

Masks and COVID-19: Statewide Requirements and Recommendations

Jurisdiction	Masks Required Statewide			Masks Recommended Statewide			Additional Details		
	All Public Spaces	If Social Distancing Not Possible	All Indoor Spaces	Certain Businesses	All Public Spaces	If Social Distancing Not Possible		All Indoor Spaces	Certain Businesses
<p>Federal</p> <p>CDC Guidance</p> <p>OSHA Guidance (provides industry specific links, including: airline operations, construction, dentistry, environmental services, healthcare, manufacturing, retail, and various food processors).</p>						X		X	<p>The CDC “recommends that people wear cloth face coverings in public settings and when around people that don’t live in your household, especially when other social distancing measures are difficult to maintain. Cloth face coverings may help prevent people who have COVID-19 from spreading the virus to others [and] ... are most likely to reduce the spread of COVID-19 when they are widely used by people in public settings. Cloth face coverings should not be worn by children under the age of 2 or anyone who has trouble breathing, is unconscious, incapacitated, or otherwise unable to remove the mask without assistance.”</p>
<p>Alabama</p> <p>Alabama Public Health Orders</p> <p>Alabama Public Health Website</p>				X	X	X			<p>NOTE: Some Alabama localities have implemented additional requirements not addressed in this chart.</p> <p>The state of Alabama recommends that all individuals wear face coverings around people from other households when it is necessary to leave the home.</p> <p>It is further recommended that all employees of all businesses wear a cloth face covering while at work and in public to help against the spread of the virus.</p> <p>Employees are required to wear masks (or other facial covering) while within 6 feet of a client, if they work in/for “close-contact service providers” (barber shops, hair salons, waxing salons, threading salons, nail salons and spas, body art facilities, tattoo services, and massage therapy establishments and services, etc.); “restaurants and similar establishments”; “athletic facilities” (fitness centers, gyms, spas, and</p>

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								<p>yoga/barre/spin facilities, etc.); “entertainment venues”; and/or participate in “athletic activities.”</p> <p>Employees are recommended to wear masks “to the greatest extent practicable” when they work in “child day care facilities”; day and overnight youth summer camps; and/or “education institutions” (including elementary, secondary, postsecondary, technical, and specialty schools, colleges, and universities).</p>
<p>Alaska</p> <p>Alaska Department of Health and Social Services Website</p> <p>Alaska COVID-19 Conscious Business Owner Website</p> <p>Alaska Phase 3/4 Reopening Guidance</p>					X			<p>NOTE: Some Alaska localities have implemented additional requirements not addressed in this chart.</p> <p>Statewide guidance in Alaska recommends that “[e]veryone should wear a cloth face cover when they have to go out in public...”</p> <p>Employees of reopening businesses who are in direct contact with the public are recommended to wear face masks, including retail, restaurants offering dine in services, personal care services, entities hosting gatherings, bars, and others.</p>
<p>Arizona</p> <p>Executive Order 2020-40 (issued June 17, 2020)</p> <p>Executive Orders Requirements for Businesses</p>				X		X	X	<p>NOTE: Some Arizona localities have implemented additional requirements not addressed in this chart.</p> <p>Statewide guidance in Arizona recommends that everyone wear face masks in public places where social distancing is difficult to maintain. It is further recommended that employers who are reopening their businesses that the employer provide employees with masks and require them to wear them, when possible and when physical distancing is not possible.</p>

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									Masks are required for both customers and employees who are patronizing barber shops, hair salons, and/or cosmetologists. Masks are also required for all restaurant employees that interact with customers.
Arkansas Executive Order -20-41 Stop the Spread of COVID-19 Business Limitations Directive				X	X	X	X	X	<p>NOTE: Some Arkansas localities have implemented additional requirements not addressed in this chart.</p> <p>Everyone is recommended to wear a face mask in public.</p> <p>Employees entering a facility are recommended to wear a face mask, especially where social distancing is not possible. Similarly, customers or members of the public entering a facility should be strongly encouraged/are recommended to wear a face mask.</p> <p>Restaurant employees who come into contact with customers are required to wear a mask, while restaurant employees in the back of the house are recommended to wear a mask. Service may be declined to patrons who refuse to wear a mask.</p> <p>Employees of gyms are required to wear masks at all times, and patrons of the fitness centers should wear a mask “except with actively exercising.”</p> <p>Barbers, stylists, and employees of such establishments are required to wear a face mask at all times, while clients should wear face masks as services permit.</p>
California		X	X	X					NOTE: Some California localities have implemented additional requirements not addressed in this chart.

