

Legislative Updates

July 7, 2020

Alabama

Mobile

On June 1, 2020, the City passed an ordinance requiring individuals over the age of 10 to wear a face covering through the month of July.

Alabama

Jefferson County

Effective June 29, 2020, all individuals are required to wear a mask when in a public space.

Alabama

Tuscaloosa

Effective July 6, 2020, individuals are required to wear a mask when in public. The law is punishable by a \$25 fine and is expected to last at least 30 days.

Alabama

Madison County

Effective July 7, 2020, County Health Officer Dr. Karen Landers announced that residents are required to wear face coverings in public.

California

Business Operations

Effective immediately, Governor Newsom's ban on reusable bags expired. Customers are permitted to bring their own bags or be required to pay a \$.10 fee to the retailer.

California

Safety Precautions

The California Department of Public Health issued guidance for a company that responds to a Covid-19 Outbreak. [Click here to view.](#)

California

Safety Procedures

Effective July 1, 2020, Gov. Gavin Newsom announced that 19 counties must close indoor sectors for restaurants, wineries, movie theaters, family entertainment, zoos, museums and card-rooms. These counties include: Contra Costa - Fresno - Glenn - Imperial - Kern - Kings - Los Angeles - Merced - Orange - Riverside - Sacramento - San Bernardino - San Joaquin - Santa Barbara - Santa Clara - Solano - Stanislaus - Tulare - Ventura

California

San Francisco

Effective June 23, 2020, employers with 100 or more workers must adhere to the Temporary Right to Re-employment ordinance, following a layoff due to Covid-19. The ordinance issues a right to re-employment for certain employees laid off due to the COVID-19 pandemic if their employer seeks to fill the same position previously held by the laid-off worker, or a substantially similar position.

Colorado

Business Operations

Effective June 30, 2020, Gov. Jared Polis announced that bars and nightclubs would be required to close again. Establishments serving food are permitted to remain open with social distancing requirements in place.

Colorado

Boulder County

The County extends its face covering requirements indefinitely. All individuals over the age of 12 year must wear a face covering whenever in public.

Delaware

Safety Precautions

Effective Friday, July 3, 2020, bars in beach towns must close due to the Coronavirus.

Florida

Sarasota

Effective July 1, 2020, the Sarasota City Commission created an ordinance requiring individuals to wear masks when they are in public.

Florida

Indian River County

Effective immediately, workers serving the public in restaurants and stores are required to wear facial coverings.

Florida

Palm Beach, Orange, Seminole, County

Effective immediately, individuals are required to wear face coverings in public when a social distance cannot be maintained.

Florida

Leon County

Effective immediately, residents and visitors to Leon County are required to wear masks when in public indoor spaces under an emergency declaration. Businesses are required to post signs about the mask requirement.

Florida

Jacksonville

Effective July 29, 2020, individuals over the age of six are required to wear face coverings in public or in any area in which social distancing cannot be maintained.

Florida

Lakeland

The City of Lakeland announced that individuals could be fined for not wearing a face covering.

Florida

Miami-Dade County

Mayor Carlos Gimenez announced that the following businesses be shut down: restaurants (closed dining rooms), gyms, casinos, movie theaters and strip clubs. Masks are required in all public places.

Florida

Hiring Procedures

Effective January 1, 2021, all public employers and their private contractors/sub-contractors are required to use e-verify. Penalties for not adhering can bring a loss or suspension of business license.

Georgia

Safety Precautions

On June 29, 2020, Gov. Brian Kemp extended the State's social distancing rules for an additional two weeks. In addition, the public health emergency has been extended to August 11, 2020.

Georgia

Savannah

Effective July 1, 2020, Mayor Van Johnson mandated that individuals wear masks when in public.

Idaho

Boise

Effective immediately, Mayor Lauren McLean announced that individuals in the City of Boise would be required to wear a face covering in public.

