

Essential Businesses and Permitted Activities Amid Statewide Stay-At-Home Orders: A 50 State Survey

Many states and localities have issued stay-at-home orders and have closed on-site business operations to all but essential businesses and their employees. To enable employers to navigate those restrictions, we provide below a brief description of each state’s and the District of Columbia’s stay-at-home order and business restrictions, where applicable.

Please note that the stay-at-home and closure orders are rapidly evolving. This table reflects the landscape as of June 8, 2020.

Jurisdiction	Stay-At-Home Order	Closure Order	Stay-At-Home Order Details	Closure or Business Restrictions	Penalties for Violation	Effective Dates
Alabama (Updated June 4, 2020)	No	Yes	<p>Alabama’s Safer at Home Order, issued on May 21, 2020, encourages everyone in the state to minimize travel beyond the home, especially if sick; wear a face covering around people from other households; frequently wash their hands with soap and water or a hand sanitizer; refrain from touching their face; sneeze and cough into a tissue or inside their elbow; and disinfect used items and surfaces as much as possible. People who have tested positive for COVID 19 must remain quarantined at their residence for 14 days.</p> <p>Effective May 11, 2020, all non-work related gatherings of any size that cannot maintain a consistent 6 foot distance between persons from different households are prohibited.</p> <p>Organizers of religious gatherings are strongly encouraged to read and implement the Alabama Department of Health’s “Guidelines for Places of Worship” https://alabama.publichealth.gov/covid19/assets/cov-sah-worship.pdf.</p> <p>Effective May 11, 2020 and unless otherwise permitted or required by order, all employers shall take reasonable steps, where practicable as work duties permit, to protect their employees by: maintaining six feet of separation between employees; regularly disinfecting frequently used items and surfaces; encouraging handwashing; preventing employees who are sick from coming into contact with other persons; facilitating remote working arrangements; and minimizing employee travel.</p> <p>Non-work-related gatherings of 10 people or more are prohibited. So are non-work-related gatherings of any size unless the participants can maintain a consistent six-foot distance between people from different households. Drive-in gatherings are permitted, subject to state physical distancing requirements</p>	<p>Effective May 22, 2020 and unless otherwise permitted or required the order, all employers shall take reasonable steps, where practicable as work duties permit, to protect their employees by: maintaining six feet of separation between employees; regularly disinfecting frequently used items and surfaces; encouraging handwashing; preventing employees who are sick from coming into contact with other persons; facilitation remote working arrangements; and minimizing employee travel.</p> <p>Effective May 22 , 2020, Entertainment venues (bowling alleys, arcades, concert venues, theaters, tourist attractions) —shall comply with the following rules: a. Social distancing. (i) Employees shall not knowingly allow patrons or guests to congregate within six feet of a person from another household. (ii) Employers shall take reasonable steps to prevent people from congregating in lobby areas break rooms, and other common areas. b. Entertainment venues shall limit facility occupancy to 50 percent of the normal occupancy load as determined by the fire marshal. Outdoor venues or those not assigned a normal occupancy load shall limit occupancy as required to comply with social distancing requirements. c) Each employee shall wear a mask or other facial covering that covers his or her nostrils and mouth at all times while in regular interaction with clients or guests. d) Entertainment venues shall take reasonable steps, where practicable, to regularly disinfect frequently used items and surfaces.</p> <p>Senior Citizen Centers - effective March 20, 2020, all regular programs at Senior Citizen Centers shall be ended except for providing meals via curbside or pick-up delivery.</p> <p>Educational institutions – effective June 1, 2020</p>	N/A	May 22, 2020, (subject to modification)

				<p>School shall take reasonable steps, where practicable, to maintain six-feet of separation between persons of different households, to regularly disinfect frequently used items and surfaces, and employees shall, to the greatest extent possible, wear a mask or facial covering that covers their nostrils and mouth at all times when in regular interaction within 6 feet of a person from a different household.</p> <p>Child Day Care Facilities – effective May 23, 2020, facility employees shall not knowingly allow parents or other guests to congregate within 6 feet of a person from another household or to congregate in lobby areas, cafeterias and other common areas; to regularly disinfect frequently used items and surfaces, and employees shall, to the greatest extent possible, wear a mask or facial covering that covers his or her nostrils and mouth at all times when in regular interaction with students or guests.</p> <p>Camps – effective May 23, 2020 day and overnight youth summer camp employees shall not knowingly allow parents or other guests to congregate within 6 feet of a person from another household; shall not knowingly allow campers or guests to participate in athletic activities in violation of Alabama Dept. of Health guidelines for youth athletic activities (www.alabamapublichealth.gov/covid19/aqssets/cov-sah-athletic-activities.pdf); camps must regularly disinfect frequently used items and surfaces, and employees shall, to the greatest extent possible, wear a mask or facial covering that covers their nostrils and mouth at all times when in regular interaction with students or guests.</p>		
Alaska (Updated May 15, 2020)	Yes	Yes	<p>On May 12, 2020, updates to existing mandates went into effect for social, religious, and other gatherings.</p> <p>Individuals are no longer required to stay at home.</p> <p>Individuals entering Alaska from another state must quarantine for 14 days upon their arrival or return to Alaska. Anyone who is ill with COVID-19 must isolate at their home or another permissible location.</p> <p>For indoor gatherings, groups larger than 20 people are prohibited; non-household members must remain six feet apart; and, participants must wear cloth face coverings.</p>	<p>Effective April 24, 2020, Alaska is allowing certain non-essential businesses to reopen subject to specified limitations:</p> <ul style="list-style-type: none"> • Fishing Charters; • Non-public-Facing Businesses; • Personal Care Services; • Public-Facing Businesses; • Retail Businesses and • Restaurants Dine-in Services. 	A violation may subject a business or organization to an order to cease operations and/or a civil fine of up to \$1,000 per violation.	3/28/20 – 4/11/20

			<p>For outdoor gatherings, groups larger than 20 people are prohibited, participants must remain at least six feet apart – ten feet if there is singing or voice projection.</p> <p>For indoor religious services, groups larger than 20 people are prohibited, participants must remain at least six feet apart, and participants must wear cloth face coverings.</p> <p>For outdoor religious services, groups larger than 20 people are prohibited, participants must remain at least six feet apart – ten feet if there is singing or voice projection.</p> <p>Effective April 24, 2020, Alaska instituted new mandates for travel within the state.</p> <p>Members of the same household may travel in a passenger vehicle or car between communities and generally on the roads for any purpose.</p> <p>When traveling, stops on the way to the final destination must be minimized. If travelers must stop for food or gasoline, only one traveler may engage with the third-party vendor. And, the traveler must practice social distancing by keeping six feet away from others and avoiding crowded places, whenever possible. Also, travelers must wear a cloth face covering when engaging with a third-party vendor.</p> <p>Members of different households may jointly engage in outdoor activities, subject to specified restrictions.</p>			
Arizona (Updated May 15, 2020)	Yes	Yes	<p>Arizona has updated its list of essential activities, to include:</p> <ul style="list-style-type: none"> • Obtaining necessary supplies and services for family, household members, and pets, obtaining supplies and equipment needed to work from home, obtaining assignments for completion of distance learning, and obtaining products necessary to maintain safety, sanitation, and essential maintenance of the home and residence; • Engaging in activities essential for the health and safety of family, household members, and pets; • Caring for a family member, friend, or pet in another household or residence; • Engaging in outdoor exercise activities; 	<p>Businesses and entities that remain open must implement rules and procedures that facilitate physical distancing.</p> <p>Non-essential businesses may continue to operate activities that do not require in-person, on-site transactions.</p> <p>Effective May 4, 2020, retailers that are not classified as essential and whose business involves the sale of goods, may operate and offer goods through delivery service, window service, walk up service, drive-through service, drive-up service, curbside delivery, or appointment, provided that they establish and implement protocols and best practices for businesses to address COVID-19.</p> <p>Effective May 8, 2020, retailers that are not classified as essential and whose business involves the sale of goods</p>	A violation is a Class 1 misdemeanor, but an opportunity to comply is provided.	Effective through May 15, 2020.