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California Department of Public Health Guidance for the Use of Face Coverings								<p>California guidance requires individuals to wear masks when they go outside of their homes and will be around people outside of their households, including in any indoor public space; when waiting in line; when receiving health care; when on public transportation or utilizing ride sharing; workers in customer-facing industries; workers in offices, factories, or any group setting; doctors, nurses, and other health care professionals; other workers as dictated by industry guidance; and, when outside if you cannot socially distance from others.</p> <p>There are some exceptions to the California requirements, but individuals exempted from wearing masks due to a medical condition and who work in client or public facing jobs are recommended to wear a suitable alternative, like face shields where possible.</p>
<p>Colorado</p> <p>Executive Order D 2020 110</p> <p>Public Health Order 20 26</p> <p>Public Health Order 20 31</p> <p>Keep Employees and Customers Safe</p>				X		X		<p>NOTE: Some Colorado localities have implemented additional requirements not addressed in this chart.</p> <p>Orders in Colorado require that workers in “critical businesses” and “critical government functions,” who interact in close proximity with the public or other employees, must wear medical or non-medical masks, except where doing so would inhibit the individuals health. Medical masks are to be saved for employees working in a healthcare setting, and employers “should make every effort to provide” employees with the appropriate mask. Employees in other industries are recommended to wear masks, as are customers.</p> <p>Workers who prepare or handle food are required to wear a face covering while performing tasks involving food preparation and handling. Employees</p>

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									in the “congregate care settings” (nursing homes) and all third parties entering such settings are required to wear a face covering.
Connecticut Executive Order No. 7BB Restaurant Reopening Guide Retail Reopening Guide Offices Reopening Guide Hair and Barbershop Reopening Guide		X		X					NOTE: Some Connecticut localities have implemented additional requirements not addressed in this chart. All persons in public places who are unable to or cannot socially distance are required to wear a face mask or cloth face-covering. All persons using the services of any taxi, ride-sharing, or public transportation is required to wear a mask. Restaurant employees are required to wear a mask, and customers must wear a mask when they are not eating in the restaurant. Retail employees and customers are required to wear masks. Office employees are required wear a face mask, but may remove the mask when they are working alone in segregated spaces (e.g., cubicles with walls, private offices). Hair Salon and Barbershop employees are required to wear a mask and a face shield. In each of these settings, employers must provide PPE to their employees (including masks). Employers operating offices must provide a mask to any customer or visitor who does not have a mask. If the business does not have adequate PPE, the business cannot reopen.
Delaware Thirteenth Modification of the Declaration of a State of Emergency ... Guidance for Face Coverings		X		X					NOTE: Some Delaware localities have implemented additional requirements not addressed in this chart. All individuals “over the age of 12 are required to wear cloth face coverings in public setting where other social distancing measures are difficult to maintain.” Face coverings are strongly recommended for children over the

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									<p>age of 5, and are recommended for children between the ages of 2-4 when feasible.</p> <p>Employers must require employees to wear a face covering “while working in areas open to the public and in areas where coming within 6 feet of other staff is likely.” Further, employers should “[d]eny entry to individuals who do not have a face covering,” unless the business has a mask available for the individual to wear. Employers must provide masks and hand sanitizer to their employees.</p>
<p>Florida</p> <p>Executive Order 20-120</p> <p>Information for Barbershops and Cosmetology Salons</p> <p>FAQs Related to Barbershops and Cosmetology Salons</p>				X				X	<p>NOTE: Some Florida localities have implemented additional requirements not addressed in this chart.</p> <p>Employees of barbershops and cosmetology salons are required to wear masks. Customers are recommended to wear masks. Employers of such businesses are encouraged to provide unworn masks to customers, but as “a private business” such businesses “may adopt their own policies requiring the use of a mask by patrons obtaining services.”</p>
<p>Georgia</p> <p>Executive Order 4.13.20.02</p> <p>Executive Order 6.11.20.01</p> <p>Wear a Cloth Face Mask in Public Website</p>				X	X	X	X	X	<p>NOTE: Some Georgia localities have implemented additional requirements not addressed in this chart.</p> <p>All Georgia residents and visitors are recommended to wear face coverings as practicable while outside the home or place of residence, except when eating, drinking, or exercising. Individuals are recommended to use face coverings when they will be “indoors or around other people where social distancing measures are difficult to maintain...”</p>

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									Employees in restaurants and bars (as well as third-party delivery drivers) are required to wear face masks while interacting with patrons, and are encouraged to also wear face shields. Employees of tattoo and body art studios are required to wear face masks. Employees of salons, massage therapy studios, tanning facilities are required to wear masks. Employees of water parks and water amusement rides are required to wear face masks, and patrons are recommended to wear face coverings when they are not experiencing a ride or attraction. Businesses operating in these areas are required to comply with “sanitation requirements,” which includes “providing personal protective equipment as available and appropriate to the function and location of each worker within the business.”
Guam Executive Order 2020-16	X								Facemasks are required for all individuals unless exercising or eating.
Hawaii Eighth Supplementary Proclamation Related to the COVID-19 Emergency		X		X		X			NOTE: Some Hawaii localities have implemented additional requirements not addressed in this chart. All customers are required to wear a face covering while waiting to enter or while on the premises of a business or operation. All employees of such businesses or operations who have contact with customers or goods to be purchased are required to wear a face covering while at their place of employment. The face mask requirement does not apply to persons engaged in permissible outdoor exercise so long as social distancing requirements are met.
Idaho				X				X	NOTE: Some Idaho localities have implemented additional requirements not addressed in this chart.

