

## Legislative Updates

July 21, 2020

### Alabama

#### *Safety Precautions*

Effective July 16, 2020, individuals are required to wear a facemask in public. Violating the order can bring a \$500 fine or jail time. The State has produced notification signs for businesses and [can be found by clicking here](#).

### Arizona

#### *Scottsdale*

Effective immediately, Mayor Jim Lane has extended the City's face covering ordinance until August 20, 2020.

### Arkansas

#### *Safety Precautions*

On July 16, 2020, Gov. ASA Hutchinson issued an order requiring individuals to wear a face covering in public.

### California

#### *Mendocino County*

Effective immediately, individuals can be fined \$100 for not adhering to a facemask requirement. In addition, a business can deny entry to any individual not wearing a mask, even if they have a medical condition.

### California

#### *Manhattan Beach*

Effective immediately, any individual not wearing a mask and qualifying for an exemption is subject to a \$100-\$300, depending upon the number of violations.

### California

#### *San Mateo County*

Effective July 16, 2020, a long-term care home may receive visitors after receiving permission. Friends and family may visit as long as they are socially-distanced and masked while outdoors.

### California

#### *Schools*

On July 17, 2020, Gov. Gavin Newsom announced that students would begin the school year working online if they reside in a county that is on the State's coronavirus watch list.

## Colorado

### *Paid Sick Leave*

Effective January 1, 2021, employers with 16 or more employees must begin accruing at least one hour of paid sick leave for every 30 hours worked, up to 48 hours total.

## Colorado

### *Safety Precautions*

On July 16, 2020, Gov. Jared Polis issued an executive order mandating that all individuals, statewide and over the age of 10, wear face coverings.

## Colorado

### *Whistleblower Protection*

Effective July 11, 2020, employers are prohibited from discriminating, taking adverse action or retaliating against any employee for raising a concern about health or safety violations, making health emergency related reports regarding health/safety, or wearing personal protective equipment recommended by a federal, State or local public health agency.

## Connecticut

### *Safety Precautions*

Gov. Ned Lamont announced that visitors from New Mexico, Ohio, Wisconsin and Minnesota are required to self-quarantine for 14 days upon arrival. Twenty-two states are now on the self-quarantine list.

## Florida

### *Panama City Beach*

Effective July 20, 2020, indoor amusements, restaurants, retail businesses, and bars must operate at 50 percent of their indoor capacity. Employees of the affected businesses are required to wear masks.

## Florida

### *Daytona Beach*

Effective July 16, 2020, any individual not wearing a mask and not qualifying for an exemption is subject to a fine of \$50-\$150 depending on the number of violations.

## Georgia

### *DeKalb*

On July 14, 2020, the County Board of Commissioners enacted a face-covering requirement for unincorporated sections of the County. The ordinance includes a warning for initial violations and a \$250 fine for additional violations.

## Georgia

### *Safety Precautions*

On July 15, 2020, Gov. Brian Kemp issued an executive order prohibiting local governments from creating face-covering ordinances.

## Hawaii

### *Safety Precautions*

Gov. David Ige announced a quarantine extension for out-of-state travelers. Visitors are required to quarantine when arriving in the State through September 1, 2020.

## Illinois

### *Chicago*

Visitors from Iowa and Oklahoma are now required to self-quarantine, upon arrival, in the City.

## Indiana

### *Safety Precautions*

On July 15, 2020, Gov. Eric Holcomb announced that the State would remain in Stage 4.5 of its reopening process. In the current stage, restaurants may remain open at 75 percent capacity, bars at 50 percent capacity, as well as various other entertainment venues.

## Iowa

### *Schools*

On July 17, 2020, Gov. Kim Reynolds announced that students would spend half of their education time in in-person instruction.

## Kansas

### *Schools*

On July 13, 2020, Gov. Laura Kelly issued an executive order delaying the start of the school year (K-12) until September 9, 2020. The board of education will need to approve Kelly's decision to delay the start of school.

## Kansas

### *Harvey County*

Effective July 14, 2020, individuals are required to cover their mouth and nose with a mask or other face covering inside any indoor or outdoor public space where 6 feet of distance cannot be maintained at all times is not possible.

## **Kansas**

### *Platte County*

Effective July 16, 2020, masks are required in all indoor and outdoor locations when a social distance cannot be maintained. A business reserves the right to refuse service to anyone not wearing a face covering.

## **Kansas**

### *Sedgwick County*

Effective June 10, 2020, an Emergency Public Health Order was signed requiring face coverings for individuals and moving the county to Phase 3 of its opening guide.