Illinois

Mandated Training

The State released training materials for lodging establishments covered under the Illinois Lodging Services Human Trafficking Recognition Training Act. [You may click here to view the training.](#)

Illinois

Employee Protection

Effective August 1, 2020, the School Visitation Rights Act is amended to keep an employer from terminating an employee for attending a school conference, behavioral or academic meeting.

Indiana

LaGrange County

Effective immediately, individuals are required to wear a mask when in indoor public spaces, restaurants, grocery stores, and outdoor areas when social distancing cannot be maintained.

Indiana

Marion County

The County will remain in Stage 4 of the State's reopening plan until July 9, 2020. Individuals are required to wear face coverings and are subject to fines for non-compliance.

Indiana

Elkhart County

Effective immediately, masks are required when 6-foot social distancing can't be maintained indoors or in outdoor public areas.

Indiana

St. Joseph County

Effective immediately, the County's mask order is extended until September 7, 2020.

Indiana

Safety Precautions

Effective immediately, Gov. Eric Holcomb has postponed Stage 5 of the State's reopening plan. However, the following businesses may reopen at 100% capacity: beaches, campgrounds, outdoor festivals, offices, playgrounds, retail and visitation to nursing homes and hospitals. [Click here for detailed resources and guidance.](#)

Kansas

Safety Precautions

Gov. Laura Kelly announced an executive order requiring individuals to wear a face covering, which began July 3, 2020.

Maine

Safety Precautions

Travelers from Connecticut, New Jersey and New York are no longer required to maintain a 14-day quarantine or test policy.

Maryland

Hiring Procedures

Effective October 1, 2020, employers are prohibited from utilizing facial recognition in the hiring process.

Massachusetts

Safety Precautions

Visitors from Connecticut, Maine, New Jersey, New Hampshire, New York, Rhode Island and Vermont are no longer required to self-quarantine for 14 days.

Massachusetts

Telehealth

The Massachusetts Board of Registration in Medicine (BORIM) approved its permanent telehealth policy. The policy states that a face-to-face meeting is not a prerequisite for a visit and that the standard of care applicable to the physician is the same whether the patient is seen in-person or via telemedicine.

Missouri

St. Louis County & City

Effective June 3, 2020, individuals over the age of 9 are required to wear a facemask when inside businesses or in public when social distancing is not possible.

Michigan

Safety Precautions

On July 1, 2020, Gov. Gretchen Whitmer issued an executive order closing indoor services at bars. This order affects bars in the south and central parts of Michigan.

Nevada

Safety Precautions

Gov. Steve Sisolak announced that Nevada would remain in Phase 2 of the Nevada's Roadmap to Recovery plan until the end of July.

New Jersey

Unemployment Benefits

The New Jersey Department of Labor announced that unemployed workers are eligible for an additional 20 weeks of unemployment benefits. The State extension begins once a claimant exhausts up to 26 weeks of state unemployment plus their 13 weeks of federal Pandemic Emergency Compensation.

New Jersey

Safety Precautions

Effective immediately, visitors coming from 16 states are required to quarantine for two weeks. The States include Alabama, Arkansas, Arizona, California, Florida, Georgia, Iowa, Idaho, Louisiana, Mississippi, North Carolina, Nevada, South Carolina, Tennessee, Texas and Utah.

New Jersey

Atlantic City

Effective immediately, casinos are permitted to reopen at 25% of maximum capacity. Guests are required to wear masks and are asked to maintain a social distance. Table games will require one empty seat between guests.

New Mexico

Safety Precautions

Gov. Michelle Lujan Grisham announced that out-of-state visitors are required to maintain a 14-day quarantine. The fine for non-compliance with the face-coverings requirement is \$100 and the State's stay-at-home order is extended to July 15, 2020.

New York

New York City

On July 1, 2020, Mayor Bill de Blasio announced that restaurants would not open for indoor dining as planned due to Covid-19.

New York

Safety Precautions

On June 30, 2020, visitors from the following states must abide by a 14-day quarantine period: California, Georgia, Idaho, Iowa, Louisiana, Mississippi, Nevada and Tennessee.

New York

Capital Region

Effective July 1, 2020, the Region is permitted to enter Phase 4 of the State's reopening plan.