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Business Specific Protocols for Opening Website									<p>Phase 2 reopening guidance recommended that businesses “[i]dentify how personal use items such as masks, face coverings, and gloves shall be worn, if necessary, for employees, vendors, and patrons.” Businesses “may require, and it is encouraged, that employees, vendors, and patrons wear face coverings as a business practice.” Additional Phase 4 guidance for Bars, Breweries, Wineries, Distilleries, and Nightclubs recommends (as does the Phase 4 guidance for Restaurants) that employers require employees who are in contact with patrons to wear cloth face masks, however, the guidance remains recommended.</p> <p>Phase 4 guidance for long-term care facilities states that such businesses should require all visitors maintain social distancing and wear a cloth face covering at all times while in the facility.</p>
<p>Illinois</p> <p>Executive Order 2020-38</p>		X		X					<p>NOTE: Some Illinois localities have implemented additional requirements not addressed in this chart.</p> <p>Masks are required for “any individual who is over age two and able to medically tolerate a face covering (a mask or cloth face covering) ... when in a public place and unable to maintain a six-foot social distance. This requirement applies whether in an indoor space, such as a store, or in a public outdoor space where maintaining a six-foot social distance is not always possible.” Similarly, employers must require that employees and visitors wear masks at all times when social distancing is not possible.</p>
<p>Indiana</p> <p>Executive Order 20-26</p>				X	X	X	X		<p>NOTE: Some Indiana localities have implemented additional requirements not addressed in this chart.</p>

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								<p>All individuals are strongly recommended to wear face coverings when outside of their homes or residences.</p> <p>All businesses in Indiana are required to comply with certain safeguards, which includes: “complying with social distancing requirements established by the CDC, including maintaining six-foot social distancing for both employees and members of the general public when possible and/or employing other separation measures such as wearing face coverings or using barriers.” On its face, wearing a mask is not mandatory this language if social distancing is maintained “when possible” and/or “other separation measures” are used.</p> <p>Restaurant employees and staff are required to wear face coverings.</p>	
<p>Iowa</p> <p>Public Health COVID-19 Reopening Guidance</p> <p>Preventing COVID in the Workplace Poster</p>						X	X	X	<p>NOTE: Some Iowa localities have implemented additional requirements not addressed in this chart.</p> <p>Iowa employees are recommended to wear a face mask while at the workplace. Various reopening guidance in Iowa recommends that “[m]embers of the public and employees should consider the use of cloth face coverings (when practical) if staying at least six feet away from others is not possible.”</p>
<p>Kansas</p> <p>Executive Order No. 20-52</p>	X	X	X						<p>NOTE: Some Kansas localities have implemented additional requirements not addressed in this chart.</p> <p>All persons in Kansas (over the age of 5) are required to cover their mouth and nose with a mask or face covering when they are in any of the following situations: “inside, or in line to enter, any indoor public space”; obtaining</p>

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								<p>health care services; waiting for or riding on public transportation (including ride shares); while outdoors in public spaces and unable to maintain a 6-foot distance.</p> <p>Similarly, all businesses and organizations must require all employees, customers, visitors, members, or members of the public to wear a mask when employees are working in any space visited by customers and members of the public (regardless of their presence at that time); employees are working in any space where food is prepared or packaged for sale or distribution to others; employees are working in or walking through common areas (such as hallways, stairways, elevators, and parking facilities); customers, members, visitors, or members of the public are in a facility managed by the business or organization; or, employees are in any room or enclosed area where other people (except those that reside together) are present and unable to maintain a 6-foot distance.</p>
<p>Kentucky</p> <p>Healthy at Work Minimum Requirements</p>		X				X		<p>NOTE: Some Kentucky localities have implemented additional requirements not addressed in this chart.</p> <p>Businesses, organizations, and entities are required, to the greatest extent practicable, to ensure that their employees, volunteers, and contractors wear a cloth mask (a surgical or N95 mask is not required). A business, organization, or entity need not require an employee to wearing a mask when masking would create a serious health or safety hazard to the employee, volunteer, and/or contractor or when the employee, volunteer, contractors is working alone in an enclosed space. Businesses and organizations shall provide PPE at no cost to employees.</p>