## **Louisiana**

### *Schools*

The Louisiana State Board of Elementary and Secondary Education approved reopening guidelines that would require students and staff, grades 3-12, to wear face coverings.

## **Louisiana**

### *Non-Competition Agreement*

Effective August 1, 2020, the State's non-compete agreement law is expanded to include corporations, franchises, liability corporations and partnerships.

## **Michigan**

### *Safety Precautions*

On July 17, 2020, Gov. Gretchen Whitmer announced that public safety officers wear face coverings unless doing so would interfere with their responsibilities.

## **Michigan**

### *Business Operations*

Grocery stores and pharmacies are required to set aside two hours per week in order for vulnerable customers to shop. Businesses may not assume that an unmasked customer cannot medically tolerate a face covering, though they can accept a customer's verbal representation to that effect.

## **Michigan**

### *Evictions*

On July 16, 2020, the suspensions on evictions terminated.

## Mississippi

### *Employer Liability*

Gov. Tate Reeves signed the Mississippi Back-to-Business Liability Assurance Act providing immunity from civil liabilities for any injuries or death resulting from actual or alleged exposure to COVID-19 for employers that have acted in good faith.

## Mississippi

### *Safety Precautions*

Gov. Tate Reeves issued an executive order requiring masks for employees and customers of businesses in 23 counties, including; Claiborne, Desoto, Grenada, Harrison, Hinds, Jackson, Jefferson, Madison, Quitman, Rankin, Sunflower, Washington, Wayne, Bolivar, Covington, Forrest, Humphreys, Panola, Sharkey, Simpson, Tallahatchie, Tate and Walthall Counties.

## Mississippi

### *State Income Tax*

Gov. Mike Parson signed Senate Bill 676 that exempts the federal stimulus check from State income taxes.

## Missouri

### *Cape Girardeau County*

Effective immediately, individuals over the age of 9 are required to wear a face covering in public spaces and gatherings.

## Missouri

### *Springfield*

Effective July 16, 2020, individuals in the City are required to wear a face covering unless they are over the age of 11 with a pertinent medical condition.

## Montana

On July 15, 2020, Gov. Steve Bullock ordered the use of face coverings in counties with at least 4 active Covid-19 cases. The coverings are also required in outdoor places when social distancing cannot occur.

## New Hampshire

### *Schools*

On June 14, 2020, Gov. Chris Sununu announced that all districts must offer “hybrid” options that include teaching in class or remote learning. Students are required to wear masks and maintain their desks three feet apart.

## **New Jersey**

### *Safety Precautions*

Gov. Phil Murphy announced that visitors from New Mexico, Ohio, Wisconsin and Minnesota are required to self-quarantine for 14 days upon arrival. Twenty-two states are now on the self-quarantine list.

## **New York**

### *Safety Precautions*

Gov. Andrew Cuomo announced that visitors from New Mexico, Ohio, Wisconsin and Minnesota are required to self-quarantine for 14 days upon arrival. Twenty-two states are now on the self-quarantine list.

## **New York**

### *Business Operations*

Gov. Andrew Cuomo announced the Three Strikes and You're Closed initiative mandating the closure of any restaurant and bar that violates mask and social distancing requirements three times.

## **New York**

### *New York City*

The City moves to Phase 4 of the State's reopening plan, allowing malls and museums to open and outdoor sports to resume without spectators.

## **North Carolina**

### *Safety Precautions*

On July 14, 2020, Gov. Roy Cooper announced that the State would continue in Phase 2 until August 7, 2020.

## **Ohio**

### *Akron*

On July 13, 2020, the City Council passed an ordinance to mandate masks for individuals in public areas of a business and in outdoor spaces when a six-foot distance cannot be maintained.

## **Ohio**

### *Athens*

On July 13, 2020 the City Council passed an ordinance to mandate masks for individuals. Fines up to \$100 may be assessed for non-compliance.

## Ohio

### *Lucas County*

The County was moved to level “red” in the Ohio Public Health Advisory System, requiring that individuals wear a mask in public when social distancing is not possible.

## Ohio

### *Richland County*

On July 16, 2020 the County was designated "red" in the Ohio Public Health Advisory System, requiring that individuals wear a mask in public when social distancing is not possible.

## Ohio

### *Delaware County*

On July 16, 2020 the County was designated "red" in the Ohio Public Health Advisory System, requiring that individuals wear a mask in public when social distancing is not possible.

## Ohio

### *Licking County*

On July 16, 2020 the County was designated "red" in the Ohio Public Health Advisory System, requiring that individuals wear a mask in public when social distancing is not possible.

