified of a positive case at the workplace.</li> <li>» Hotels must post notice to workers and guests of important health information and relevant safety measures as outline in the Commonwealth's <i>Mandatory Safety Standards for Workplace</i></li> <li>» Hotels should permit breaks outside to enable social distancing (if possible).</li> <li>» Hotels should maintain operating hours that allow for ongoing off-hour sanitation and cleaning.</li> <li>» Hotels should limit visitors and service providers on site – shipping and deliveries should be completed in designated areas.</li> <li>» Hotels should adjust training and on-boarding processes to allow for social distancing – conduct virtually if possible.</li> <li>» Hotels should conduct daily pre-shift (stand-up) meetings should be conducted virtually or in areas that allow social distancing.</li> <li>» Hotels should minimize shared touch surfaces, such as kiosks, tablets, pens, credit cards, receipts and keys.</li> <li>» Hotels should modify guest room service, laundry and dry-cleaning services and amenity deliveries to accommodate contactless pick-up and delivery.</li> <li>» Hotels should remove or limit paper amenities in guest rooms – supplement with digital materials or make materials available upon guest request.</li> <li>» Additional on-site amenities and services may only open and operate when those amenities or services would otherwise be authorized to operate under the Commonwealth's Phased Re-Opening Plan.</li> <li>» Hotels should implement the following cleaning and disinfection practices: <ul style="list-style-type: none"> <li>▶ Clean commonly touched surfaced in restrooms frequency and in accordance with CDC guidelines</li> <li>▶ Conduct frequent cleaning and disinfection within all common areas of the lodging site (multiple times a day if the lodging site has multiple guest rooms)</li> <li>▶ Keep cleaning logs that include date, time and scope of cleaning</li> <li>▶ Conduct frequent disinfecting of heavy transit areas and high-touch surfaces</li> <li>▶ In the event that a guest presents a presumptive case of COVID-19 or a positive case, the room used by that guest may only be returned to service after undergoing an enhanced sanitization protocol, in accordance with CDC guidelines</li> <li>▶ Open windows and doors in common spaces to increase airflow where possible</li> <li>▶ Consider providing cleaning 'kits' (portable containers with cleaning supplies) accessible throughout the hotel for areas that will be cleaned periodically throughout the day</li> <li>▶ Practice enhanced room sanitation by cleaning and sanitizing all hard surfaces at a minimum each time a guest checks out and before the next guest is admitted, and laundering all linens, bedspreads and covers</li> <li>▶ Dirty linens should be removed and transported from guest rooms in single-use, sealed bags and pillow protectors on the guest room beds should be changed in between guests at a minimum; bagging of these items should be done in the guest room to eliminate excess contact while being transported and all bed linen should be washed at a high temperature and cleaned in accordance with CDC guidelines</li> <li>▶ Following each departure, consider leaving guest rooms vacant for 24 hours as part of cleaning protocol to allow for deep cleaning, disinfectant and cleaners to dry and reasonable air exchange</li> <li>▶ Housekeeping should not enter a guest room while the guest is physically present within the room except at the guest's specific request; housekeeping must otherwise only service rooms when guests are not present and minimize contact with guest personal belongings</li> <li>▶ Housekeepers should open the doors and windows in guest rooms when possible to increase air circulation</li> </ul> </li> </ul>
Michigan MIOSHA	Emergency Rule   10.14.2020 (applicable to all Michigan employers)	<ul style="list-style-type: none"> <li>» Employers should evaluate routine and anticipated tasks to determine anticipated employee exposure to COVID-19. Employer should categorize jobs into the following risk categories: <ul style="list-style-type: none"> <li>▶ Lower   Medium   High   Very High</li> </ul> </li> <li>» Employers should develop and implement a written plan to prevent employee exposure to COVID-19.</li> <li>» Employees in frequent or prolonged close contact with known or suspected cases of COVID-19 must be provided with and wear (at a minimum) an N95 respirator.</li> <li>» Employers should implement screening protocols to identify known or suspected COVID-19 cases at the start of work shifts.</li> <li>» Employers should provide COVID-19 exposure prevention training to employees, including steps to report signs and symptoms of COVID-19. Training should cover new policies and procedures, personal protective equipment and cleaning of the workplace.</li> <li>» Employers must establish workplace procedures to mitigate potential employee exposure to COVID-19; including: <ul style="list-style-type: none"> <li>▶ Designation of a workplace COVID-19 coordinator</li> </ul> </li> </ul>

STATE Jurisdictional Authority	LEGISLATION Effective Date(s)	EMPLOYER   EMPLOYEE REQUIREMENTS
		<ul style="list-style-type: none"> <li>▶ Examine and update administrative policies to encourage social distancing and reduced employee gathering (including telework, staggered schedules, etc.)</li> <li>▶ Mandatory face coverings in the workplace</li> <li>▶ Employee training on new procedures and policies</li> <li>▶ Employee health screening protocols – prior to work</li> </ul> <ul style="list-style-type: none"> <li>» Employers should routinely clean and disinfect common areas and frequently touched surfaces.</li> <li>» Employers should require employees to report when they receive a positive test or are experiencing COVID-19 symptoms.</li> <li>» Employers should implement steps to require infected employees to stay home and self-isolate. Employees should not be allowed to return to work until home isolation criteria is met (CDC guidelines).</li> <li>» Employers should notify and inform other employees of possible workplace exposure within 24 hours of learning of the known case.</li> <li>» Employers must notify the local public health department of a known case of COVID-19 reported by an employee, visitor or customer.</li> </ul>
<b>Minnesota</b> Minnesota Department of Health	StaySafe MN   07.29.2020 (applicable to all businesses)	<ul style="list-style-type: none"> <li>» Employers should establish health screening protocols for all workers at the start of each shift (e.g., health screening questionnaire or temperature screening).               <ul style="list-style-type: none"> <li>▶ Workers must be stopped from entering the business if their response to the health screening indicates they are experiencing symptoms of COVID-19 or have tested positive for COVID-19 and they should be sent home immediately</li> </ul> </li> <li>» Employers should establish a protocol for workers to report, whether at home or at work, when they are experiencing COVID-19 symptoms, have tested positive for COVID-19 or have been in close contact with a person with COVID-19 symptoms or who has tested positive for COVID-19 and a return-to-work protocol for workers who are required isolate or quarantine.               <ul style="list-style-type: none"> <li>▶ Workers who are experiencing COVID-19 symptoms, have tested positive for COVID-19 or have been in close contact with a person with COVID-19 symptoms or has tested positive for COVID-19 must be instructed not to report for work until their isolation or quarantine period is completed</li> </ul> </li> <li>» Employers should establish a protocol for identifying and communicating with workers who may have been exposed to a person with COVID-19 symptoms or who has tested positive at work. The protocol should include informing other workers who may have had close contact with the infected worker of the possible exposure to COVID-19 while at work. An individual must be designated to gather information from workers who may be sick with COVID-19 and engage in needed communications, while insuring privacy of infected workers.