

## Legislative Updates

June 16, 2020

### Alaska

#### *Safety Precautions*

Effective immediately, out-of-state visitors can avoid the State's 14-day quarantine requirement if they can provide screeners in the airport with a recent negative COVID-19 test result.

### Arkansas

#### *Safety Precautions*

Effective immediately, the State will enter Phase Two of its reopening plan. The individual capacity for restaurants, retail and malls is increased from 30 percent up to 60 percent. Gyms/fitness centers and personal care services remain at 30 percent.

### California

#### *Los Angeles County*

Effective immediately, the following businesses are permitted to reopen: film production, television production, hotels, zoos, museums, campgrounds, day camps and professional sports (no audience).

### California

#### *Orange County*

Effective immediately, individuals are no longer required to wear face coverings.

### Connecticut

#### *Business Operations*

Effective June 17, 2020, under Phase 2 the following businesses may reopen: amusement parks, fitness centers/gyms, hotels, indoor dining, museums, libraries, personal services, sports facilities, social clubs and zoos. Nonprofits planning to reopen will need to self-certify that they are compliant with the reopening rules for their sector unless they certified during Phase 1.

Organizations can certify through the DECD website:

[https://service.ct.gov/recovery/s/?language=en\\_US](https://service.ct.gov/recovery/s/?language=en_US)

### Delaware

#### *Safety Precautions*

Effective immediately, the State enters Phase 2 of its reopening plan. Restaurants, retail stores, and malls can increase their customer capacity from 30 percent up to 60 percent. Gym/fitness centers and personal care facilities remain open at 30 percent capacity.

## Florida

### *Safety Precautions*

Effective immediately, visitors from Louisiana do not have to abide by a 14-day self-quarantine. The quarantine stays in effect for visitors from Connecticut, New Jersey and New York.

## Hawaii

### *Safety Precautions*

Effective immediately, the State's mandatory 14-day quarantine for those traveling to Hawaii from international or out-of-state locations has been extended through July 31, 2020. The National Guard will check passengers' temperatures arriving through Daniel K. Inouye International Airport.

## Idaho

### *Business Operations*

Effective immediately, the State moves into Phase 4 of its reopening plan. All businesses may reopen with gatherings capped at 50 individuals.

## Illinois

### *Chicago*

Effective July 1, 2020, the minimum wage in the City will be raised to \$14.00 per hour and \$8.40 for tipped employees. In addition, employers are required to provide employees a written minimum wage notice with the first paycheck after July 1, 2020. The notice can be found here: <https://www.chicago.gov/content/dam/city/depts/bacp/OSL/20200518mwandpslfinal51820.pdf>

## Illinois

### *Workers' Compensation*

Effective immediately, HB 2455 provides that first responders, front-line workers and employees of essential businesses (executive order 2020-10), that are exposed to or contract COVID-19, receive a rebuttable presumption of workers' compensation coverage.

## Indiana

### *Business Operations*

Effective immediately, the State begins Phase 4 of its reopening plan. Gatherings of individuals are capped at 250 individuals. The following businesses are permitted to reopen: retail stores, malls, and offices (full capacity), bars and clubs (50 percent capacity) and restaurants (75 percent), casino and charity gaming.

## Iowa

### *Safety Precautions*

Effective immediately, the State removes the 50 percent capacity restriction placed on business with social distancing protocols in place.

## Maine

### *Safety Precautions*

Effective immediately, visitors from other states that have proof of a recent negative COVID-19 test will not have to comply with Maine's 14-day self-quarantine requirement.

## Maine

### *Workers with Disabilities*

Effective June 16, 2020, an employer may no longer pay less than the minimum wage to a person because they have a mental or physical disability.

## Maine

### *Safety Precautions*

Effective immediately, visitors from New Hampshire and Vermont will no longer have to abide to a 14-day self-quarantine. Visitors from other states are required to quarantine for 14 days unless they have recently taken a COVID-19 test and tested negative.

## Maryland

### *Interview Process*

Effective October 1, 2020, employers may not deploy facial recognition services during the interview process, even with an applicant's consent.

## Maryland

### *Baltimore*

Effective immediately, retail locations are permitted to reopen at 50 percent capacity.

## Maryland

### *Business Operations*

Effective immediately, indoor dining (50 percent capacity) and outdoor amusements, such as go-karts and mini-golf are permitted to reopen once local approval has been granted. Gyms/fitness centers may reopen at 50 percent capacity on June 22, 2020.

## Massachusetts

### *Business Operations*

Effective immediately, bars that do not serve food have been moved to Phase 4 in the State's reopening plan.

## Massachusetts

### *Boston*

Effective immediately, the City has approved over 200 requests by restaurants to temporarily expand their outdoor dining service into public spaces.

## Michigan

### *Safety Precautions*

Overnight residential, travel, and troop camps were allowed to reopen on June 15. Northern Michigan has entered Phase 5 of the State's reopening plan. Gyms/fitness centers, movie theaters and pools are allowed to open with no restrictions.

## Minnesota

### *Business Operations*

Effective immediately, the State enters Phase 3 of its reopening plan. Restaurants are permitted to allow a maximum of 50 percent capacity indoors, up to 250 people. Personal Care Services/salons can increase capacity to 50 percent. Gyms are permitted to reopen at 25 percent capacity. Effective June 29, 2020, all critical sector businesses are required to develop and implement a Covid-19 plan.

## Missouri

### *Safety Precautions*

Effective June 16, 2020, the state has entered Phase 2 of its reopening plan, removing restrictions and health orders.