			<ul style="list-style-type: none"> • Attending or conducting work or volunteering in essential functions; • Engaging in constitutionally protected activities, such as speech and religion; and • Visiting retailers that are permitted to operate. 	<p>may open, operate, and offer goods for sale to customers in their stores, provided that they establish and implement protocols and best practices for businesses to address COVID-19.</p> <p>Effective May 11, 2020, restaurants choosing to reopen will need to implement protocols and best practices for guarding against the spread of the Coronavirus.</p>		
Arkansas (Updated June 3, 2020)	No	Yes	<p>Under Arkansas’s May 5, 2020 Return Stronger order:</p> <ul style="list-style-type: none"> • All public and private gatherings outside of a single household or living unit are subject to the Secretary of Health’s directives; • All businesses, manufacturers, construction companies, and places of worship must adhere to the Secretary of Health’s strict social distancing protocols; and <p>All travelers from New York, New Jersey, Connecticut, New Orleans, and all international locations must follow the Secretary of Health’s quarantine directives.</p>	<p>Bar or Club operations –</p> <p>Effective May 26, 2020 Service at bars may resume with seating limited to 33% of total seating capacity for both indoor and outdoor dining areas; seating at tables shall be adjusted to maintain a 10-foot physical distance between tables so that occupied seats are 6 feet apart; seating at the bar shall maintain 6 feet between individuals; reservations shall be encouraged when practical; all staff who come in contact with patrons must wear a face covering or mask that completely covers their nose and mouth; patrons must wear a face covering upon entrance and while in the restaurant until the food or drink is served; all staff shall be screened daily before entering the facility; no shared containers for drinks, such as pitchers of beer or mixed drinks; and groups at one table shall not exceed 10 people.</p> <p>Elective surgery – Effective May 25, 2020 Patients who have an ASA rating of I, II, III or IV may have elective procedures if they have a negative COVID – 19 test within 72 hrs. of the procedure. There are no restrictions regarding hospital length of stay, visitation is limited to family or household members only.</p> <p>Casinos –</p> <p>Effective May 18, 2020 casinos may reopen with the following considerations: no more than 33% capacity, track attendees for possible use in contact tracing should an outbreak occur; screen staff and customers for possible illness or exposure to COVID-19 and exclude those who are ill or have been exposed; manage lines and seating to maintain a 6-foot distance between people; enforce a requirement for face coverings for all persons present.</p>	N/A	N/A
California	Yes	Yes	Residents must stay home except to engage in permitted activities. Permitted activities include grocery shopping, picking up medications or food to-go, attending doctor’s appointments, going to and from work if working for an essential business. Residents may go	<p>Essential businesses may remain open.</p> <p>Nonessential businesses must close physical location.</p>	Violations are misdemeanors punishable by a fine of up to \$1,000 (and up to 180 days imprisonment).	3/19/20 - TBD

			outside so long as they can stay at least 6 feet from others at all times.	Restaurants and bars may offer takeout, drive-through, and delivery services.		
Colorado	Yes	Yes	<p>All individuals currently living in Colorado must stay at home whenever possible. Individuals living in shared or outdoor spaces must at all times, to the greatest extent possible, comply with social distancing requirements, and may leave their residence only to perform or utilize necessary activities.</p> <p>On April 26, 2020, Colorado issued its “Safer at Home” order. Under it, vulnerable people should stay at home, except when necessary to support, perform, or operate necessary activities, minimum basis operations, critical government functions, necessary travel or critical businesses, provided that vulnerable people cannot be compelled to perform in-person work for any business or government function, including a critical business or government function. People who are sick or who test positive for COVID-19 must stay at home. Employers who employ workers with childcare responsibilities and workers who live with vulnerable people must, to the greatest extent possible, accommodate the works by promoting telecommuting or other remote work options, flexible schedules, or other means.</p> <p>In public, Coloradans must wear a non-medical cloth face coverings over their mouth and nose.</p> <p>Public gatherings of ten people or more are prohibited.</p>	<p>Essential businesses may remain open. Essential businesses must comply with stay at home and social distancing requirements and should minimize on-location staff to those who are critical to the functioning of the business.</p> <p>Nonessential businesses, including gyms, theaters, casinos, ski resorts, must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p> <p>Under the April 26, 2020 order, non-critical retail businesses may operate and offer goods through delivery service, window service, walk-up service, drive through service, drive-up service, curbside delivery, and, beginning on May 1, 2020, may allow customers onto their premises in a manner allowing for strict compliance with the state’s mandatory social distancing requirements.</p> <p>Beginning on May 4, 2020, non-critical commercial businesses may allow up to 50% of their employees to conduct in-person work that takes place outside a private residence in accordance with the state’s mandatory social distancing requirements.</p>	Local authorities are encouraged to determine the best course of action to encourage maximum compliance. Failure to comply with the order could result in penalties including a fine of up to \$1,000 and imprisonment for up to one year.	3/26/20 – 5/27/20
Connecticut	Yes	Yes	<p>All non-essential workers are directed to work from home. Residents may leave their homes for critical services.</p> <p>All social and recreational gatherings of more than 5 people are prohibited.</p>	<p>Essential businesses may remain open.</p> <p>Nonessential businesses must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p>	Violators may be fined up to \$1,000 or imprisoned not more than one year, or both, for each offense.	3/23/20 – 4/30/20
Delaware	Yes	Yes	All individuals currently living in Delaware must shelter in place, at their home or place of residence. Individuals may only leave their residence to carry out essential activities or essential travel, such as obtaining medical supplies or medication, visiting a healthcare professional, or obtaining supplies they need to work from home, to obtain necessary supplies, care for a family member, or exercise.	<p>Essential businesses may remain open.</p> <p>Nonessential businesses must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services</p>	Violators can be fined of up to \$500 or sentenced to 6 months in jail for each violation.	3/24/20 – 5/15/20