</li> <li>» Employers should establish a protocol for workers to return to work.</li> <li>» Employers should provide accommodation for 'high-risk' and vulnerable populations. Vulnerable workers should be encouraged to self-identify and employers should avoid making unnecessary medical inquiries. Employers should take particular care to reduce these workers' risk of exposure.</li> <li>» Employers should evaluate and adjust sick leave policies to reflect the need for isolation and incentivize workers who are sick to stay home. Clearly communicate sick leave policies to all workers.</li> <li>» Employers should maximize remote-working.</li> <li>» Employers should hold virtual or online meetings – when possible.</li> <li>» Employers should ensure physical distancing is maintained in all work areas.               <ul style="list-style-type: none"> <li>▶ Provide for six feet of physical distancing in work areas, storage areas, break areas, locker and changing areas, meeting areas, copy rooms, parking areas, etc.</li> <li>▶ Evaluate traffic patterns, congestion areas, bottle-necks and choke points to reduce crowding at entrances, reception areas, information counters, in hallways, elevators, waiting areas, staging areas, locker-room and changing areas, doorways, corridors, janitor's closets, sink rooms, transport areas, time clock areas, etc.                   <ul style="list-style-type: none"> <li>◆ Designated one-way entrances and exits that facilitate six-foot distancing</li> <li>◆ Consider time clock alternatives, such as phone-based apps, web-based apps or cameras to clock workers in and out</li> </ul> </li> </ul> </li> <li>» Employers should limit collective gatherings of workers to numbers that allow social distancing to be maintained.</li> <li>» Employers should ensure social queuing is established to provide and promote social distancing between workers, clients, customers and visitors congregating and waiting to use facilities (e.g., restrooms, handwashing, vending, cafeterias).</li> <li>» Employers should create and designate additional break areas (including outside if practical) for breaks and meals. Revise break times to prevent congregating in cafeterias and breakrooms. Spread out or remove tables and chairs in break areas so they are at least six feet apart and install barriers where necessary.</li> <li>» Employers should implement static assignment or 'co-horting' of work crews to the extent possible.</li> <li>» Employers should limit worker face-to-face interaction. Use walkie talkies and headphones so workers can communicate from a distance.</li> </ul>

STATE Jurisdictional Authority	LEGISLATION Effective Date(s)	EMPLOYER   EMPLOYEE REQUIREMENTS
		<ul style="list-style-type: none"> <li>» Employers should incorporate barriers, partitions, screens or curtains to maintain barrier protection between workers to the extent possible, where social distancing cannot be maintained.</li> <li>» Employers should install plastic partitions between workers and customers at payment/ticket/merchandise/concession/reception/information counters with ample space cut where items can be slid through.</li> <li>» Employers should instruct and ensure workers regularly wash their hand. <ul style="list-style-type: none"> <li>▶ Post 'handwashing' and 'cover your cough' signs</li> </ul> </li> <li>» Employers should ensure handwashing and/or hand sanitizer facilities are readily available and allow workers sufficient time to engage in handwashing/sanitizing.</li> <li>» Employers must ensure supplies in restrooms, portable toilets and handwashing/sanitizing stations are regularly monitored and continually stocked.</li> <li>» Employers must provide tissues or towels for proper cough and sneeze etiquette and provide no-touch trash bins.</li> <li>» Employers must require workers to wear face covering as required by Minnesota Executive Order 20-81 (issued by Governor on 07.25.2020). The Executive Order includes exemptions for people who are unable to wear or tolerate a face covering due to medical or mental health condition or other reasons (creation of job hazard). <ul style="list-style-type: none"> <li>▶ Workers should maintain an adequate number of face coverings during their shift to change face coverings as they become saturated, dirty or compromised</li> <li>▶ Launder re-usable/cloth face coverings before each daily use according to CDC guidelines</li> </ul> </li> <li>» Employers should provide protective supplies when required, including non-medical source control face coverings, gloves, disinfectant, guards and shields to protect workers against the transmission of COVID-19 while they are working.</li> <li>» Employers may not discriminate or retaliate in any way against any worker for wearing face coverings or personal protective equipment (in accordance with Executive Order 20-54).</li> <li>» Doors to multi-stall restrooms should be able to be opened and closed without touching the handles, opening devices or powered door operators with the hand, whenever possible. If the door cannot be opened without touching the handle or door operator with the hand, the business must ensure a trash receptacle is placed by the door to ensure a paper towel can be readily disposed of when operating the door. <ul style="list-style-type: none"> <li>▶ The location and positioning of waste receptacles should not interfere with Life Safety requirements or any reasonable accommodations provided under the Americans with Disabilities Act</li> </ul> </li> <li>» Community drinking stations and water fountains must not be available or used unless protocols are implemented to ensure frequent sanitation between users. Touchless water-filling stations may still be provided.</li> <li>» Food must not be served nor shared communally.</li> <li>» Employers should instruct workers to launder their clothing, uniforms, apparel and personal protective equipment (PPE) daily according to clothing or detergent instructions. Encourage workers to maintain additional apparel at work to minimize cross-exposure between work areas or locations.</li> <li>» Employers must assess the status and capacities of the utility systems within the building (ventilation/water supply/sewer/gas) as well as potential issues associated with vermin, mold and mildew prior to putting the building into an operational status.</li> <li>» Employers must evaluate the operational capacity and increase, improve and maintain ventilation provided throughout the building. <ul style="list-style-type: none"> <li>▶ Increase the outdoor air percentage to increase dilution of contaminants and eliminate recirculating (whenever possible) while maintaining indoor air conditions</li> <li>▶ Improve central air filtration to at least the MERV-13 or the highest compatible with the filter rack (at least MERV-14 preferred) and seal the edges of filters to further limit bypass around the filters</li> <li>▶ Replace and upgrade air filters prior to re-occupancy</li> <li>▶ Run systems on full economizer as outside air conditions allow</li> </ul> </li> <li>» Employers should ensure the following day-to-day practices and protocols are maintained: <ul style="list-style-type: none"> <li>▶ Continuously maximize fresh air into the workplace and eliminate air recirculation</li> <li>▶ Maintain relative humidity levels of RH 40 –60%</li> <li>▶ Add a flush cycle to the controls of the HVAC system and run HVAC systems for 2 hours before and after occupancy</li> <li>▶ Minimize air flow from blowing across people</li> </ul> </li> <li>» Employers must establish a documented sanitation schedule and checklist, identifying surfaces/equipment to be sanitized, the agent to be used and the frequency at which sanitation occurs.</li> </ul>