## Ohio

### *Youngstown*

On July 20, 2020, Mayor Tito Brown’s executive order requires face coverings for all individuals over the age of 6 to be worn in public.

## Ohio

### *Injury Claims*

Effective September 15, 2020, employees have one year to file claims in regard to injury, death or occupational disease as a result of an employer’s failure to comply with a specific safety rule for the protection of the lives, health, and safety of employees.

## Oklahoma

### *Tulsa*

Effective July 16, 2020, individuals over the age of 18 are required to wear a mask in public or in an education building unless social distancing can be maintained.

## Oklahoma

### *Oklahoma City*

On July 17, 2020, the City Council passed an ordinance requiring individuals to wear a face covering when entering and while inside any indoor place open to the public. Individuals not following the ordinance may receive a fine up to \$100.

## Oregon

### *Safety Precautions*

Effective July 15, 2020, face masks are required in outdoor public places when social distancing standards cannot be met.

## Oregon

### *CARES Act*

On July 14, 2020, the Legislature of Oregon directed \$200 Million of Cares Act dollars to be directed into the following funds: Covid-19 Leave, Unemployment Emergency Relief, Black Relief and Resiliency, Support for the Arts and Small Business Relief.

## Pennsylvania

### *Safety Precautions*

On July 12, 2020, Iowa, Kansas and Oklahoma were added the list of recommended states requiring visitors to self-quarantine for 14 days.

## Pennsylvania

### *Philadelphia*

Mayor Jim Kenney announced the cancellation of all large outdoor events until at least February 28, 2020. Large events include the Mummers Parade and Philadelphia Marathon.

## Pennsylvania

### *Business Operations*

On July 15, 2020, Gov. Tom Wolf announced that bars and restaurants would not be able to provide bar service. Capacity levels in bars and restaurants are decreasing from 50 to 25 percent. The order also requires nightclubs to close. Gatherings of up to 25 people are permitted, while gyms must prioritize outdoor fitness activities (though, indoor operations are still allowed).

## Pennsylvania

### *Telework*

On July 15, 2020, Gov. Tom Wolf announced that all businesses are required to conduct their operations in whole, or in part, remotely through individual teleworking of their employees in the jurisdiction(s) in which they do business. Where telework is not possible, employees may conduct in-person business operations, provided that businesses fully comply with all substantive aspects of The Order of the Secretary of the Pennsylvania Department of Health Directing Building Safety Measures, issued April 5, 2020.

## Tennessee

### *Nashville*

Effective July 15, 2020, the Nashville police will enforce the City's face covering ordinance. Individuals can be fined \$50 for an infraction.



## Tennessee

### *Montgomery County*

Effective June 20, 2020, all residents and visitors are required to wear a face covering when in public. Additionally, businesses must post signage requesting that customers wear a mask.

## Tennessee

### *Unicoi County*

Effective July 17, 2020, all individuals are required to wear masks while inside public places, and outside in public areas where social distancing cannot be maintained. Employees must wear a mask inside their places of employment.

## Utah

### *Safety Precautions*

On July 16, 2020, Gov. Gary Herbert announced that 9 counties would move to the Green Phase of the State's reopening plan. They include: Beaver, Daggett, Duchesne, Emery, Garfield, Millard, Piute, Uintah and Wayne

## Utah

### *Schools*

On July 17, 2020, the Department of Health mandated the use of face coverings in public and private K-12 schools.

## Vermont

### *Primary Elections*

Secretary of State Jim Condos announced that all eligible voters would be sent a mail-in ballot for the August 11, 2020 primary.

## Virginia

### *Safety Precautions*

On July 16, 2020, the safety and health codes board required businesses to implement safety measures to protect employees from the spread of Covid-19. Employers must notify workers of possible exposure to infected co-workers within 24 hours, prohibit suspected Covid-19 infected employees from working onsite and maintain various sanitation rules.

## Washington

### *Safety Precautions*

Effective July 20, 2020, Gov. Jay Inslee announced that counties in Phase 3 of the State's reopening plan are required to limit gatherings to 10 individuals.

## Washington

On July 14, 2020, Gov. Jay Inslee announced that the State would not advance in their reopening plan. He stated that he would reevaluate on July 28, 2020.

## West Virginia

### Morgantown

On July 14, 2020 the City Council voted that all individuals age 9 and over must wear a face covering or mask. Violators are subject to fines for not adhering to the ordinance.

## Wisconsin

### Ashland County

Effective July 17, 2020 the County issued an emergency advisory requiring a face covering while in a local building.

## Wisconsin

### Bayfield County

Effective July 17, 2020 the County issued an emergency advisory requiring a face covering while in a local building.

*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.*