<p>District of Columbia (Updated June 3, 2020)</p>	<p>Yes</p>	<p>Yes</p>	<p>Washington, D.C. has adopted a four-phase approach to reopening business, government operations, services and activities.</p> <p>Phase One (effective May 29, 2020):</p> <p>People living in, working in, or visiting the District of Columbia are no longer ordered to stay in their residences.</p> <p>When leaving their residence, all individuals in the District of Columbia must continue to remain at least six feet apart from people outside of their household. That requirement does not apply when it is impossible to maintain the separation, such as when obtaining medical services or a haircut.</p> <p>Individuals must follow Department of Health guidelines for wearing face coverings. See coronavirus.dc.gov/phaseone.</p> <p>Large gatherings of more than ten individuals are prohibited.</p>	<p>Phase One (effective May 29, 2020)</p> <p>Nonessential businesses may open to customers for:</p> <ul style="list-style-type: none"> • Outdoor pickup by customers of items ordered online or by telephone; and • Delivery of items ordered online or by telephone <p>Indoor shopping and indoor pickup of items continues to be prohibited at nonessential retail businesses. But, minimum basis operations of nonessential businesses may continue.</p> <p>Barbershops and Hair Salons:</p> <ul style="list-style-type: none"> • May serve customers by appointment only. And, establishments are encouraged to keep customer information related to those appointments, including which barber or stylist saw the customer, for use in contact tracing. • No waiting inside the shop is permitted. • Waxing, electrolysis, threading, and nail care are prohibited. • Barbershops and hair salons may sell hair-related products to customers immediately before or after appointments, but may otherwise may sell products only for delivery or curbside-pickup. • Open customer stations must be at least six feet apart. <p>Businesses allowed to operate during Phase One must inform all employees that they should not come to work if sick and about applicable leave provisions.</p> <p>Also, those businesses must create a plan regarding COVID-19, including that includes giving all employees information about testing locations in the District of Columbia and guidance from the CDC.</p> <p>Healthcare Providers:</p> <ul style="list-style-type: none"> • Healthcare providers may continue to offer, or resume offering services, including outpatient or other surgical procedures that will not 	<p>Anyone who knowingly violates the Mayor’s order may be subject to civil and administrative penalties, including fines or summary license revocation.</p>	<p>4/1/20 – 4/24/20</p>
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Florida (Updated June 4, 2020)	Yes	Yes	<p>On April 29, 2020, Florida issued a step-by-step plan to reopen its economy. Under it:</p> <ul style="list-style-type: none"> • Everyone in Florida must continue to limit their personal interactions outside of the home, except to provide or obtain authorized services; • Senior citizens and individuals with significant underlying medical conditions are strongly encouraged to stay at home and take all measures to limit their risk of exposure to COVID-19; • Everyone in Florida should: avoid congregating in large groups; avoid unnecessary travel; and Adhere to CDC isolation guidelines following travel on a cruise or from any international destination and any area with a significant COVID-19 presence. 	<p>Phase 2 begins June 5, 2020, (except in Miami-Dade, Broward and Palm Beach) :</p> <ul style="list-style-type: none"> • Bars, pubs, and nightclubs that derive more than 50% of their gross revenue from the sale of alcoholic beverages must continue to suspend the sale of alcoholic beverages for on-premises consumption. • Restaurants and food establishments may allow on-premises consumption of food and beverages, if they adopt appropriate social distancing measures and limit their indoor occupancy to no more than 50% of their building occupancy; • Outdoor seating, at restaurants and food establishments, is permissible with appropriate social distancing – separating parties by at least six feet, only seating parties of ten people or fewer, and keeping bar counters closed to seating; • Gyms and fitness centers may open if they can maintain social distancing and sanitation protocols. • In-store retail sales establishments may operate at full capacity if permitted by local governments; • Museums and libraries may open at full capacity if permitted by local governments; • Amusement parks may reopen if they submit a re-opening plan to the State, and the plan must have already received approval from the county; • Organized youth activities including youth sports teams and leagues, clubs, childcare, and summer camps may operate. 	<p>Violators may be fined up to \$500, jailed up to 60 days, or both.</p>	<p>4/3/20 – 4/30/20</p>
Georgia	Yes	Yes	<p>All residents of and visitors to Georgia must shelter in place within their homes or places of residence, unless they are conducting or participating in essential services, performing necessary travel, are performing or travelling to and from, minimum basic operations for a business, or are part of the workforce for critical infrastructure and are performing, or travelling to and from, their respective employment.</p>	<p>Essential businesses may remain open.</p> <p>Nonessential businesses must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p> <p>On April 20, 2020, Georgia began the phased re-opening of its economy. Under the applicable order:</p> <ul style="list-style-type: none"> • Healthcare practices that elected to cease operations due to COVID-19, should begin 	<p>Any person who violates the order shall be guilty of misdemeanor.</p>	<p>4/3/20 – 5/13/20</p>

				<p>treating patients as soon as practicable in accordance with CDC guidelines.</p> <ul style="list-style-type: none"> • Gyms, fitness centers, bowling alleys, body art studios, estheticians, hair designers, and massage therapists, were authorized to begin in person Minimum Basic Operations, on April 24, 2020. • But, no business establishment shall allow more than 10 people to be gathered at a single location, if the gathering requires people to stand or sit within six feet from one another. 		
Hawaii (Updated May 19, 2020)	Yes	Yes	<p>On May 18, 2020, Hawaii presented the plan for reopening the state: outlining the steps to reopen its economy (currently in phase 2: Reopening Act with Care):</p> <ul style="list-style-type: none"> • High risk populations and Kupuna (elderly) recommended to stay at home or in their place of residence. • Everyone is encouraged to wear a cloth face covering as the CDC had described and recommended. • People who are sick or have a fever or cough or are exhibiting COVID-19 symptoms are urged to stay in their residences to the extent possible, except as necessary to seek medical care; • People should keep at least six feet apart from one another; and • Everyone entering the state is subject to a mandatory quarantine, as is everyone travelling between any of the islands. 	<ul style="list-style-type: none"> • Most businesses and operations are allowed to reopen while maintaining social distancing requirements and limiting the number of customers in the facility to the maximum that may be accommodated while maintaining the separation distance at any time; • Large venues, bars, clubs are still closed. • Agriculture, non-food operations [?] are open with adjusted safe practices. • Healthcare, social assistance, and government operations are open with adjusted safe practices. • Outdoor spaces are open with adjusted safe practices. • Businesses allowed to operate must make hand sanitizer and sanitizing products readily available to employees and customers; • Businesses allowed to operate must regularly disinfect all high-touch surfaces; • Businesses allowed to operate are urged to implement processes to safeguard elderly and high-risk customers; • Businesses allowed to operate must post online whether a facility is open and how best to reach the facility and continue services by telephone or remotely; • If feasible, businesses allowed to operate shall provide for online ordering and purchase of goods and customer pickup of orders at a location outside of the facility and shall provide for deliver to customer locations; • Businesses allowed to operate must post a sign at their entrance informing all employees and customers that they should wear CDC-recommended face coverings while in the 	Any person who intentionally or knowingly violates the order is guilty of a misdemeanor, and upon conviction, shall be fined not more than \$5,000, or imprisoned not more than one year, or both.	3/25/20 – 4/30/20