STATE Jurisdictional Authority	LEGISLATION Effective Date(s)	EMPLOYER   EMPLOYEE REQUIREMENTS
		<ul style="list-style-type: none"> <li>» Employers must routinely clean and disinfect all areas.</li> <li>» Employers must frequently clean and disinfect all high-touch items. <ul style="list-style-type: none"> <li>▶ Electronic devices should not be cleaned and disinfected with a liquid agent</li> <li>▶ Consider covering switches/devices with a poly-covering that allows the user to manipulate the device without touching the switch and change out the poly-covering frequently</li> <li>▶ Electronic devices must be sanitized only when disconnected from the power source and sanitized in accordance with the listing/labeling requirements</li> </ul> </li> <li>» Employers must clean and disinfect work vehicles in between the use of each worker or work crew, before and after each use.</li> <li>» Whenever possible, assign a designated user/operator for each station, machine or piece of equipment as opposed to allowing several users/operators to share stations, machines or pieces of equipment. If items must be shared, disinfect between users.</li> <li>» Employers must implement immediate cleaning and disinfection of the workplace if a worker, client or visitor becomes ill with COVID-19.</li> <li>» Employers must select appropriate and ensure the needed supply of disinfectants.</li> <li>» Employers must ensure all trash, refuse and debris is regularly disposed of and not allowed to accumulate, to minimize the number of workers involved in the handling and disposal of materials.</li> <li>» Employers should review product labels and Safety Data Sheets, follow manufacturer specifications and use required PPE for the product.</li> <li>» Workers must maintain a distance six feet or greater from others during interactions while receiving or exchanging deliveries. Businesses receiving deliveries must do so via a contactless method whenever possible, including deliveries at loading docks, reception areas and locations where workers can maintain a distance of at least six feet from each other.</li> <li>» Whenever possible, businesses should attempt to do everything electronically to eliminate the need for close contact between workers and deliver personnel.</li> <li>» Workers must minimize the unnecessary exchanging or sharing of scanners, pens or other tools with delivery personnel.</li> <li>» Employers must train management and all workers regarding COVID-19 exposure as well as applicable policies, procedures, practices and protocols. The training must be provided and paid for by the employer. The training must be provided in a manner and language that each employee can understand and must be adjusted to reasonably accommodate all limiting factors present.</li> <li>» Employers must ensure their respective COVID-19 Preparedness Plan are posted at all worksites where workers are present, in readily accessible locations, and are shared with and reviewed by all workers. Posting may be accomplished through electronic dissemination of the plan to all workers as long as workers have access means to review electronic posting.</li> <li>» Employers must ensure the required rules, protocols and practices are communicated to their workers and adequately reinforce their provisions.</li> <li>» Employers must ensure their workers are provided with and use personal protective equipment necessary to perform their work.</li> <li>» Employers must use signage as reminders for workers, delivery workers, officials, customers, clients and visitors of rules, protocols and practices, including not to enter the business if they have COVID-19 symptoms, social distancing, handwashing, use of source control face coverings and respiratory etiquette.</li> <li>» Workers must ensure they comply with and follow established rules and practices.</li> <li>» Employers must post signage at the entry into the business and provide additional messaging (website, advertisement, marketing) that if customers do not feel well or have any symptoms compatible with COVID-19, they must refrain from entering the business and are strongly encouraged to stay home. <ul style="list-style-type: none"> <li>▶ If they begin to feel unwell while in the business, they must leave immediately. If a customer or visitor is a member of a household group at the business, the household group must also leave</li> </ul> </li> <li>» Employers must advise customers and visitors to wash and/or sanitize their hands upon entering the business, and to regularly wash and/or sanitize their hand while at the business.</li> <li>» Employers must require patrons and visitors wear a face covering, when required by Executive Order 20-81.</li> <li>» Employers must ensure each piece of equipment (terminals, carts, touchscreens, etc.) is wiped down before and after each use by a customer or visitor and the wipe is disposed of appropriately.</li> </ul>
<b>Nevada</b> Nevada OSHA	SB 4   08.11.2020 (applicable to operators of public accommodations)	<ul style="list-style-type: none"> <li>» Selection of cleaning products qualified by the US EPA for use against SARS-CoV-2.</li> <li>» Adoption of specific daily cleaning protocols.</li> </ul>

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	facilities in Clark and Washoe counties)	<ul style="list-style-type: none"> <li>» Employer must post the following communications at each employee entrance and on each bulletin board where the facility regularly posts official communications with employees. <ul style="list-style-type: none"> <li>▶ One-page summary of cleaning standards adopted pursuant to SB 4</li> <li>▶ List of key contact persons at local health agencies</li> </ul> </li> <li>» Employer must implement social distancing protocols for employees and guests.</li> <li>» Employer must ensure availability and access to hand washing or hand sanitizer stations within reasonable proximity to the work area of the employee.</li> <li>» Employer must implement a policy providing for availability of hand sanitizer near locations where employee meetings are held, breakrooms and cafeterias for employees, front desks, bell desks, lobbies, entrance to F &amp; B service and preparation areas and principal entrances to the facility if those areas are not near hand washing facilities.</li> <li>» Employer must implement a policy for distribution (at no cost to the employee) of face masks and (where appropriate) gloves.</li> <li>» Employer must establish and implement a written SARS-CoV-2 Response Plan to monitor and respond to instances or potential instances of SARS-CoV-2 infection among employee and guests.</li> <li>» Employer may not retaliate or take adverse action against an employee participating in proceedings related to this regulation or seeking enforcement of its provisions.</li> <li>» Employers in substantial compliance with controlling health standards are immune from liability unless the plaintiff can prove gross negligence as the proximate cause of the plaintiff's personal injury or death.</li> </ul>