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									Entities are recommended to encourage customers to wear masks and may refuse to serve any customer not wearing a mask.
Louisiana Proclamation Number 74 JBE 2020		X		X	X	X	X	X	NOTE: Some Louisiana localities have implemented additional requirements not addressed in this chart. All businesses and organization shall require that any owner or employee having interaction or contact with the public shall wear a face mask or a face covering. All individuals are strongly recommended to wear masks or face coverings at all times if interacting with other members of the public outside of household family members.
Maine Executive order 49 FY 19/20		X				X	X	X	NOTE: Some Maine localities have implemented additional requirements not addressed in this chart. Individuals are required to “wear cloth face coverings in public settings where other physical distancing measures are difficult to maintain.” Further, “[e]mployers in settings that are not typically accessible to the public may determine the persons who should wear a cloth face covering at their workplace and must permit any employee who wants to wear a face covering to do so.”
Maryland Executive Order 20-04-15-01 Executive Order 20-05-27-1		X		X					NOTE: Some Maryland localities have implemented additional requirements not addressed in this chart. All riders and operators of public transportation are required to wear a mask. All customers over the age of 9 are required to wear face coverings while inside the enclosed area of any retail or food service establishment,

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								and adult customers accompanying children aged 2-9 are required to use “reasonable efforts to cause those children to wear face coverings.” All retail employers shall require employees to wear face coverings while working in areas open to the general public, and food service establishments shall require staff to wear face coverings while working. All customers over the age of 2 are required to wear face coverings while inside any personal services establishment (except to the extent wearing the mask makes it impossible for the services to be performed). Staff of personal services establishments are also required to wear masks or face coverings. Any business, organization, establishment, or facility in the State may require its customers over the age of 2, visitors over the age of 2, and all staff to wear a face covering, and must post signage at each entrance advising of such requirements.
Massachusetts COVID-19 Order No. 31		X	X	X				NOTE: Some Massachusetts localities have implemented additional requirements not addressed in this chart. All persons over the age of 2 in a public place (indoor or outdoor) and is unable to maintain a social distance of approximately 6 feet is required to wear a mask or face covering. All persons are required to wear masks or face coverings at all times when inside grocery stores, pharmacies, and other retail stores, or when using any taxi, ride sharing, or public transportation. Businesses may decline services to anyone that refuses to wear a mask for non-medical reasons.
Michigan Executive Order 2020-145		X	X	X				NOTE: Some Michigan localities have implemented additional requirements not addressed in this chart.

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Executive Order 2020-147								<p>Any individual over the age of 5, who leaves their home or place of residence, is required to wear a face covering over their nose and mouth when (a) in any indoor public space; (b) when outdoors and unable to consistently socially distance; and, (c) when waiting for or riding public transportation, taxi, ride share, or other private car service. The requirements do not apply to children under the age of 5, however children between 2 and 5 are strongly recommended to wear a face covering.</p> <p>Employers are required to provide all employees with non-medical grade face coverings. Employers must require all employees to wear the masks when the employees cannot maintain 6-feet of distance. In instances where employees cannot maintain 3-feet of social distance, employers are recommended to consider providing face shields as well. Employers must require face coverings to be worn in all shared spaces, including during in person meetings, in restrooms, and in hallways.</p> <p>Businesses open to the public are required to ensure that all customers who enter their premises are wearing a face covering, and must post signs at the entry way informing customers of their legal obligation to wear a mask while inside the business.</p>
<p>Minnesota</p> <p>Emergency Executive Order 20-48</p> <p>Industry Guidance for Safely Reopening</p>				X		X	X	<p>NOTE: Some Minnesota localities have implemented additional requirements not addressed in this chart.</p> <p>By Executive Order, cloth face masks are recommended at all times where individuals leave their homes and travel to any public setting where other social distancing measures are difficult to maintain.</p>

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									<p>Minnesota’s “General Guidance for Businesses” is less than clear on the obligations of employers. All employers are recommended to provide protective supplies to employees, including non-medical cloth face coverings, gloves, disinfectant, guards, shields, etc. Employers are recommended to require the use of face coverings. Employers are recommended to require customers and clients wear a face covering or mask when able to, with the reminder that the face coverings are not a substitute for social distancing. Employees are required to “always use a face covering when working with a client.” Employers are directed to “[e]stablish a protocol for clients who refuse to wear a face covering when a face covering is possible. Businesses should consider not providing services under these circumstances when workers and other customers/clients cannot be protected.” If a service being performed requires the removal of the client/customer’s face covering, or the client/customer cannot wear a face covering, a “face covering and face shield” is required to be worn by the worker. If “service that involves face-to-face interaction cannot be performed with a face covering and a face shield, then services should not be performed.”</p> <p>Guidance for the restaurant and bar industry requires “workers to wear masks at all times” and strongly recommends that customers wear masks when not eating or drinking. Retail guidance requires that workers wear masks.</p> <p>Guidance for personal services requires that workers and clients wear masks at all times. For services where the client cannot wear a mask, the worker should add a face shield in addition to the mask.</p>