## New Hampshire

Effective immediately, the State's "stay at home" order expires, as does the State's maximum gathering restriction. The following businesses are permitted to reopen: amateur sports, art galleries, bowling, arcades, laser tag and billiard halls, charitable gaming, gyms and fitness centers (50 percent capacity), libraries, motorcycle rides, museums, outdoor attractions, outdoor race tracks, public, campground and commercial pools, road races and tourist trains.

## New Jersey

### *Safety Precautions*

Effective immediately, Governor Phil Murphy eliminates the stay-at-home order as the State moves to Stage 2 of its reopening plan. In addition, the maximum capacity on outdoor gatherings was raised from 25 to 100 people. The limit on indoor gatherings is raised to 25 percent occupancy or up to 50 individuals, whichever is less. Outdoor recreation and entertainment businesses are permitted to reopen immediately, with the exception of amusement parks, water parks, and arcades.

## New Jersey

### *Temporary Disability Benefits*

Effective June 17, 2020, the payment of Temporary Disability Benefits (TDB) on a part-time basis is permissible. Workers permitted to return to work on a reduced basis while recovering from a disability will be paid a reduced amount of TDB.

## New Mexico

### *Business Operations*

Effective immediately, indoor service at restaurants may resume (50 percent capacity). Groups are limited to six.

## New York

### *Safety Precautions*

Effective immediately, the mid-Hudson region and Long Island have moved to Phase 2 and North County, Mohawk Valley, Western New York, Southern Tier, Finger Lakes and central New York have moved into Phase 3. The Capital region is expected to move into Phase 3 on June 17, 2020. New York's reopening plan can be found here:

<https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/NYForwardReopeningGuide.pdf>

## Ohio

### *Business Operations*

Effective June 19, 2020, casinos, amusement parks, and water parks may reopen. Aquariums, art galleries, country clubs, ice skating rinks, indoor family entertainment centers, indoor sports facilities, movie theaters, museums, playgrounds, public recreation centers, roller skating rinks, social clubs, and zoos were permitted to open on June 10, 2020.

## Ohio

### *Toledo*

Effective June 25, 2020, an employer with 15 or more employees is prohibited from inquiring about the salary history of a job applicant, using compensation to screen applicants and using a failure to disclose past salary history as a reason to not hire an applicant.

## Oklahoma

### *Business Operations*

Effective immediately, long-term care facilities and nursing homes may reopen in a phased approach.

## Oregon

### *Employee Pregnancy*

Effective June 29, 2020, employers are required to provide written notice to existing employees of their right to be free from discrimination on the basis of pregnancy, childbirth and related medical conditions and the right to reasonable accommodations.

## Oregon

### *Safety Precautions*

Effective immediately, Governor Kate Brown has paused all re-openings in the State, putting all further county reopening applications on hold for seven days.

## South Carolina

### *Business Operations*

Effective immediately, retailers are permitted to remain open without capacity limits.

## Tennessee

### *Business Operations*

Effective immediately, nursing homes as well as long-term care facilities will allow visitors on a limited basis.

## Tennessee

### *Shelby County*

Effective immediately, the County will move to Phase 3 of its reopening plan.

## Texas

### *Business Operations*

Effective immediately, restaurants will be permitted to operate at 75 percent capacity.

## Utah

### *Workers' Compensation*

Effective immediately, the blood or breath alcohol provisions in the existing Workers' Compensation Act have been amended in relation to certain workers' compensation claims, reducing the blood or breath alcohol concentration threshold at which:

- An employer's permitting, encouraging, or having actual knowledge of an employee's intoxication from alcohol may affect compensation provided under the Workers' Compensation Act.
- It is presumed that the major contributing cause of an employee's injury is the employee's intoxication from alcohol.
- The termination of an employee from reemployment for the employee's use of alcohol may affect the employee's disability compensation for a disability claim.

## Utah

### *Kane County*

Effective immediately, via executive order, the County has been moved to the green phase.

## Utah

### *Salt Lake City*

The City remains in the Orange Phase making it the lone city in the entire State, still in this Phase.

## Virginia

### *Employment Applicant*

Effective July 1, 2020, employers are prohibited from requiring employment applicants to disclose any information regarding an arrest, criminal charge or conviction for simple possession of marijuana.

## Virginia

### *Safety Precautions*

Effective immediately, all of the State has entered Phase 2 of the reopening plan. Restaurants can operate at 50 percent capacity and the limit on social gatherings has been increased to 50 people.

## Vermont

### *Safety Precautions*

The State of Emergency has been extended to July 15, 2020. Effective immediately, visitors from other states will need to complete either a 14-day quarantine or a 7-day quarantine followed by a negative COVID-19 test result.

## Washington

### *Safety Precautions*

Effective immediately, Asotin County will move to Phase 3 while Chelan and Douglas Counties enter a modified Phase 1 after being approved by Secretary of State John Wiesman.

## Washington

### *Pregnancy Accommodation*

Effective immediately, an employer with more than 15 employees may require, with exceptions, certification of a need for pregnancy accommodation.

## Washington D.C.

### *Safety Precautions*

Effective immediately, the District has moved to Stage 1 of its reopening plan. Gatherings of more than 10 people are prohibited, while individuals must wear masks or face coverings and maintain a social distance of at least 6 feet.

## West Virginia

Effective June 17, 2020, nursing homes that have not had a positive Covid-19 case in 14 days may allow family visits.

## Wyoming

### *Safety Precautions*

Effective immediately, indoor gatherings in a confined space may have up to 50 individuals in attendance. Indoor gatherings with social distancing may have 350 individuals.

*The information contained in this document is intended for educational purposes and to provide a general understanding of regulatory events, legislative changes and the law – not to provide specific legal advice.*