New Jersey	<p>SB 2380   09.17.2020 (applicable to employers of 'essential' employees as defined by the law – including hotel workers)</p> <p>Executive Order 192   11.05.2020</p>	<ul style="list-style-type: none"> <li>» Presumption of workers' compensation coverage for COVID-19 cases contracted by 'essential employees' during a public health emergency declared by emergency order of the governor. <ul style="list-style-type: none"> <li>▶ Essential employee includes an employee in the public or private sector who during a state of emergency performs functions which involve physical proximity to members of the public and are essential to the public's health, safety and welfare (including hotel services)</li> <li>▶ If an individual contracts COVID-19 during a declared public health emergency while working as an essential employee in a place of employment other than the individual's residence, a rebuttable presumption that the infection is work-related and fully compensable is created for the purposes of WC benefits</li> </ul> </li> <li>» The employer may rebut the assumption with a preponderance of evidence showing that the worker was not exposed to the disease within the working environment.</li> <li>» WC claims paid as a result of the rebuttable presumption will not be considered in calculating the employers Experience Modification Factor.</li> <li>» Law retroactive to 03.09.2020.</li> </ul> <p>Employers that require or permits its workforce (in part or as a whole) to abide by specific requirements; including:</p> <ul style="list-style-type: none"> <li>» Require individuals at the worksite to maintain at least six feet of distance from one another the maximum extent possible. <ul style="list-style-type: none"> <li>▶ Where the nature of employee's work or the work area does not allow for six feet of distance to be maintained, employers shall ensure that each employee wears a face covering (or shall install physical barriers between workstations whenever possible)</li> </ul> </li> <li>» Require employees, customers, visitors and other individuals entering the worksite to wear cloth or disposable face masks while on the premises. <ul style="list-style-type: none"> <li>▶ Employers may permit employees to remove face masks when the employee is at their workstation and are more than six feet from other individuals at the workplace (or when an employee is alone in a walled office)</li> </ul> </li> <li>» Employers must make available – at employer expense – face masks to employees.</li> <li>» Employers may deny entry to the worksite to any employee who declines to wear a face mask (ADA and NJLAD exceptions).</li> <li>» Provide sanitization materials to employees, customers and visitors at no cost.</li> <li>» Require employees practice regular hand hygiene provide employees break time for repeated handwashing throughout the workday.</li> <li>» Routinely clean and disinfect all high-touch areas in accordance with DOH and CDC guidelines.</li> <li>» Conduct daily health checks of employees, such as temperature screenings, visual symptom checking, self-assessment checklists and/or health questionnaires, consistent with CDC guidance and consistent with confidentiality requirements of ADA, NJLAD and any other applicable laws.</li> <li>» Separate and send home employees who appear to have symptoms, as defined by the CDC, consistent with COVID-19 illness.</li> <li>» Notify all employees of any known exposure to COVID-19 at the worksite, consistent with confidentiality requirements of ADA and any other applicable laws.</li> <li>» Clean and disinfect the worksite in accordance with CDC guidelines when an employee at the site has been diagnosed with COVID-19 illness.</li> </ul>

STATE Jurisdictional Authority	LEGISLATION Effective Date(s)	EMPLOYER   EMPLOYEE REQUIREMENTS
New York	Statewide Guidance Executive Order 202.6	<ul style="list-style-type: none"> <li>» Responsible parties (owner/operator/manager) must notify the state and local health department immediately upon being informed of any positive COVID-19 test result by an employee or customer at their site.</li> <li>» In the case of a positive test(s), the Responsible Party must cooperate with the state and local health department as required to trace all contacts in the workplace; and the state and local health department where the site is located must be notified of all individuals who entered the site dating back to 48 hours before the employee, customer or visitor first began experiencing COVID-19 symptoms or tested positive, whichever is earlier. Confidentiality must be maintained as required by federal and state law and regulations.</li> <li>» State and local health departments may, under their legal authority, implement monitoring and movement restrictions of infected or exposed persons including home isolation or quarantine.</li> <li>» Individuals who are alerted that they have come into close or proximate contact with a person with COVID-19, and have been alerted via tracing, tracking or other mechanism, are required to self-report to the employer at the time of the alert and shall follow the protocol referenced above.</li> </ul>
Oregon Oregon OSHA	OAR 437-001-0744   11.16.2020 (applicable to all employers subject to Oregon OSHA jurisdiction)	<ul style="list-style-type: none"> <li>» Employers must ensure that work activities and workflow are designed to eliminate the need for any employee to be within 6 feet of another individual in order to fulfill their job duties (unless the employer determines and can demonstrate that such physical distancing is not feasible for certain activities).</li> <li>» Employers must ensure that all individuals (including employees, part-time workers, temporary laborers, customers, vendors, patrons, contractors, etc.) at the workplace wear a mask, face covering or face shield as source control in accordance with requirements of the Oregon Health Authority.</li> <li>» Employer must provide masks, face coverings or face shields to the employee at no cost to the worker.</li> <li>» When employees are transported in a vehicle for work purposes, all occupants in the vehicle are required to wear a mask, face covering or face shield.</li> <li>» Employers must regularly clean or sanitize all common areas, shared equipment and high-touch surfaces that are under its control and used by employees or the public. <ul style="list-style-type: none"> <li>▶ At least once every 24 hours if the workplace is occupied less than 12 hours a day</li> <li>▶ At least every 8 hours while in use if the workplace is occupied more than 12 hours a day</li> </ul> </li> <li>» Employer must provide supplies and reasonable time for employees to wash and sanitize their hands more frequently that would otherwise be required (if the worker chooses to do so).</li> <li>» Employers must provide supplies and reasonable to time for employees to perform hand hygiene before using shared equipment.</li> <li>» Employers must clean and disinfect any common areas, high-touch surfaces or shared equipment under the employer's control that an individual known to be infected with COVID-19 used or had direct physical contact with.</li> <li>» The Oregon OSHA 'COVID-19 Hazards Poster' must be posted in a conspicuous manner in a central location where workers can be expected to see it. Employees working remotely must be provided with a copy of the COVID-19 Hazards Poster through electronic or equally effective means.