				business; avoid entering the business if they have a cough, a fever, or otherwise do not feel well; maintain a six-foot distance from one another; and not shake hands or engage in unnecessary physical contact.		
Idaho (Updated May 19, 2020)	Yes	Yes	<p>Idaho is loosening its restrictions in three stages.</p> <p>Stage 1 (projected May 1, 2020 – May 15, 2020):</p> <ul style="list-style-type: none"> • Vulnerable Idahoans should continue to self-quarantine; • Public and private gatherings should be avoided; • Non-essential travel should be minimized; and • People entering the state should continue to self-quarantine for 14 days. <p>Stage 2 (projected May 16, 2020 – May 29, 2020):</p> <ul style="list-style-type: none"> • Vulnerable Idahoans should continue to self-quarantine; • Public and private gatherings of fewer than 10 people are permitted, subject to specified precautions; • Non-essential travel should be minimized; and • People entering the state should continue to self-quarantine for 14 days. <p>Stage 3 (projected May 30, 2020 – June 12, 2020):</p> <ul style="list-style-type: none"> • Vulnerable Idahoans may resume public interactions, subject to specified precautions; • Public and private gatherings of from 10 to 50 people are permitted, subject to specified precautions. • Non-essential travel may resume to locations that allow it and do not have ongoing coronavirus transmission. <p>Stage 4 (projected June 13, 2020 – June 26, 2020):</p> <ul style="list-style-type: none"> • Public and private gatherings, of more than 50 people may resume, subject to specified precautions. 	<p>Under the applicable order:</p> <p>Stage 3 (projected May 30, 2020 – June 12, 2020):</p> <ul style="list-style-type: none"> • Visits to senior living facilities and congregate facilities are prohibited and those employers and providers who interact with residents and patients must adhere to strict hygiene and infection prevention protocols; • Bars and nightclub must remain closed; and • Large venues, such as movie theaters and sporting venues must remain closed. <p>•</p> <p>Stage 4 (projected June 13, 2020 – June 26, 2020):</p> <ul style="list-style-type: none"> • Visits to senior living facilities, jails, and correctional facilities may resume and those who interact with patients and residents must be diligent regarding hygiene and physical distancing; • Bars and nightclub may operate with diminished standing-room occupancy, where applicable and appropriate and • Large venues, such as movie theater and sporting venues, may operate under physical distancing protocols. 	Violation constitutes a misdemeanor punishable by fine and/or imprisonment.	3/28/20 – 4/15/20

Illinois (Updated June 4, 2020)	Yes	Yes	<p>On April 28, 2020, Illinois extended its stay-at-home order through May 30, 2020.</p> <p>Under it:</p> <ul style="list-style-type: none"> Individuals over the age of two and able to medically tolerate a face covering must wear one over their nose and mouth when in a public space and unable to maintain a six-foot social distance; Face coverings are required in public indoor spaces, such as stores; <p>All public and private gatherings of more than ten people are prohibited.</p>	<p>Phase 3 of the Reopening Plan:</p> <ul style="list-style-type: none"> Remote learning for P-12 schools and higher education, limited child care and summer programs may open with IDPH (“Illinois Department of Public Health”) approved safety guidelines; State parks open, activities permitted in groups of 10 or fewer with social distancing; Manufacturing that can safely operate with social distancing can reopen with IDPH approved safety guidance; Non-essential businesses are allowed to have employees return to work with IDPH approved safety guidance depending upon risk level, telework strongly encouraged wherever possible; employers are strongly encouraged to provide accommodation for COVID-19 vulnerable employees; Bars and restaurant open for delivery, pickup and drive through only; Personal care services and health clubs – barbershops and salons are open with IDPH approved safety guidelines, health and fitness clubs can provide outdoor classes and one on one personal training with IDPH approved safety guidelines health; <p>Retail stores - open with capacity limits and IDPH approved safety guidelines.</p>	<p>State may cite nonessential businesses with a misdemeanor for opening up to customers in violation of executive orders dealing with COVID-19.</p>	3/21/20 – 4/30/20
Indiana (Updated June 4, 2020)	Yes	Yes	<p>Indiana has issued a roadmap to reopen its economy.</p> <p>Most counties are in Stage 3, which is expected to run through June 13. Under it:</p> <ul style="list-style-type: none"> All individuals should remain at home or their place of residence as much as practicable; When outside of the home, individuals should remain at least six feet apart, except for family or household members; When outside the home, individuals are strongly encouraged to wear face coverings. Social gatherings are limited to twenty-five or fewer people, who must also engage in social distancing and other sanitation measures. 	<p>Under Indiana’s order:</p> <p>If a county is in Stage 2:</p> <ul style="list-style-type: none"> All retail businesses in the county may open to the public, subject to limiting customers to no more than 75% of occupational capacity, encouraged to limit their hours of operation, and consider implementing separate operating hours for the elderly and other vulnerable customers; all businesses must comply with social distancing and other separation measures, sanitation of applicable areas and other mitigation measures to protect their employees and the public. Malls should limited the number of individuals in common areas to no more than 50% of occupancy capacity; Retail business are strongly encouraged to promote and continue online or call-in ordering with delivery or curbside pickup; 	<p>Violations are a Class B misdemeanor, which carries a fine up to \$1,000 and up to 180 days in jail.</p>	3/24/20 – 4/20/20

				<ul style="list-style-type: none"> • Sale of firearms and ammunition – dealers are strongly encouraged to follow the requirements for retail business; • Restaurants: in person dining or on-premises dining is limited to no more than 50% of seating capacity, with reservations required, when practicable to better achieve social distancing requirements; bar areas shall remain closed; the establishment must observe state social distancing requirements; live music is not permitted; • Personal services – including spas, salons, barbershops, tattoo parlors, massage salons and similar facilities are subject to the requirements for all businesses and also the following: workstations must be spaced or restricted to achieve social distancing; workstations must be cleaned after each customer or client; services shall be by appointment only and employees must wear face coverings, and customers or clients, to the extent possible, should also wear face coverings. • Religious entities and Places of Worship – virtual services preferred; weddings and funeral services are not subject to limits on social gathers, however social distancing and other sanitation measures continue to apply. • Places of Public Amusement – drive-in theaters are open, but no self-serve food stations are permitted, cinemas, theaters and stages shall remain closed, mini-golf is open with required social distancing and sanitation measures, all other places of public amusement are closed. • Gyms may open subject to the following: employees must wear a face mask and be screened before being allowed to work, customers in a facility are limited to no more than 50% of occupancy, equipment must be spaced to achieve social distancing requirements; equipment must be cleaned after each use, class size is limited to no more than 50% of room occupancy, contact sports are not permitted, saunas and steam rooms must be limited to one person or household unit at a time. • Pools – may open provided they maintain proper operation and disinfectant levels recommended by the CDC and the model Aquatic Health Code. 		
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				<ul style="list-style-type: none"> Community Sport Facilities – open for non-contact sports, social distancing and sanitation measures shall be observed, use of community drinking fountains is not permitted. 		
Iowa (Updated June 5, 2020)	No	Yes	<p>Effective April 27, 2020, the state loosened social distancing measures in 77 counties.</p> <p>All Iowans, including those with pre-existing medical conditions and those older than 65 are encouraged to limit their activities outside of their home, including their visits to businesses and other establishments and their participation in gatherings of any size and for any purpose.</p>	<p>On May 25, 2020, the state allowed bars, wineries, breweries, distilleries and social and fraternal clubs to reopen on May 28 with the same public health measures as restaurants.</p> <p>Effective June 1, 2020, outdoor performance venues, casinos, bowling alleys, amusement parks, skating rinks, skate parks and outdoor playgrounds can reopen.</p> <p>Social, community, recreational, leisure and sporting gatherings and events of more than 10 people are permitted if public health measures are implemented, including limiting attendance to 50% of the venue capacity and maintaining 6 feet of distance between those attending.</p>	Not Specified.	Through May 27, 2020.
Kansas (Updated May 6, 2020)	Yes	Yes	<p>On April 30, 2020, Kansas began to re-open its economy in phases.</p> <p>Phase One (May 4, 2020):</p> <ul style="list-style-type: none"> Gatherings of more than 10 individuals are prohibited; Individuals are strongly encouraged to wear masks in public settings and to remain six feet apart; Employers are strongly encouraged to all employees to telework, when possible and to require symptomatic employees to stay at home; and Travel must be minimized and nonessential travel avoided. <p>Phase II (Beginning no earlier than May 18, 2020)</p> <ul style="list-style-type: none"> Gatherings of more than 30 individuals are prohibited; Individuals are strongly encouraged to wear masks in public settings and to remain six feet apart; Employers are strongly encouraged to all employees to telework, when possible and to require symptomatic employees to stay at home; and 	<p>Effective May 4, 2020:</p> <p>Phase One (May 4, 2020):</p> <ul style="list-style-type: none"> Childcare facilities and libraries may open; The following activities and venues must remain closed: community centers; entertainment venues with a capacity of at least 2,000 people; fairs, festivals, parades, and graduations; public swimming pools; organized sports facilities; and summer camps. Otherwise, activities and venues may open if they: can maintain at least six feet of distance between individuals or groups; follow fundamental cleaning and public health practices; and avoid instances in which more than ten people are in a location and are unable to remain six feet apart. The following business establishments must remain closed: bars and nightclubs, excluding already operating curbside and carryout service; non-tribal casinos; indoor leisure spaces; fitness centers and gyms; and personal service businesses where close contact cannot be avoided. Otherwise, business establishments may open if they: maintain at least six feet of separation between consumers; follow fundamental 	Not Specified.	3/30/20 – 4/19/20

