

## 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.*