</li> <li>» [No later than 01.06.2021] Employers must optimize the amount of outside air circulated through its existing HVAC systems to the extent the system can do so when operating as designed. <ul style="list-style-type: none"> <li><i>Does not required installation of new ventilation equipment</i></li> <li>▶ Air filters must be maintained and replaced as necessary to ensure proper function of ventilation systems</li> <li>▶ Intake ports that provide outside air to the HVAC system are cleaned, maintained and cleared of any debris that may affect function and performance of HVAC systems</li> </ul> </li> <li>» [No later than 12.07.2020] Employers must conduct a COVID-19 exposure risk assessment, without regard to the use of personal protective equipment, masks, face coverings or face shields. <ul style="list-style-type: none"> <li>▶ Exposure risk assessment must involve participation and feedback from employees</li> <li>▶ Exposure risk assessment must be documented in writing with the following information <ul style="list-style-type: none"> <li>◆ Name(s), job title(s) and contact information for person(s) performing the exposure risk assessment</li> <li>◆ Date of exposure risk assessment completion</li> <li>◆ Job classifications evaluated</li> <li>◆ Summary of employee's answers to each of the 13 questions included in Section (3)(g)(C) of the regulation</li> </ul> </li> </ul> </li> <li>» [No later than 12.07.2020] Employers must establish and implement an infection control plan based on risks identified in Section (3)(g) of the regulation. Infection control plans should implement controls for the following applicable measures: <ul style="list-style-type: none"> <li>▶ Ventilation</li> <li>▶ Staggered work shifts</li> </ul> </li> </ul>

STATE Jurisdictional Authority	LEGISLATION Effective Date(s)	EMPLOYER   EMPLOYEE REQUIREMENTS
		<ul style="list-style-type: none"> <li>▶ Re-designing workplace to accommodate physical distancing</li> <li>▶ Reducing use of shared surfaces and tools</li> <li>▶ Limiting number of employees and other individuals in work areas</li> <li>▶ Personal protective equipment</li> </ul> <p>» Infection control plan should be documented in writing and accessible to employees at their workplace.</p> <p>» Infection control plan must include the following elements:</p> <ul style="list-style-type: none"> <li>▶ List of job assignments or worker tasks requiring the use of personal protective equipment necessary to minimize employee exposure to COVID-19</li> <li>▶ Procedures the employer will use to ensure there is an adequate supply of masks, face coverings or face shields and PPE necessary to minimize employee exposure to COVID-19</li> <li>▶ List and description of specific hazard control measures that the employer installed, implemented and developed to minimize employee exposure to COVID-19</li> <li>▶ Description of employer's COVID-19 mask, face covering and face shield requirements at the workplace and the method of informing individuals entering the workplace where such source control is required</li> <li>▶ Procedures the employer will use to communicate with its employees regarding an employee's exposure to an individual known or suspected to be infected with COVID-19 to whom other workers may have been exposed.</li> <li>▶ Procedures the employer will use to provide its workers with the initial employee information and training required by this rule</li> </ul> <p>» [No later than 12.21.2020] Employers must provide workers with information and training regarding COVID-19. Training may be provided remotely or using computer-based models. Training must be provided in a manner and language understood by affected workers. Employers must ensure that the training provides an opportunity for feedback from employees about topics covered in the training.</p> <p>Training must include the following elements:</p> <ul style="list-style-type: none"> <li>▶ Physical distancing requirements as they apply to the employee's workplace and job function(s)</li> <li>▶ Mask, face covering or face shield requirements</li> <li>▶ COVID-19 sanitation requirements</li> <li>▶ COVID-19 signs and symptom reporting procedures</li> <li>▶ COVID-19 infection notification process</li> <li>▶ Medical removal</li> <li>▶ Characteristics and methods of transmission of the SARS-CoV-2 virus</li> <li>▶ Symptoms of the COVID-19 disease</li> <li>▶ Ability of pre-symptomatic and asymptomatic COVID-19 persons to transmit the SARS-CoV-2 virus</li> <li>▶ Safety and health work practices and control measures</li> </ul> <p>» Employers must establish a process to notify exposed employees that they had a work-related contact with an individual who has tested positive for COVID-19 as well as notify affected (no direct contact) employees that an individual who was present in the facility has confirmed COVID-19.</p> <ul style="list-style-type: none"> <li>▶ Notification of exposed and affected employees must be completed within 24 hours of the employer being made aware of the individual being in the workplace while infectious or have work-related contact with employee(s) while infectious</li> </ul> <p>» Employers must make employees and appropriate space available at no cost to the workers when a local public health authority or Oregon Health Authority determine COVID-19 diagnostic testing within the workplace is necessary.</p> <p>» Employer must direct individuals restricted from work due to quarantine or isolation for COVID-19 to isolate at home and away from other non-quarantined individuals.</p> <ul style="list-style-type: none"> <li>▶ Employers must allow the affected employee to work at home if suitable work is available and the employee's condition does not prevent it</li> <li>▶ Affected worker(s) must be entitled to return to their previous job duties if still available and without adverse action as a result of participation in COVID-19 quarantine or isolation activities</li> <li>▶ Decisions regarding testing and return to work after an employee participates in COVID-19 quarantine or isolation activities must be made in accordance with applicable public health guidance</li> </ul> <p><i>Provision does not require a negative COVID-19 test or a separate contact with the medical provider</i></p>

STATE Jurisdictional Authority	LEGISLATION Effective Date(s)	EMPLOYER   EMPLOYEE REQUIREMENTS			
		<p>Appendix A of the temporary rule highlights 19 industry groups for which additional regulation and requirements may apply.</p> <table border="0"> <tr> <td data-bbox="579 237 1037 423"> <ul style="list-style-type: none"> <li>▶ Restaurants, Bars, Brewpubs &amp; Public Tasting Rooms</li> <li>▶ Retail Stores</li> <li>▶ Outdoor/Indoor Markets</li> <li>▶ Personal Services Providers</li> <li>▶ Construction Operations</li> <li>▶ Indoor &amp; Outdoor Entertainment Facilities</li> </ul> </td> <td data-bbox="1058 237 1516 423"> <ul style="list-style-type: none"> <li>▶ Outdoor Recreation Organizations</li> <li>▶ Transit Agencies</li> <li>▶ Collegiate, Semi-Professional &amp; Minor League Sports</li> <li>▶ Professional and PAC-12 Sports</li> <li>▶ Licensed Swimming Pools, Licensed Spa Pools and Sports Courts</li> </ul> </td> <td data-bbox="1537 237 1995 423"> <ul style="list-style-type: none"> <li>▶ Fitness-Related Organizations</li> <li>▶ K-12 Educational Institutions</li> <li>▶ Early Education Providers</li> <li>▶ Institutions of Higher Education</li> <li>▶ Veterinary Clinics</li> <li>▶ Fire Service &amp; EMS</li> <li>▶ Law Enforcement</li> <li>▶ Jails &amp; Custodial Institutions</li> </ul> </td> </tr> </table>	<ul style="list-style-type: none"> <li>▶ Restaurants, Bars, Brewpubs &amp; Public Tasting Rooms</li> <li>▶ Retail Stores</li> <li>▶ Outdoor/Indoor Markets</li> <li>▶ Personal Services Providers</li> <li>▶ Construction Operations</li> <li>▶ Indoor &amp; Outdoor Entertainment Facilities</li> </ul>	<ul style="list-style-type: none"> <li>▶ Outdoor Recreation Organizations</li> <li>▶ Transit Agencies</li> <li>▶ Collegiate, Semi-Professional &amp; Minor League Sports</li> <li>▶ Professional and PAC-12 Sports</li> <li>▶ Licensed Swimming Pools, Licensed Spa Pools and Sports Courts</li> </ul>	<ul style="list-style-type: none"> <li>▶ Fitness-Related Organizations</li> <li>▶ K-12 Educational Institutions</li> <li>▶ Early Education Providers</li> <li>▶ Institutions of Higher Education</li> <li>▶ Veterinary Clinics</li> <li>▶ Fire Service &amp; EMS</li> <li>▶ Law Enforcement</li> <li>▶ Jails &amp; Custodial Institutions</li> </ul>