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									Additional industry guidance is available from the Minnesota Department of Employment and Economic Development.
Mississippi Executive Order 1478 Executive Order 1480 Executive Order 1483 COVID-19 Guidance and Prevention for Individuals and the Community				X	X	X	X	X	<p>NOTE: Some Mississippi localities have implemented additional requirements not addressed in this chart.</p> <p>All Mississippi residents are recommended to wear non-medical grade masks or homemade cloth face coverings when shopping, running errands, or otherwise away from home. Face coverings are especially important when at least 6 feet of social distance cannot easily be maintained between persons.</p> <p>Face coverings are required to be worn outdoors when attending public events (including live auctions and flea markets).</p> <p>Statewide, employees who are in contact with the public are required to wear masks or facial coverings. Restaurant employees who have contact with customers must be provided a mask by their employer and are required to wear it while on shift. Personal services employees and gym or fitness center employees must be provided a cloth face covering, the mask must be cleaned or replaced daily, and employees are required to wear the mask while working. Customers in personal services establishments are required to wear a mask while inside the business unless they are receiving a service that could not be provided while wearing the mask.</p> <p>By Executive Order of the Governor, in seven counties (Attalla, Leake, Scott, Jasper, Neshoba, Newton, and Lauderdale), appropriate PPE (including face</p>

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									coverings) are required for all employees who are not able to maintain 6-feet of social distancing. In those same seven counties, retail employees are required to wear masks while on shift when social distancing is not possible, and employers must provide the mask and ensure that it is cleaned or replaced every day. Customers are required to wear a mask while inside any retail establishment in those counties.
Missouri Missouri Guidance on Homemade and Alternative Face Coverings for COVID-19						X			NOTE: Some Missouri localities have implemented additional requirements not addressed in this chart. Missouri Department of Health and Human Services recommends that all individuals wear a cloth face covering when in a public setting where other social distancing measures are difficult to maintain.
Montana Montana.gov Website					X				NOTE: Some Montana localities have implemented additional requirements not addressed in this chart. All individuals are recommended to wear face coverings while in public.
Nebraska Nebraska Department of Health and Human Services COVID-19 Nebraska Guidance Documents Global Center for Health Security Meat Processing Facility COVID-19 Playbook				X		X		X	NOTE: Some Nebraska localities have implemented additional requirements not addressed in this chart. All individuals are recommended to wear face coverings in public when they cannot stay 6 feet away from others. Clients and staff of barber shops and salons , tattoo and body art studios , massage therapy locations , are required to wear masks at all times while on-site.

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									<p>Staff working at summer camps are required to wear masks at all times when not eating, and children over the age of 2 are recommended to wear masks when possible.</p> <p>Employees of restaurants, bars, taverns, clubs, and bowling alleys are recommended to wear masks, which must be washed or replaced daily. Employees of concession stands at sporting events are recommended to wear masks.</p> <p>Visitors to any outdoor stadium or racetrack are recommended to wear masks.</p> <p>Employees and visitors of meat processing plants are recommended to wear a face mask at all times while on facility premises and it is further recommended that employers provide such employees with “procedure (surgical) masks” due to the “close contact they have with other employees and the liquid contact frequency in the work environment.”</p>
<p>Nevada</p> <p>Declaration of Emergency Directive 024</p>	X	X	X	X					<p>NOTE: Some Nevada localities have implemented additional requirements not addressed in this chart.</p> <p>Individuals aged 9 years of age or older are required to wear masks when in a public space (whether privately or publicly owned) where the public has access by right or invitation. Children aged 2 to 9 are recommended to wear masks.</p> <p>Businesses operating during Phase 2 of the Nevada United: Roadmap to Recovery plan are required to “ensure that all patrons, customers, patients,</p>