Ohio

Dayton

Effective Friday, July 3, 2020, individuals within the city limits are required to wear a mask or face covering anytime they are in a public space or where physical distancing cannot be maintained.

Ohio

Columbus

Effective July 3, 2020, individuals are required to wear a face covering in indoor areas accessible to the public. Individuals in Hillard are also required to wear face coverings.

Ohio

Cleveland

Effective July 3, 2020, Cleveland Mayor Frank Jackson orders individuals to wear a face covering in public.

Pennsylvania

Unemployment Benefits

The PA Department of Labor & Industry announced the extension of the Commonwealth's unemployment benefits. Individuals that have exhausted their regular unemployment compensation and federal Pandemic Emergency Unemployment Compensation (PEUC) programs can receive an additional 13 weeks.

Pennsylvania

Safety Precautions

On July 1, 2020, Pennsylvania, Gov. Tom Wolf announced that masks are required to be worn in public whenever anyone leaves home and can't maintain a proper social distance.

Pennsylvania

Philadelphia

Effective immediately, visitors are urged to quarantine if they are from a State with a rolling seven-day average where new cases are 10 or more per 100,000 residents, or positive results are 10% or more of those tested.

Pennsylvania

Philadelphia

Philadelphia Mayor Jim Kenney enacts the Employee Protections in Connection with Covid-19, bringing protections for employees from retaliatory actions if they disclose information related to non-compliance with health orders or for refusal to work under unsafe conditions due to non-compliance.

South Carolina

Pregnancy Accommodations

Effective June 25, 2020, employers are to provide employees reasonable unpaid or paid break time or mealtime, each workday, to express breast milk.

South Carolina

Charleston

Effective July 1, 2020, individuals can be fined \$50.00 for not wearing a face covering in public.

South Carolina

Columbia

Effective immediately, individuals are required to wear a mask when in public.

South Carolina

Myrtle Beach

Effective July 3, 2020, individuals are required to wear facemasks or coverings when amongst the general public including: retail establishments, personal service, food establishments, hotels, and amusement parks when a six-foot social distance cannot be maintained.

Tennessee

Nashville

The City has developed the Roadmap for Reopening Nashville. [Click here for more information.](#)

Tennessee

Safety Precautions

Gov. Bill Lee extends the State of Emergency declaration through August 29, and grants county mayors in 89 counties the ability to issue local mask requirements.

Tennessee

Williamson County

Effective July 7, 2020, Williamson County Mayor Rogers Anderson has required that all individuals in public wear a face covering. The requirement extends to the city of Brentwood.

Tennessee

Hamilton County

Effective July 10, 2020, individuals can be fined up to \$50 or spend up to 30 days in jail for not wearing a face covering in public.

Tennessee

Pregnant Worker Protection

Effective October 1, 2020, employers with 15 or more employees are required to make a reasonable accommodation for an employee's medical needs arising from pregnancy, childbirth, or related medical conditions, unless such accommodation would impose an undue hardship on business operations. Accommodations must be made for prospective employees as well.

Texas

Safety Precautions

On July 1, 2020, Gov. Greg Abbott issued an executive order requiring all individuals to wear a face covering in public in counties that have 20 or more positive cases.

Utah

Salt Lake & Summit Counties

Individuals are required to wear face coverings when social distancing is not possible.

Washington

Seattle

The City of Seattle has released the Notice of Rights for Hotel Employees. [The documents and posting instructions can be found here.](#)

West Virginia

Safety Requirements

Gov. Jim Justice announced an executive order that establishes a statewide indoor face-covering requirement.

Wisconsin

Dane County

Effective July 2, 2020, County health officials announced the closing of indoor service in bars and limiting restaurants to 25 percent capacity.

Wisconsin

Milwaukee

Effective July 1, 2020, the City begins Phase 4 of its reopening plan. Effective July 1, 2020, gyms, restaurants and bars will be able to open at 50 percent capacity. Retail stores will be able to open at 75 percent.

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.