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<p><b>Pennsylvania</b> Department of Health</p>	<p>Order of the Secretary of the Pennsylvania Department of Health Directing Public Health Safety Measures for Businesses Permitted to Maintain In-Person Operations   04.15.2020</p>	<p>Employers are required to implement the following protocols to help employees maintain a social distance during work:</p> <ul style="list-style-type: none"> <li>» Provide masks for employees to wear during their time at work and make it a mandatory requirement while at the work site, except to the extent an employee is using break time to eat or drink. Employers may approve masks obtained or made by employees in accordance with this guidance.</li> <li>» Stagger work start and stop times for employees when practical to prevent gatherings of large groups entering or leaving the premises at the same time.</li> <li>» Provide sufficient space for employees to have breaks and meals while maintaining a social distance of six feet, including limiting the number of employees in common areas and setting up seating to have employees facing forward and not across from each other.</li> <li>» Conduct meetings and training virtually. <ul style="list-style-type: none"> <li>▶ 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</li> </ul> </li> <li>» Ensure the facility has a sufficient number of personnel to control access, maintain order and enforce social distancing of at least six feet.</li> <li>» Prohibit non-essential visitors from entering the premises of the business.</li> <li>» Ensure that all employees who do not speak English as their first language are aware of the procedures by communicating the procedures, either orally or in writing, in their native or preferred language.</li> </ul> <p>Upon discovery of an exposure to a person who is a probable or confirmed case of COVID-19, businesses are also ordered to implement temperature screenings before employees enter the business prior to the start of work and send any employee home who has an elevated temperature of 100.4° Fahrenheit or higher. Sick employees should follow CDC-recommended steps. Employees should not return for work until the CDC criteria to discontinue home isolation are met, in consultation with the health care providers and state and local health departments. Employers are encouraged to implement liberal paid time off for all employees who are on home isolation.</p> <p>Upon an exposure, businesses are also ordered to do the following:</p> <ul style="list-style-type: none"> <li>» Close off and ventilate areas visited by that individual.</li> <li>» Wait a minimum of 24 hours, or as long as practical, before beginning cleaning and disinfection.</li> <li>» Clean and disinfect all spaces, especially commonly used rooms and shared electronic equipment.</li> <li>» Identify and notify employees who were in close contact with that individual (within about 6 feet for about 10 minutes).</li> <li>» Ensure that the business has a sufficient number of employees to perform these protocols effectively and immediately.</li> </ul> <p>Businesses that serve the public within a building or defined area are required to implement the following, based on the size of the building and number of employees</p> <ul style="list-style-type: none"> <li>» Require all customers to wear masks 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 goods). <ul style="list-style-type: none"> <li>▶ Individuals who cannot wear a mask due to a medical condition may enter the premises without having to provide medical documentation</li> </ul> </li> <li>» Conduct business with the public by appointment only and, to the extent that this is not feasible, limit occupancy to no greater than 50% of the number stated on the certificate of occupancy as necessary to reduce crowding in the business and at check-out counter lines in order to maintain a social distance of six feet. <ul style="list-style-type: none"> <li>▶ Place signage through each site to mandate social distancing for both customers and employees</li> </ul> </li> <li>» Adjust hours of business to allow sufficient time to clean or re-stock or both.</li> </ul>			

STATE Jurisdictional Authority	LEGISLATION Effective Date(s)	EMPLOYER   EMPLOYEE REQUIREMENTS
		<ul style="list-style-type: none"> <li>» 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 of six feet between lines.</li> <li>» Encourage use of online ordering by providing delivery or outside pick-up.</li> <li>» Designate a specific time for high-risk and elderly persons to use the business at least once every week if there is continuing in-person customer-facing component.</li> <li>» 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.</li> <li>» Schedule handwashing breaks for employees at least every hour.</li> <li>» Where carts and handbaskets are available, assign an employee to wipe down carts and handbaskets before they become available to a new customer.</li> </ul>
<p><b>Rhode Island</b> Rhode Island Department of Health</p>	<p>ReOpening RI Guidance</p>	<p>All Rhode Island businesses must develop a written COVID-19 Control Plan outlining how its workplace will prevent the spread of COVID-19. The plan does not need to be submitted to a state agency for approval, but must be retained on the premises of the business and must be made available to the Rhode Island Department of Health (RIDOH) in the event of an inspection or outbreak.</p> <p>The Control Plan must include the following components and provisions:</p> <ul style="list-style-type: none"> <li>» Inform employees of the requirement to wear facemasks unless an employee and/or visitor can easily, continuously, and measurably maintain at least six feet of distance from other employees and/or visitors during the duration of his or her work and/or time in the building.</li> <li>» Procure cloth masks (or surgical masks) for all employees.</li> <li>» Distribute cloth face masks to all employees who need one at no cost and have a plan to distribute additional face masks if the need arises.</li> <li>» Inform employees of the need to clean their facemask between uses, or to dispose of it between uses (if disposable).</li> <li>» Implement staff management policies to reduce the number of employee in the workplace at the same time; using telework, flexible work hours, staggered shifts, organization of work crews into 'pods' or 'teams' to mitigate cross-team exposure or expanding work hours.</li> <li>» Adjust meeting, conference and social gathering policies to comply with the requirements RIDOH has published on gathering sizes and gathering size restrictions and communicate these limitations to employees.</li> <li>» Designate six-foot spacings in high traffic areas to ensure that employees and customers maintain adequate distancing between themselves.</li> <li>» Distribute social distancing instructions to employees and post social distancing instruction/signage for visitors and customers.</li> <li>» Modify workspaces to allow for six feet apart between employees.</li> <li>» Document where social distancing may not be possible and outline mitigation measures for these circumstances.</li> <li>» Make plans to address carpooling practices or shared vehicles.</li> <li>» Notify RIDOH immediately upon being informed of a positive case amongst the workforce.</li> <li>» Develop a COVID-19 sick policy and communicate it to employees.