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									or clients utilize face coverings,” which includes “prohibiting persons without face coverings from entering the premises.”
<p>New Hampshire</p> <p>New Hampshire Department of Health and Human Services</p> <p>Safer at Home Plan – Universal Guidelines</p> <p>Industry Specific Guidance</p>				X	X	X	X	X	<p>NOTE: Some New Hampshire localities have implemented additional requirements not addressed in this chart.</p> <p>Individuals are recommended to wear masks when outside the home.</p> <p>All employees of reopened businesses are recommended to wear masks. Employers are recommended to support the use of masks in areas where social distancing is difficult to maintain.</p> <p>Acupuncture, tattoo parlor/body art, cosmetology, massage therapy, clients and employees are required to wear masks. In many of these instances, the facility is required to provide a mask for any clients who do not have masks. Movie theatre, museum, performing arts staff are required to wear masks, and patrons are recommended to wear masks. Retail and customer-contact restaurant staff must wear masks, and customers are recommended to wear masks. Additional industry specific guidance is available here.</p>
<p>New Jersey</p> <p>Executive Order No. 163</p> <p>Executive Order No. 142</p> <p>Executive Order No. 125</p> <p>Press Release regarding Executive Order No. 163</p>	X	X	X						<p>NOTE: Some New Jersey localities have implemented additional requirements not addressed in this chart.</p> <p>Individuals in outdoor public spaces who cannot socially distance are required to wear a facial covering, absent a few exceptions. Additionally, individuals in indoor public spaces (such as retail, recreational, and entertainment businesses, government buildings, public transit, etc.) are required to wear masks. For indoor commercial spaces that are not open to public, such as office buildings, those spaces are required to have policies</p>

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	All Public Spaces	If Social Distancing Not Possible	All Indoor Spaces	Certain Businesses	All Public Spaces	If Social Distancing Not Possible		All Indoor Spaces
								<p>that, at a minimum, require individuals to wear masks when “in prolonged proximity to others.”</p> <p>Restaurant employers are required to provide masks and gloves to employees and must require the employees to wear such items when in contact with goods or customers. Retail businesses operating curbside pickup are required to provide employees with cloth face coverings and gloves, which must be worn by employees when interacting with other employees, customers, or goods. Construction employers must require facial coverings to be worn by employees and guests to the worksite, and must also require gloves to be worn by employees. Construction employers must provide the masks and gloves to their employees and may not allow a visitor to enter the premises if the visitor refuses to wear a mask for non-medical reasons. Public transit employers are required to provide masks for employees, and may deny entry to individuals refusing to wear a mask for non-medical reasons.</p>
<p>New Mexico</p> <p>All Together New Mexico: COVID-Safe Practices for Individuals and Employers</p> <p>Overview of COVID-Safe Practices for All Employers</p> <p>Press Release Re: Increased Mask Requirements Effective July 13, 2020</p>	X	X	X	X				<p>NOTE: Some New Mexico localities have implemented additional requirements not addressed in this chart.</p> <p>All employers are required to provide employees with face masks and ensure the masks are worn in the workplace.</p> <p>Beginning July 13, masks are required in all public spaces, both indoors and outdoors. “The state’s mandate that all individuals must wear face-coverings in public – in effect since May 16 – will be strengthened to additionally require individuals to wear face-coverings while exercising. This requirement includes those exercising at indoor gyms and fitness centers.</p>

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Public Health Order May 5								Operators of those establishments, like operators of other essential businesses, must require customers to wear face-coverings; violators will be subject to a fine.”
New York Executive Order 202.16 Department of Health Interim Guidance Re: Executive Order 202.16 Executive Order 202.17 Executive Order 202.34		X		X				<p>NOTE: Some New York localities have implemented additional requirements not addressed in this chart.</p> <p>All individuals over the age of 2 and able to medically tolerate a face-covering are required to wear a mask when in a public place and unable to maintain, or when not maintaining, social distance. Business owners are have the discretion to refuse service to anyone not wearing a mask.</p> <p>Employers of essential businesses are required to provide face masks for employees who come into contact with customers or members of the public.</p>
North Carolina Executive Order No. 141 Executive Order No. 147				X	X			<p>NOTE: Some North Carolina localities have implemented additional requirements not addressed in this chart.</p> <p>All individuals are strongly recommended to wear face coverings in public.</p> <p>People are required to wear face coverings, with some small differences in the requirements, in the following settings: (1) in retail businesses, (2) in restaurants; (3) in personal care, grooming, and tattoo businesses; (4) in child care facilities, day camps, and overnight camps (applies to all individuals aged 11 or older); (5) in state government; (6) in transportation; (7) in certain high-density occupational settings where social distancing is difficult (examples include manufacturing, construction, migrant farm, and</p>