			<ul style="list-style-type: none"> Travel must be minimized and nonessential travel avoided. <p>Phase Three (Beginning no earlier than June 1, 2020)</p> <ul style="list-style-type: none"> Gatherings of more than 90 individuals are prohibited; Individuals should adhere to personal hygiene guidelines and remain at home if they feel sick; On-site staffing for employers is unrestricted; and <p>Nonessential travel may resume.</p>	<p>cleaning and public health practices; and avoid any instance in which groups of more than ten individuals are in a location and are unable to and are unable to remain six feet apart.</p> <p>Phase Two (Beginning no earlier than May 18, 2020) :</p> <ul style="list-style-type: none"> The following activities and venues may not open: large entertainment venues with a 2,000-person + capacity; fairs, festivals; parades, and graduations; summer camps. The following business establishments may open: Bars and nightclubs, at 50% of their total capacity; and non-tribal casinos, subject to specified health guidelines. <p>Phase Three (Beginning no earlier than June 1, 2020):</p> <ul style="list-style-type: none"> Commerce may resume, subject to specified health restrictions. 		
Kentucky (Updated May 6, 2020)	Yes	Yes	Residents must remain in the house except for essential activities. This includes when required by employment; to obtain groceries, medicine, or other necessary supplies; to seek or obtain care by a licensed healthcare provider; to provide care for the elderly, minor dependents, persons with disabilities, or other vulnerable persons, or when required by court order.	<p>Kentucky has scheduled specific economic sectors to open in phases, subject to specified guidelines:</p> <ul style="list-style-type: none"> Economic Sectors Scheduled to Open on May 11, 2020: manufacturing and distribution; construction; vehicle or vessel dealerships; office-based businesses; horse racing (no-fans); pet grooming and boarding; and photography. Economic Sectors Scheduled to Open on May 20, 2020: retail; and houses of worship. Economic Sectors Scheduled to Reopen on May 25, 2020: 10-person social gatherings; and barbers, salons, cosmetology businesses, and similar services. <p>The state encourages industry groups, trade associations, and individual businesses from economic sectors not scheduled to open to submit proposals to reopen.</p>	Not Specified.	3/26/20 – TBD
Louisiana (Updated June 6, 2020)	Yes	Yes	On June 3, 2020, Louisiana began Phase Two of the plan to reopen the state :	<p>Phase Two:</p> <p>Employers should still encourage telework whenever possible. Work common areas should still be closed, and</p>	Violation is a misdemeanor.	3/23/20 – 4/30/20

			<ul style="list-style-type: none"> The state continues to advise those who are at higher risk of severe illness to stay at home, unless travelling for an essential activity; All individuals should avoid groups of any size that do not allow for strict social distancing. 	<p>accommodations should be made for workers who may be vulnerable. School and youth activities may resume, but visits to senior care facilities and hospitals should still be restricted.</p> <p>Large venues may reopen with physical distancing, and elective procedures may resume. Bars may also reopen with limited capacity.</p> <p>Businesses, restaurants, churches, gyms and malls are limited to 50% capacity (including employees) restaurants, churches, gyms and malls.</p>		
Maine (Updated June 5, 2020)	Yes	Yes	Maine, with certain exceptions , requires individuals to wear a cloth face coverings in public setting where other physical distancing measures are difficult to maintain.	<p>Beginning on June 12, 2020, and subject to specified limitations, the following businesses and operations may resume operations: tasting rooms and bars may open for outside service and gyms and fitness centers, nail salons, and tattoo and piercing parlors may open with added health and safety precautions. Beginning on Friday, June 12th those establishments may reopen everywhere in all counties except for York, Cumberland, and Androscoggin Counties.</p> <p>This update accelerates the reopening of bars and tasting rooms for outside service, as well as the reopening of tattoo and piercing parlors, all which were originally scheduled to reopen statewide as part of Stage 3 (July 1). Maine also allows gyms, fitness centers, and nail salons to resume operations.</p>	The order shall be enforced by law enforcement as necessary and violations are a Class E crime subject to up to 6 months in jail and a \$1000 fine. The order may also be enforced by government officials who regulate licenses, permits or any other authorization to operate a business or occupy a building.	4/2/20 – 4/30/20
Maryland	Yes	Yes	All persons living in Maryland must stay in their home or place of residence except to conduct or participate in essential activities, which includes obtaining necessary supplies such as groceries, obtaining medication or medical supplies; caring for oneself, a family member, friend, pet, or livestock; traveling to and from an educational institution for purposes of receiving meals or instructional materials for distance learning; outdoor activities; travel required by law enforcement officer or court order; and travel to and from a federal, state, or local government building for a necessary purpose.	<p>Essential businesses may remain open.</p> <p>Nonessential businesses, including churches, must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p> <p>Staff and owners may continue to be on-site at non-essential businesses for minimal operations.</p>	Knowing and willful violations of the order constitute a misdemeanor. Violators may be subject to imprisonment for up to one year, a fine up to \$5,000, or both.	3/30/20 – TBD
Massachusetts	Yes	Yes	Massachusetts residents must stay home except to address essential needs (including grocery shopping, going to gas station or pharmacy), get fresh air and exercise, or to travel to essential businesses. Residents must practice social distancing when outside. Where possible, health care visits should be done remotely.	<p>Essential businesses may remain open.</p> <p>Nonessential businesses, including churches, must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p>	Violations of the order can result in a warning for a first offense, a fine of up to \$300 for a second offense and for further offenses, criminal penalties, a fine of up to \$500 or imprisonment.	3/24/20 – 5/4/20

