

Legislative Updates

May 5, 2020

Alabama

Safety Precautions

Effective immediately, retail stores may operate at a 50 percent occupancy rate and maintain a distance of 6 feet.

Arizona

Safety Precautions

Effective May 8, 2020, retail establishments can resume operations if they observe proper social distancing and sanitation requirements. Non-essential businesses may remain open without in-person or on-site interactions.

Arkansas

Safety Precautions

Effective immediately, operating fitness centers must screen customers and staff for Covid-19 and ensure that people are maintaining a distance of 12 feet. Personal Services establishments may reopen effective May 6, 2020 with a requirement that only 10 people be in the business at any time.

California

Los Angeles County

Effective immediately, employers with 500 or more employees in unincorporated areas are required to provide supplemental paid sick leave through December 31, 2020. Food service employees continue to receive benefits through Governor Newsom's Executive Order.

California

San Francisco

Effective immediately, employees working for companies that have contributed to Medical Reimbursement Accounts (MRA) under the Health Care Security Ordinance (HSCO) may use the funds for Covid-19 expenses including mortgage/rent payments, food and utilities.

Colorado

Denver

Effective May 6, 2020, members of the public over the age of three while inside, or in line to enter, any retail or commercial business, businesses performing critical government functions (as defined in the Denver face covering order), healthcare operations, or while waiting for or riding on public or other passenger transportation with someone outside the individual's family or household are required to wear "face coverings."

Florida

Safety Precautions

Effective immediately, with the exceptions of Broward, Miami-Dade and Palm Beach counties, restaurants, retail stores, libraries, and museums will be able to open and serve up to 25 percent of their building occupancy.

Hawaii

Safety Precautions

Effective immediately, workers and customers are required to wear a facial covering while at an essential business.

Indiana

Safety Precautions

Effective immediately, all restaurant and personal care workers must wear facial coverings.

Illinois

Harassment Training

Effective December 31, 2020, all employers operating in the State are required to provide sexual harassment training to all full time, part time, seasonal and intern workers.

The mandatory training must provide:

- The definition of sexual harassment (Illinois Human Rights Act)
- Sexual harassment examples
- Remedies available to victims
- A review of federal and state law
- An employer's responsibilities if they employ 500 or more employees

Illinois

Safety Precautions

Effective immediately, individuals over the age of two and able to medically tolerate a face-covering are required to wear the covering when in a public place and unable to maintain a six-foot distance. Retail employers are required to provide face coverings to all employees not able to maintain a six-foot distance, cap occupancy at 50% of store capacity, set up one-way aisles, post distancing rules and discontinue the use of reusable bags.

Iowa

Unemployment Benefits

Effective immediately, individual employees that refuse to work out of fear of Covid-19 will be considered a “Voluntary Quit” disqualifying the worker from receiving unemployment benefits. Exceptions include, those diagnosed or experiencing Covid-19 symptoms, have a household member that has contracted Covid-19, do not have childcare due to Covid-19.

Louisiana

Safety Precautions

Effective immediately, all workers in contact with the public are required to wear a facial covering.

Massachusetts

Employee Verification

Effective immediately, employers are permitted to verify identity via tele-conference in order to remain compliant with the Criminal Offender Record Information law (CORI) while the state of emergency remains in place.

Massachusetts

Safety Precautions

Effective immediately, workers and customers in an essential business are required to wear a facial covering.

Michigan

Safety Precautions

Effective immediately, all workers are required to wear a facial covering when in contact with a member of the public. Employers must provide the face covering to its employees.

Mississippi

Safety Precautions

Effective May 7, 2020, restaurants, bars and outdoor recreational facilities will be able to reopen as long as they close by 10:00 PM and adhere to social distancing guideline.

Missouri

Safety Precautions

Effective immediately, Restaurants may offer dining-in services, provided that customers are practicing social distancing and other precautionary public health measures, including proper spacing of at least six feet (6') between tables, lack of communal seating areas to parties that are not connected, and having no more than ten (10) people at a single table. Retail establishments are required to limit the number of individuals to 25% or less of the entity's authorized fire or building code occupancy for locations with less than 10,000 square feet. Ten percent or less for an entity with 10,000 square feet or more.

Nebraska

Safety Precautions

Effective immediately, employees working at restaurants with dine-in customers must wear a facial covering.

New Hampshire

Safety Precautions

Effective immediately, employees of restaurants, retail establishments, golf courses and personal care industries are required to wear a facial cloth covering when meeting the public in their place of business.

New Mexico

Pregnancy Accommodation

Effective May 20, 2020, employers are required to provide a reasonable accommodation for an employee or job applicant with a need arising from pregnancy, childbirth or a condition related to pregnancy or childbirth. Reasonable accommodation includes modification or adaptation of the work environment, work schedule, work rules or job responsibilities.

North Dakota

Tele-Health Services

Effective immediately, The North Dakota Department of Human Services has expanded access to tele-health services to provide medically necessary behavioral health services to North Dakotans during the COVID-19 pandemic. Tele-health services are offered by the department's eight regional behavioral health clinics and four satellite clinics in the state.

North Dakota

Safety Precautions

Effective immediately, workers in personal care industries are required to wear a face covering.

Ohio

Safety Precautions

Effective immediately, Business must allow customers and all visitors to use facial coverings and require employees to wear facial coverings as well.

Pennsylvania

Philadelphia

Effective immediately, The Department of Commerce issued temporary regulations for employers with 50 or more employees in regard to the notification of intention to close or relocate operations (Philadelphia WARN Act). The regulations verify that closures due to the Covid-19 pandemic are considered a natural disaster and as such an employer does not need to provide a 60-day closure notice to workers.

Puerto Rico

Business Operations

Effective immediately, operating employers must submit an exposure control plan and must certify that they meet requirements prior to reopening. The plan should be based on the following, <https://www.osha.gov/Publications/OSHA3990.pdf>

Rhode Island

Safety Precautions

Effective immediately, employees in operating businesses are not required to wear a facial covering if they are able to maintain 6 feet of distance from other employees. Employers must provide a facial covering for all employees unable to maintain the 6 feet of distance.

Tennessee

Safety Precautions

Effective May 6, 2020, barber shops, hair salons, waxing salons, nail spas, massage therapy services and substantially similar businesses that require prolonged close contact with customers may reopen with the exception of those located in Shelby, Madison, Davidson, Hamilton, Knox and Sullivan counties. The state recommends that customers be limited to 50% of fire code capacity, businesses work by appointment only, social distance be kept to six feet and that sanitization measure are taken.

Texas

Safety Precautions

Effective immediately, workers in the retail industry are required to wear facial coverings.

Vermont

Safety Precautions

Effective immediately, employees of an operating business are required to wear a facial covering. Cloth coverings are acceptable.

Virginia

Work-Share Program

Effective January 1, 2021, prorated unemployment benefits can be provided to employees if their employer has reduced their hours to remove a chance of layoffs.

Virginia

Non-Compete Agreement

Effective July 1, 2020, employers are prohibited from entering into, enforcing or threatening to enforce a Non-Compete Agreement with a low wage employee whose average weekly earnings for the 52 weeks prior to termination are less than the average weekly wage in Virginia (\$1137 per week as of July 1, 2020) or independent contractors who are paid an hourly rate that is less than the median hourly wage.

West Virginia

Safety Precautions

Effective immediately, face coverings are required for employees at operating restaurants. Facial masks are required for workers in the personal care industry and may see customers by appointment only.

Wyoming

Safety Precautions

Effective immediately employees in the personal care industries or working in a gym are required to wear a facial covering.