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								other agricultural settings); (8) in meat and poultry processing plants; (9) in long term care facilities; and, (10) in other health care facilities.
North Dakota Executive Order 2020.06.4 Smart Restart: Industry Specific Guidance				X	X	X		NOTE: Some North Dakota localities have implemented additional requirements not addressed in this chart. Masks are recommended for all individuals in public places, especially when it is difficult to maintain a social distance of 6 feet or more. Employers should encourage employees to wear face masks when the employees must interact closely with other employees or members of the public.
Ohio Director's Order May 29 Directors Order July 8 Ohio Public Health Advisory System Website		X	X	X	X			NOTE: Some Ohio localities have implemented additional requirements not addressed in this chart. All individuals in a county designated at "Level 3" or "Level 4" in the Public Health Advisory System is required wear a facial covering at all times when inside any indoor location that is not a residence; outdoors and unable to socially distance; and/or waiting for, riding in, driving, or operating public transportation. The requirement to wear a facial covering will continue for that county until it is no longer designated a Level 3 or Level 4. The Public Health Advisory System, which includes a map of the counties and their designated level, is located here . Businesses must require employees to wear facial coverings, unless one of six exceptions apply. If an employee is not to be required to wear a mask in the workplace, the business must provide written justification, upon request, explaining such decision. Businesses must allow all customers, patrons, visitors, contractors, vendors, and similar individuals to use masks,

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	All Public Spaces	If Social Distancing Not Possible	All Indoor Spaces	Certain Businesses	All Public Spaces	If Social Distancing Not Possible		All Indoor Spaces	Certain Businesses
									except for specifically documented legal, life, health, or safety considerations and limited documented security considerations.
Oklahoma Oklahoma State Department of Health – What You Should Know Website					X				All individuals in Oklahoma are recommended to wear a cloth face covering when they have to go out in public. NOTE: Some Oklahoma localities have implemented additional requirements not addressed in this chart.
Oregon Statewide Mask, Face Shield, Face Covering Guidance Press Release Re: Statewide Mask Requirement			X						NOTE: Some Oregon localities have implemented additional requirements not addressed in this chart. Businesses and persons responsible for indoor spaces open to the public must require employees, contractors, volunteers, customers, and visitors to wear a mask, face shield, or face covering, unless the individual is not interacting with the public and can maintain social distancing of 6 feet or more at all times or the individual is eating or drinking. Additionally, customers and visitors are not required to wear a mask, face shield or face covering when they are engaged in an activity that makes wearing such a covering not feasible, like strenuous physical exercise, performers singing or playing an instrument if social distancing is maintained. Customers and visitors aged 12 and older who visit businesses or indoor spaces open to the public are required to wear a mask, face shield, or face covering, unless the individual is eating or drinking or if the customer is engaged in an activity that makes wearing such a covering not feasible. Children between the ages of 2 and 12 are recommended to wear a mask, especially when social distancing cannot be maintained.

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Jurisdiction	Masks Required Statewide			Masks Recommended Statewide			Additional Details	
	All Public Spaces	If Social Distancing Not Possible	All Indoor Spaces	Certain Businesses	All Public Spaces	If Social Distancing Not Possible		All Indoor Spaces
								Employers are required to provide masks, face shields, or face coverings for employees. Businesses and individuals responsible for indoor spaces open to the public are recommended to provide at least disposable face coverings for customers and visitors who do not have one.
Pennsylvania Department of Health Order of the Secretary ... Requiring Universal Face Coverings		X	X	X				NOTE: Some Pennsylvania localities have implemented additional requirements not addressed in this chart. Face coverings are required in any public indoor location; at outdoor locations where social distancing cannot be maintained; public transportation, private car services, and ride-sharing; obtaining healthcare services (including veterinary services); engaged in work and interacting with members of the public; working in a space visited by members of the public; working in any space where food is prepared or packaged for sale or distribution; working in or walking through common areas; or, in any room or enclosed area where other people outside the individuals household are present and it is not possible to socially distance.
Puerto Rico Executive Orders (Spanish)	X							NOTE: Some Puerto Rico localities have implemented additional requirements not addressed in this chart. Individuals are required wear a mask, scarf, or cloth face covering when visiting any establishment that is open to the public.
Rhode Island Executive Order 20-30 (May 5, 2020) Executive Order 20-41 (June 4, 2020)	X							NOTE: Some Rhode Island localities have implemented additional requirements not addressed in this chart. All individuals over the age of 2 who visit a place open to the public, indoors or outdoors, are required to cover their mouth and nose with a mask or face covering, unless doing so would damage the person’s health.