Michigan	Yes	Yes	<p>All individuals living in Michigan should stay at home except for health and safety, to exercise, to travel to work at an essential business, or for essential needs (groceries, medical, care of others). All individuals who leave their home or place of residence must adhere to social distancing measures.</p> <p>On April 24, 2020, Michigan eased resident travel restrictions. The order allows individuals who live in Michigan may leave their home to engage in outdoor recreational activities – such as walking, hiking, running, cycling, boating, and golfing -- consistent with remaining at least six feet apart from people outside of their household.</p>	<p>Essential businesses may remain open.</p> <p>Nonessential businesses must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p> <p>The April 24th order allowing certain workers to resume operations:</p> <ul style="list-style-type: none"> Workers who process or fulfill remote orders for goods for delivery or curbside pickup; Workers who perform bicycle maintenance and repair; Workers for garden stores, nurseries, lawn care, pest control, and landscaping operations, subject to enhanced social-distancing rules that include keeping people on the premises at least six feet apart from one another; Maintenance workers and groundskeepers who are necessary to maintain the safety and sanitation of places of outdoor recreation; Workers for moving or storage operations, subject to enhanced social-distancing rules that include keeping people on the premises at least six feet apart from one another. <p>Also, beginning on April 26, 2020:</p> <ul style="list-style-type: none"> Everyone able to medically tolerate a face covering must wear one over his or her nose and mouth when in a confined space. And, all business operations whose workers perform in-person work must, at a minimum, provide non-medical grade face coverings to their workers. 	<p>A willful violation of the order is a misdemeanor, and may result in a fine of up to \$1,000</p>	<p>3/24/20 – 5/15/20</p>
Minnesota	Yes	Yes	<p>Minnesota residents must stay at home except for essential needs. Permitted activities include health and safety activities, including obtaining emergency services or medical supplies; getting groceries, gasoline, or takeout foods; care of others; and outdoor activities. Funerals with no more than 10 attendees are permitted.</p> <p>On April 23, 2020, Minnesota eased its stay-at-home order to allow residents who work for Non-critical Exempt Businesses to travel to and from work and to and from child care or school settings necessary to ensure the safe care of children.</p>	<p>Essential businesses may remain open.</p> <p>Nonessential businesses must close physical location.</p> <p>Restaurants and bars may offer takeout, drive-through, and delivery services.</p> <p>Michigan’s April 23th order allows Non-critical Exempt Businesses to resume operations, if they submit an approved COVID-19 Preparedness Plan and comply with the state’s other mandated safety measures. Those businesses include industrial and manufacturing operations, such as wholesale trade, warehousing, and</p>	<p>Willful violation of the order is a misdemeanor and upon conviction must be punished by a fine not to exceed \$1,000 or by imprisonment for not more than 90 days.</p>	<p>3/27/20 – 4/10/20</p>

				<p>places of employment in which goods are in the process of being created. The category does not include customer-facing retail environments associated with an industrial or manufacturing business.</p> <p>Non-critical Exempt Businesses also include office-based operations, where workers perform their work in an office space, at their desk, and their work is not primarily customer-facing. The category does not include customer-facing retail environments associated with office-based businesses.</p>		
Mississippi (Updated May 19, 2020)	Yes	Yes	<p>Mississippi's Safer at Home order</p> <p>Under it:</p> <ul style="list-style-type: none"> • Everyone who resides in Mississippi is encouraged to stay at home or place of residence when not engaged in essential activities or essential travel; • When engaged in essential activities or essential travel, individuals must keep at least six feet from one another and avoid crowds of more than ten people; and • Public and private gatherings of ten or more people are prohibited. 	<p>Mississippi's Safer at Home order permits all business and non-profit entities in the state to open/reopen subject to specified limitations. Among them:</p> <ul style="list-style-type: none"> • Businesses and non-profits are encouraged to utilize, to the greatest extent possible, work from home or other telework procedures; • To the greatest extent possible, all common areas where employees or customers are likely to congregate and interact shall be closed or strict social distancing protocols should be enforced; • Non-essential business travel should be minimized; • To the extent possible, special accommodations should be made for employees who are members of a vulnerable population to reduce their risk of exposure to COVID-19; • Restaurants and bars only may offer drive-through, curbside, and or delivery service; • Fitness and exercise gyms, dance studios, clubs, spas, and all other personal care and personal grooming facilities may only offer retail sales and drive-through, curbside, or delivery services; • Healthcare professionals and facilities may continue to perform medically necessary procedures to correct serious medical conditions and preserve life; and • Healthcare professionals and facilities also may perform non-emergent, elective procedures and surgeries as clinically appropriate. • May 15, 2020 – tattoo parlors, salons and barbershops may reopen after a deep-cleaning with disinfectant and must be deep cleaned daily, by appointment only, no walk in customers, minimize person-to-person contact, only one customer per employee at a time, 	Violators may be punishable by a fine up to \$500.00 or imprisonment for not exceeding 6, months, or both.	Expires May 25, 2020

				tattooing and piercing around the mouth and nose are prohibited, workstations are to be arranged to allow at least 6 feet between customers, high touch areas to be sanitized at least once every two hours, hand sanitizer must be placed at all entrances.		
Missouri (Updated May 20, 2020)	No	Yes	<p>Missouri began to reopen its economy on May 4, 2020.</p> <p>Under the applicable order:</p> <p>When individuals leave their home or place of residence to worship, work, access food, healthcare necessities, or to engage in other activities, they should at all times practice social distancing.</p> <p>Individuals performing job duties that require contact with other people closer than six feet should take enhanced precautionary measures to mitigate the risks of contracting or spreading COVID-19.</p> <p>People may not visit nursing homes, long-term care facilities, retirement homes, or assisted living facilities except to provide critical assistance or in end-of-life circumstances.</p>	<p>Retail employers must limit the number of individuals in any one location based on specified formulas.</p> <p>Restaurants may offer dine-in services, if state limitations on social distancing and other precautionary public health measures are adhered to, including proper spacing of at least six feet between tables, lack of communal seating areas to parties that are not connected, and having no more than ten people per table.</p>	Through May 31, 2020.	N/A
Montana (Updated June 3, 2020)	Yes		<p>Montana has begun to reopen its economy in phases. See here and here.</p> <p>Phase One (April 26, 2020)</p> <ul style="list-style-type: none"> Individuals, apart from members of the same household, should, when in public, keep at least six feet apart; avoid gathering in groups of more than ten people in circumstances that do not readily allow for appropriate physical distancing; minimize non-essential travel; and adhere to the state’s quarantine guidelines. <p>Phase Two (June 1, 2020)</p> <ul style="list-style-type: none"> Permissible group size is increased to fifty Mandatory quarantine for those visiting Montana is lifted 	<p>Effective April 26, 2020:</p> <ul style="list-style-type: none"> Places of worship may resume operations with reduced capacity and where strict physical distancing can be maintained between non-household members. <p>Effective April 27, 2020:</p> <ul style="list-style-type: none"> Main Street and retail businesses may resume operations with reduced capacity and where strict physical distancing protocols can be maintained; Outdoor recreation may resume operations if sites adhere to strict physical distancing between groups and exercise frequent sanitation protocols; and Organized youth activities may consider resuming operations if physical distancing guidelines can be implemented. <p>Effective May 4, 2020:</p> <ul style="list-style-type: none"> Restaurants, bars, breweries, distilleries, and 	Police will assist with enforcement.	3/28/20 – 4/24/20 (expected)