</li> <li>» Assign a designated representative to work with RIDOH on testing employees, contact tracing, case investigation, isolation and quarantine and any other follow-up related to outbreak containment.</li> <li>» Prepare your business to respond to a positive case or outbreak in the workplace. <ul style="list-style-type: none"> <li>▶ Review the general business guidelines with personnel and agree to notify RIDOH in the case of an outbreak or positive case</li> <li>▶ Ensure sick policies accommodate any quarantine or other directed isolation of the personnel 'team' or 'pod' in which a positive case is located</li> <li>▶ Close a portion or entirety of the workplace for enhanced cleaning</li> </ul> </li> <li>» Communicate with employees the need to stay home if they test positive for, have been exposed to or have symptoms of COVID-19.</li> <li>» Establish screenings that can be administered verbally, by app, by phone or by other method of the employer's choosing including, if necessary, the posting of an informational poster that communicates the screening requirements.</li> <li>» Post signs or posters describing the business' rules for wearing of masks, social distancing of six feet between parties and specifying, at the entrance of facilities, that sick individuals should stay home.</li> <li>» Determine steps to be taken upon learning of an employee who has tested positive for COVID-19.</li> <li>» Discuss or distribute information to employees about how the company will address employee concerns.</li> </ul>

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		<ul style="list-style-type: none"> <li>» Instruct workers to wash their hands for at least 20 seconds with soap and water frequently throughout the day, but especially at the beginning and end of their shift, prior to any meal times, after cleaning, after removing gloves (where applicable) and after using the restroom.</li> <li>» Make handwashing facilities available to employee and visitors/customers or provide hand sanitizer that can be used for hand hygiene in the place of soap and water.</li> <li>» Develop procedures for monitoring the supply of soap and/or hand sanitizer and replenishing it as needed.</li> <li>» Make a plan for cleaning of the business establishment at least once per day.</li> <li>» Implement new procedures to ensure cleaning and disinfection of work surfaces, including equipment, tools and machinery, delivery vehicles and areas in the work environment.</li> </ul>
<p><b>Virginia</b> VA Safety &amp; Health Codes Board (VSHCB) VOSH</p>	<p>§16VAC25-220   01.27.2021 (applicable to all employers and places of employment in Virginia)</p>	<ul style="list-style-type: none"> <li>» No enforcement action shall be brought against an employer or institution for failure to provide PPE required by this standard if (i) such PPE is not readily available on commercially reasonable terms and (ii) the employer or institution makes a good faith effort to acquire or provide such PPE as is readily available on commercially reasonable terms.</li> <li>» Employer must perform exposure assessment and determination for hazards and job tasks that potential expose employees to SARS-CoV-2 or COVID-19. Each job task to be classified according to level of hazard (Very High-High-Medium-Low).</li> <li>» Employer shall encourage employees to self-monitor signs and symptoms of COVID-19 if they suspect possible exposure or are experience symptoms.</li> <li>» Employer should develop and implement policy and procedure for employees to report when they are experiencing symptoms consistent with COVID-19 and no alternate diagnosis has been made.</li> <li>» Employer shall not permit employee(s) or other person(s) known or suspected to be infected with SARS-CoV-2 to report to or remain at the worksite or engage in work at a customer or client location.</li> <li>» Employer will implement a system to receive reports of positive COVID-19 tests by employees present at the place of employment within the prior 14 days from the date of the positive test.</li> <li>» Employer shall (within 24 hours of discovery) notify other employees who may have been exposed to an infected person (identity of infected person must be kept confidential).</li> <li>» Employer shall (within 24 hours of discovery) notify Virginia Department of Labor of three or more employees within the workplace testing positive within a 14-day time period.</li> <li>» Employer shall develop and implement policies for known or suspected to be infected (symptomatic) employees to return to work using a time-based strategy. <ul style="list-style-type: none"> <li>▶ Employee is fever-free (less than 100.0°F) for at least 24 hours without the use of fever-reducing medications</li> <li>▶ Respiratory symptoms ... such as cough and shortness of breath ... have improved</li> <li>▶ At least ten (10) days have passed since symptoms first appeared</li> </ul> </li> <li>» Employer shall develop and implement policies for known to be infected asymptomatic employees to return to work after 10 days after their first positive RT-PCR test for SARS-CoV-2 RNA.</li> <li>» Employers shall not require employees to pay for the cost of testing for return to work determination.</li> <li>» Employer will require employees to observe physical distancing while on the job and during paid breaks. If physical distancing is not feasible by the nature of the employee's work or work area, the employer must ensure compliance with respiratory protection and personal protective equipment standards applicable to its industry. <ul style="list-style-type: none"> <li>▶ Employers must clearly post the policy limiting the occupancy of any space where employees congregate.</li> <li>▶ Requirements for physical distancing, hand washing and hand sanitizing, and cleaning and disinfecting of shared surfaces must also be clearly posted</li> </ul> </li> <li>» Employer may close or control access to common areas, breakrooms or lunchrooms to limit density of employees.</li> <li>» Employer must provide hand washing and/or hand sanitizing facilities for employees.</li> <li>» Employer must clean and disinfect areas in the worksite where known or suspected to be infected employees or other persons accessed or worked before allowing other employees access to the area.</li> <li>» Employer must implement cleaning and disinfection protocols for all common spaces, frequently touched surfaces and doors.</li> <li>» Employer must ensure that EPA-approved disinfection products are readily available and used in compliance with manufacturer's instructions.</li> </ul>

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		<ul style="list-style-type: none"> <li>» When it is necessary for employees solely exposed to lower risk hazards or job tasks to have brief contact with others inside six feet (e.g., passing another person in a hallway that does not allow physical distancing of six feet), a face covering is required. Face coverings must be worn over the wearer's nose and mouth and extend under the chin. Face Shields are not considered as a substitute for face coverings as a method of source control.</li> <li>» Employers shall use the following hierarchy of hazard controls to mitigate hazards associated with SARS-CoV-2 and COVID-19 to prevent employee exposures when multiple employees are occupying a vehicle for work purposes: <ul style="list-style-type: none"> <li>▶ Eliminate the need for employees to share work vehicles and arrange for alternative means for additional employees to travel to work sites</li> <li>▶ Provide access to fresh air ventilation (e.g., windows). Do not recirculate cabin air.</li> <li>▶ When physical distancing cannot be maintained, establish procedures to maximize separation between employees during travel (e.g., occupancy limits, sitting in alternate seats, etc.)