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Executive Order 20-52 (July 3, 2020)									
South Carolina Department of Health and Environmental Control COVID-19 Guidance SC OSHA Workplace Re-Entry Guidance					X	X	X	X	NOTE: Some South Carolina localities have implemented additional requirements not addressed in this chart. South Carolina recommends that individuals wear masks to stop the spread of COVID-19.
South Dakota South Dakota Department of Health COVID-19 Website					X	X			NOTE: Some South Dakota localities have implemented additional requirements not addressed in this chart. Individuals are recommended to wear a cloth face covering when in public settings and when around people who do not live in the same household and social distancing is not possible.
Tennessee Executive Order No. 30 Executive Order No. 54					X	X	X		NOTE: Some Tennessee localities have implemented additional requirements not addressed in this chart. See additional information here. Tennessee generally recommends wearing masks to protect others, particularly when social distancing is not possible.
Texas Executive Order No. GA-29	X	X	X						NOTE: Some Texas localities have implemented additional requirements not addressed in this chart. Individuals aged 10 and older are required to wear a face covering when inside a commercial entity or other building or space open to the public, when in an outdoor public space, or whenever it is not possible to maintain

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								6 feet of social distancing. (Note, some localities are exempted from the face-covering requirement, and the list can be found here . Even in those counties, it is “highly recommended ” that individuals follow the statewide Order.)
Utah Executive Order 2020-33 Executive Order 2020-36		X		X	X			NOTE: Some Utah localities have implemented additional requirements not addressed in this chart. With some exceptions, individuals in a “state facility” are required to wear a face covering. Employees working in a business where it is not possible to maintain 6 feet of social distance and individuals in “a healthcare setting” are required to wear a mask. All other individuals are recommended to wear a mask.
Vermont Department of Health Guidance re: Using Cloth Face Coverings to Help Slow the Spread of COVID-19					X			NOTE: Some Vermont localities have implemented additional requirements not addressed in this chart. A list of localities with such mask requirements through early June is available here. All individuals are recommended to wear a cloth mask when outside the home.
Virginia Executive Order No. 63 Executive Order No. 67			X	X	X	X		NOTE: Some Virginia localities have implemented additional requirements not addressed in this chart. Employees working in customer facing areas of all retail establishments, restaurants, farmer’s markets, bars, dining establishments, food courts, breweries, distilleries, wineries, tasting rooms, fitness centers, campgrounds, indoor shooting ranges, beaches, and performing arts and entertainment venues are required to wear masks. Employees and service

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								<p>providers in all personal care and grooming services are required to wear masks at all times; additionally, customers are required to wear masks and no services may be provided that require the clients to remove their masks.</p> <p>Patrons in personal care and personal grooming businesses: all brick and mortar retail businesses; food and beverage establishments; entertainment or recreation establishments, public transportation and ride-share, state or local government buildings, or any other indoor space shared by groups of people in close proximity of each other are required to wear masks.</p>
<p>Washington</p> <p>Order of the Secretary of Health 20-03</p>	X	X	X	X				<p>NOTE: Some Washington localities have implemented additional requirements not addressed in this chart.</p> <p>The Washington State Department of Health issued a broad order requiring masks in public and indoor spaces for all individuals aged 5 or older, with some exceptions. The Order became effective on June 26, 2020, and remains in effect until rescinded.</p>
<p>Washington D.C.</p> <p>Mayor’s Order 2020-066</p>		X		X				<p>All individuals over the age of 9 years old who are living in, working in, or visiting the District of Columbia are required to wear masks when “engaging in Essential and Minimum Basic Operations of businesses when persons are in the presence of other persons (e.g., a mask is not required when someone is working alone in an office)” and during “Essential Travel if social distance cannot be maintained...” All passengers and operators of any public transportation are required to wear masks while on public transportation or while at a train station or other public transit facility.</p> <p>Essential businesses must require employees and independent contractors to wear masks, and the business must provide masks to employees.</p>

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								<p>Essential businesses are required to exclude visitors and customers who are not wearing masks, unless the individual is exempt from the mask requirements.</p> <p>Individuals are not required to wear masks or face coverings when experiencing homelessness, due to a medical condition or disability, or when engaging in allowable recreational activities or essential travel when social distancing can be maintained.</p>	
<p>West Virginia</p> <p>Executive Order No. 50-20</p>		X	X	X				<p>NOTE: Some West Virginia localities have implemented additional requirements not addressed in this chart.</p> <p>All individuals over the age of 9 are required to wear a mask when in confined public spaces, unless the individuals are in their own residence, actively engaged in the consumption of food or drink, or not able to adequately social distance from persons outside the household.</p>	
<p>Wisconsin</p> <p>Wisconsin Department of Health Services COVID-19 "Avoid Illness" Website</p>					X	X	X	X	<p>NOTE: Some Wisconsin localities have implemented additional requirements not addressed in this chart.</p> <p>All individuals are recommended to wear a face covering in situations when physical distancing is difficult.</p>
<p>Wyoming</p> <p>Wyoming Department of Health Coronavirus Disease Webpage</p>					X	X	X		<p>NOTE: Some Wyoming localities have implemented additional requirements not addressed in this chart.</p> <p>All individuals are recommended to wear cloth face coverings in public settings where physical distancing of at least 6 feet isn't practical.</p>