				<p>casinos may resume operations subject to the state’s physical distancing and reduced capacity protocols and guidelines.</p> <p>Effective June 1, 2020:</p> <ul style="list-style-type: none"> • Restaurants, bars, breweries, distilleries and casinos may operate at 75% of capacity. • Gyms, indoor fitness classes, pools and hot tubs may operate at 75% of capacity <p>Through the end of the public health emergency:</p> <ul style="list-style-type: none"> • Senior and assisted living facilities must continue to prohibit visitors. And, those who interact with residents and patients must ensure strict hygiene and protection protocols are followed. <p>Employers should:</p> <ul style="list-style-type: none"> • Encourage telework whenever possible and feasible with business operations; • When telework is not feasible, accommodate alternative work schedules in order to adhere to social distancing guidelines; • Close common areas where personnel are likely to congregate and interact, or enforce strict social distancing protocols; • Minimize non-essential business travel; and • Make special accommodations for members of a vulnerable population or those with vulnerable household members. 		
Nebraska (Updated June 3, 2020)	No	Yes	Nebraska’s governor has announced that, people in the state will continue to practice some level of social distancing (at least the six-foot rule), until a vaccine has been developed to combat COVID-19.	<p>Each of Nebraska’s local health departments has issued its own “directed health measure” that specifies the restrictions applicable in each of the 19 local regions. All counties except for Dakota, Hall, Hamilton and Merrick are in Phase II of reopening, from June 1, 2020 - June 30, 2020. Dakota, Hall, Hamilton, and Merrick counties are in Phase I of reopening from June 1, 2020 - June 30, 2020:</p> <p>Phase I:</p> <ul style="list-style-type: none"> • Effective May 4, 2020, beauty salons, nail salons, barber shops, massage therapy services, and tattoo parlors/services may 	Violation is a misdemeanor.	Through June 30, 2020

				<p>resume operations, subject to specified requirements;</p> <ul style="list-style-type: none"> • Effective May 4, 2020, restaurants may serve dine-in customers, subject to specified requirements; • Effective May 4, 2020, childcare facilities may have up to 15 children per room/space; and • Effective May 4, 2020, places of worship may resume live services, but they must ensure a six foot separation between different household units and must not allow attendees to pass items to one another. <p>Phase II:</p> <ul style="list-style-type: none"> • General gatherings are limited to the greater of 25 persons (excluding staff) or 25% of rated occupancy (not to exceed 3,000). • In addition to restaurants, bars may reopen. Bars and restaurants are limited to 50% of the rated occupancy, with a maximum of 6 persons per table. • Gyms will be limited to the greater of 25 people (excluding staff) or 50% of rated occupancy. • Salons, barber shops, massage therapy services, and tattoo parlors will be limited to the greater of 25 people (excluding staff) or 50% of rated occupancy. Both workers and patrons must wear masks at all times. • Wedding and funeral reception venues will be limited to the greater of 25 people (excluding staff) or 50% of rated occupancy. Self-serve buffets and salad bars are prohibited at these events. No dances or other social events that require guests to gather outside of their respective tables are permitted. <p>Plans for reopening must be submitted to the local health departments and approved for all indoor and outdoor locations/venues that hold 500 or more individuals (1,000 or more in counties with over 500,000 residents) before reopening is permitted. The reopening plan must contain planned number of guests, how the location will meet social distancing guidelines, and sanitation guidelines.</p>		
Nevada (Updated June 3, 2020)	Yes		<p>On April 29, 2020, Nevada began to loosen some of its COVID-19 restrictions.</p> <ul style="list-style-type: none"> • Individuals should use face coverings in 	<p>In a directive issued on May 7, 2020, Nevada outlined its Phase 1 reopening plan:</p>	Penalties for non-compliance are not listed in directive.	Through June 30, 2020

			<p>public spaces.</p> <ul style="list-style-type: none"> • Individuals may leave their residence for the additional purpose of picking up goods at non-essential retail businesses offering curbside delivery, subject to specified public safety guidelines. • Golf, tennis, and pickleball activities may resume on May 1, 2020, subject to specified public safety guidelines. <p>Effective May 1, 2020, places of worship may offer services on an in-car or drive-in basis, if attendees remain in their vehicles and the service can be held subject to specified public safety guidelines.</p>	<p>Effective May 1, 2020:</p> <ul style="list-style-type: none"> • Non-essential retail businesses may resume retail sales on a curbside or home-delivery basis, subject to specified public safety guidelines; and • Licensed cannabis dispensaries may engage in retail sales only on a curbside pickup or delivery basis, subject to specified public safety guidelines. <p>Effective May 9, 2020:</p> <ul style="list-style-type: none"> • Businesses may open curbside and dine-in operations, provided that they follow state guidelines which include social distancing and operating at 50% capacity. <p>Industry-specific guidance for the Phase 1 reopening is available at here.</p> <p>On May 29, 2020, Nevada moved into Phase 2 of its reopening plan, which is described in a directive and summarized in its “Roadmap to Recovery” chart. Industry-specific guidance for the Phase 2 reopening is available here.</p>		
New Hampshire (Updated June 3, 2020)	Yes	Yes	<p>New Hampshire’s Stay-at-Home 2.0 order loosens some of the state’s restrictions.</p> <p>Under it, residents should:</p> <ul style="list-style-type: none"> • Stay at home when they feel ill; • Stay at home if exposed to COVID-19; • Consider working from home if they are especially vulnerable to COVID-19, due to their age or medical condition; • Increase hygiene practices, including: hand-washing, refraining from touching their face, eyes, and mouth, and practicing good respiratory etiquette, such as coughing and sneezing into a tissue or their elbow; • Wear a cloth face covering while at work and in the public; and • Practice social distancing; and comply with all employer, local, and state health and safety guidelines. 	<p>Stay-at-Home 2.0 opens the state’s economy subject to specified guidelines available here.</p> <ul style="list-style-type: none"> • On May 4, 2020, certain healthcare services may resume operations. • On May 11, 2020, retail stores, drive-in movie theaters, public and private golf courses, barber shops and hair salons may resume operations. • And, on May 18, 2020, restaurants and childcare operations may resume operations. 	<p>Violation is a misdemeanor, and repeat violators could be charged with disorderly conduct or other criminal charges.</p>	3/27/20 – 5/4/20