</li> <li>▶ When employees must share work vehicles because no other alternatives are available, employees shall be provided with respiratory protection, such as an N95 filtering face piece respirator (compliance with applicable respiratory protection and PPE standards is required)</li> </ul> </li> <li>» Until adequate supplies of respiratory protection and/or personal protective equipment become readily available for non-medical and non-first responder employers and employees, employers shall provide and employees shall wear face coverings while occupying a work vehicle with other employees or persons.</li> <li>» Employer must develop and implement a written Infectious Disease Preparedness and Response Plan.</li> <li>» Employees that interact with customers, the general public, contractors and other persons shall be provided with and immediately use supplies to clean and disinfect surfaces contacted during the interaction where there is the potential for exposure to the SARS-CoV-2 virus by themselves or other employees.</li> <li>» All common spaces, including bathrooms, frequently touched surfaces and doors shall ... at a minimum ... be cleaned and disinfected at least once during or at the end of the work shift. Where multiple shifts are employed, such spaces shall be cleaned and disinfected no less than once every 12 hours.</li> <li>» All shared tools, equipment, workspaces and vehicles shall be cleaned and disinfected prior to transfer from one employee to another.</li> <li>» Employer must provide employee training in the recognition of SARS-CoV-2-related hazards, signs and symptoms of COVID-19 disease and methods to minimize exposure. <ul style="list-style-type: none"> <li>▶ Employers must verify compliance with training requirements by preparing a written certification for those employees exposed to hazards classified as very high, high or medium exposure risk levels.</li> <li>▶ Re-training is required in situations where: <ul style="list-style-type: none"> <li>◆ Changes in the workplace, SARS-CoV-2 or COVID-19 disease hazards exposed to or job tasks performed render prior training obsolete</li> <li>◆ Changes are made in the employer's Infectious Disease Preparedness and Response Plan</li> <li>◆ Inadequacies in an affected employee's knowledge or use of workplace control measures indicate that the employee has not retained the requisite understanding or skill</li> </ul> </li> </ul> </li> <li>» Employer shall not retaliate or take adverse action against any employee exercising rights under the safety and health provisions of the emergency temporary standard.</li> <li>» Employers are not required to conduct contact tracing of the SARS-CoV-2 virus or COVID-19 disease.</li> <li>» Standard will be reviewed by Safety &amp; Health Codes Board within 14 days of expiration of Governor's State of Emergency and Commissioner of Health's COVID-19 Declaration of Public Emergency to determine if there is a continued need for the standard.</li> </ul>
Washington	Proclamation by Governor Jay Inslee 20-25.4   03.25.2020	<p>During the phased re-opening of businesses outlined in the Safe Start Guidance issued by Governor Inslee on 10.07.2020, all employers are required to:</p> <ul style="list-style-type: none"> <li>» Provide (at no cost to employees) cloth facial coverings to employees, unless their exposure dictates a higher level of protection under the Department of Labor and Industries' safety and health rules and guidance.</li> <li>» Cloth face covering should be worn as a minimum level of protection with the following exceptions: <ul style="list-style-type: none"> <li>▶ When working alone in an office</li> <li>▶ When alone in a vehicle</li> <li>▶ When at a job site</li> <li>▶ If the individual is deaf or hard of hearing or is communicating with someone who relies on language cues such as facial markers and expression and mouth movements as a part of communication.</li> <li>▶ If the individual has a medical condition or disability that makes wearing a facial covering inappropriate</li> <li>▶ When the job has no in-person interactions</li> </ul> </li> </ul>

STATE Jurisdictional Authority	LEGISLATION Effective Date(s)	EMPLOYER   EMPLOYEE REQUIREMENTS
		<ul style="list-style-type: none"> <li>▶ Employees may choose to wear their own facial coverings at work, provided it meets the minimum requirements outlined in Washington State Department of Labor &amp; Industries guidance (<i>Washington Coronavirus Health Considerations for Employers – Face Coverings, Masks and Respirator Choices / 05.22.2020</i>)</li> <li>» Cooperate with public health authorities in the investigation of cases, suspected cases, outbreaks and suspected outbreaks of COVID-19.</li> <li>» Cooperate with the implementation of infection control measures, including, but not limited to isolation and quarantine and environmental cleaning.</li> <li>» Comply with all public health authority orders and directives. <ul style="list-style-type: none"> <li>▶ Cooperation and compliance includes, but is not limited to: <ul style="list-style-type: none"> <li>◆ Returning phone calls within 4 hours</li> <li>◆ Meeting with public health officials promptly and answering questions from public health officials to help determine if and where transmission might be occurring in the work place</li> <li>◆ Sharing lists of employees with their contact information and other relevant documents, if requested</li> <li>◆ Allowing immediate and unfettered access to any workplace and facility, as well as to all employees without threatened or actual retaliation against those employees</li> <li>◆ Following public health recommendations for testing and disease control measures</li> <li>◆ Engaging in respectful and productive conversations regarding public health interactions</li> </ul> </li> </ul> </li> <li>» Notify the local health jurisdiction within 24 hours if workplace COVID-19 spread is suspected or if two or more employees develop confirmed or suspected COVID-19 within a 14-day period.</li> <li>» Keep a safe and healthy facility in accordance with state and federal law and comply with COVID-19 worksite-specific safety practices.</li> <li>» Educate workers in the language they understand best about coronavirus and how to prevent transmission and the employer's COVID-19 policies.</li> <li>» Maintain minimum six-foot separation between all employees (and customers) in all interactions at all times. When strict physical distancing is not feasible for a specific task, other prevention measures are required, such as use of barriers, minimizing staff or customers in narrow or enclosed areas and staggering breaks and work shift starts.</li> <li>» Ensure frequent hand washing with adequate maintenance of supplies. Use disposable gloves where safe and applicable to prevent virus transmission on tools or other items that are shared.</li> <li>» Establish a housekeeping schedule that includes frequent cleaning and sanitizing with a particular emphasis on commonly touched surfaces.</li> <li>» Screen employees for signs/symptoms of COVID-19 at the start of their shift.</li> <li>» Make sure sick employees stay home or immediately go home if they feel or appear sick.</li> <li>» Cordon off any areas where an employee with probable or confirmed COVID-19 illness worked, touched surfaces, etc. until the area and equipment is cleaned and sanitized.</li> <li>» Follow CDC cleaning guidelines to deep clean and sanitize.</li> <li>» Post a sign requiring customers to wear cloth facial coverings and prominently display it at the entrance to the business so that it is immediately noticeable to all customers entering the business.</li> </ul>
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