New Jersey (Updated June 3, 2020)	Yes	Yes	<p>All New Jersey residents are encouraged to remain at home or at their place of residence unless they are obtaining goods or services from essential retail businesses, obtaining takeout food or beverages; seeking medical attention; caring for family members; going to an essential job; participating in outdoor exercise; leaving the home for an educational, religious, or political reason; or leaving because of a reasonable fear for health and safety or at the direction of law enforcement or other government agency.</p> <p>During all stages of the reopening:</p> <ul style="list-style-type: none"> • Work that can be done from home should continue to be done from home. • Clinically high-risk individuals who can stay at home should continue to do so. • All residents and businesses should follow state and federal safeguarding guidelines: wash hands; wear masks in public; respect social distancing; minimize gatherings; disinfect workplaces and businesses; and participate in no mass gatherings. 	<p>On May 18, 2020, New Jersey’s governor announced a multi-stage blueprint for reopening. New Jersey is currently in Stage 1 and is on track to enter Stage 2 on June 15, 2020.</p> <p>Under an order effective May 18, 2020, all construction projects may resume subject to specified precautions. Another order, effective May 22, 2020, opened all beaches, boardwalks, lakes, and lakeshores subject to specified restrictions. Also effective May 22, 2020, some outdoor recreational businesses and activities may proceed in accordance with the order available here. Certain elective surgeries and invasive procedures may proceed starting May 26, 2020 as described in an order available here. An order issued May 29, 2020 allows child care centers to reopen beginning June 15, 2020. In addition, summer camps (excluding residential and overnight camps) will be permitted to operate beginning July 6, 2020.</p> <p>It is anticipated that Stage 2 (commencing June 15, 2020) will allow restaurants to offer outdoor dining and allow non-essential retail stores to permit customers inside.</p>	Violators are subject to imprisonment for a term not to exceed 6 months, a fine not to exceed \$1,000.00, or both.	
New Mexico (Updated June 3, 2020)	Yes	Yes	New Mexicans are still encouraged to stay home, especially if sick or in a high-risk group, and to maintain social distancing. Mass gatherings and congregations remain prohibited. Masks are required in public places, except for eating, drinking, exercising, and complying with medical requirements.	<p>New Mexico is implementing a phased reopening plan requiring adherence to certain “COVID-Safe Practices.” Pursuant to an order issued June 1, 2020:</p> <ul style="list-style-type: none"> • Restaurants may open for both indoor and outdoor dining at no more than 50% of maximum occupancy; • Indoor malls, hair and nail salons, barbershops, tattoo parlors and massage services may begin operating at 25% occupancy; • Salons and other personal-service businesses may operate on a by-appointment basis; • Hotels may operate at 50% of maximum occupancy; • Gyms may reopen at 50% occupancy; • Swimming pools may reopen for certain activities; and • Retailers and houses of worship may operate at 25% of maximum occupancy. 	Warning for first offense; repeat offenders may face fines or criminal charges.	3/27/20 – 6/30/20
New York (Updated June 3, 2020)	Yes	Yes	All non-essential workers are encouraged to work from home, and everyone is required to maintain a 6-foot distance from others in public. Nonessential gatherings	New York is reopening by region. As of June 3, 2020, all regions of the state except New York City are in Phase 2 or Phase 1 of reopening. It is	Noncompliance may result in civil monetary penalties of up to \$2,000 for each violation.	3/15/20 – 4/15/20

			of more than 10 individuals must be canceled or postponed. Public transportation should be used only when necessary. It is recommended that residents only leave their homes for essential needs.	<p>anticipated that New York City will enter Phase 1 on June 8, 2020.</p> <p>Under an order effective May 15, 2020 in regions entering Phase 1, restrictions on the in-person workforce at non-essential businesses or other entities no longer apply to the following industries: Construction, Agriculture, Forestry, Fishing and Hunting, Retail (limited to curbside or in-store pickup or drop off), Manufacturing, and Wholesale Trade. By order issued June 2, 2020, Phase 1 was expanded to include outdoor, low-risk recreational activities and businesses providing such activities.</p> <p>Pursuant to an order effective May 29, 2020 in regions entering Phase 2, restrictions on the in-person workforce at non-essential businesses and other entities no longer apply to the following additional industries: Professional Services, Administrative Support, Information Technology, Real Estate Services, Retail (in-store shopping), Barbershops/Hair Salons (for limited services) and Motor Vehicle Leasing/Rental/Sales. On June 3, 2020, Governor Cuomo announced that outdoor dining at restaurants will be permitted in Phase 2.</p>		(indications it will be extended)
North Carolina (Updated June 3, 2020)	Yes	Yes	The stay-at-home order was lifted by order issued May 20, 2020, though individuals are strongly encouraged to telework to the greatest extent permissible by their employer. North Carolina first began relaxing some its restrictions on May 5, 2020. North Carolina continues to prohibit gatherings of more than 10 people indoors or more than 25 people outdoors at the same time in a single confined indoor or outdoor space.	<p>North Carolina is implementing a phased approach to reopening and entered Phase 2 on May 22, 2020.</p> <p>Under the Phase 2 order:</p> <ul style="list-style-type: none"> • Retail businesses may reopen at 50% of fire capacity; • Restaurants may reopen for on-premises dining at 50% of fire capacity, provided that a minimum of 6 feet of separation is maintained between tables and no more than 10 people are seated together at the same table; • Personal care, grooming, and tattoo businesses may open at 50% of fire capacity, provided that customers are situated at least 6 feet apart. • Child care facilities may reopen; • Entertainment and fitness facilities that operate within a confined indoor or outdoor space and do not offer a retail or dining component must remain closed; and • Long-term care facilities must restrict visitation of all visitors and non-essential healthcare 	Violation is punishable as a Class 2 misdemeanor.	4/2/20 – 6/26/20

				<p>personnel, except for end of life and other compassionate care situations.</p>		
<p>North Dakota (Updated June 4, 2020)</p>	No	Yes	<p>North Dakotans must continue to practice good hygiene and cleaning regimens to minimize the risk of the virus. High-risk populations and those around them must follow a specific set of instructions issued by the Governor and the North Dakota Department of Health.</p>	<p>Under North Dakota’s ND Smart Restart plan, the following businesses were allowed to reopen on May 1, 2020, subject to specified restrictions:</p> <ul style="list-style-type: none"> • Bars, breweries, restaurants, and cafes that continued to provide off-site, take-out, curbside, drive through, or delivery services may offer in-house dining or on-site beverage service; • Salons operated by cosmetologists, nail technicians, estheticians, barbers, and tanning studios. • Tattoo and body and piercing salons; • Massage therapy services; • Health clubs and athletic facilities; • Restaurants, bars, breweries, distilleries, food trucks, and cafes; and • Movie theaters. <p>Under an order issued May 15, 2020, recreational and sports arenas, and music and entertainment venues may reopen and are encouraged to follow specified protocols.</p> <p>On May 29, 2020, Governor Burgum announced that the state had achieved a low risk level:</p> <ul style="list-style-type: none"> • Capacity in bars and restaurants increased from 50% to 75 %. • Capacity for banquets/weddings increased from 50% occupancy up to 250 attendees, to 75% occupancy up to 500 attendees. • Capacity for movie theaters increased from 20% to 65%. • Fitness centers may consider holding classes with high inhalation/exhalation exchange with social distancing <p>Industry-specific standards for operations are available here.</p>	Not Specified.	For the duration of the declared emergency.
<p>Ohio (Updated June 4, 2020)</p>	No	Yes	<p>On May 19, 2020, Governor DeWine lifted Ohio’s stay- at-home order, replacing it with an advisory that</p>	<p>Responsible Restart Ohio authorizes businesses to resume operations according to the following schedule, and subject to specified health and safety requirements:</p>	Violation may result in up to 180 days in jail, a fine up to \$1,000, or both.	

			<p>strongly recommends that citizens, especially those who are high-risk, stay at home as much as possible. Gatherings will continue to be limited to groups of no more than ten.</p>	<p>May 4, 2020:</p> <ul style="list-style-type: none"> • Manufacturing, distribution, and construction; • General office environments. <p>May 12, 2020:</p> <ul style="list-style-type: none"> • Consumer, retail and services. <p>May 21, 2020:</p> <ul style="list-style-type: none"> • Dine-in restaurant service; • Campgrounds, subject to certain exclusions <p>May 26, 2020</p> <ul style="list-style-type: none"> • Health clubs, fitness centers, workout facilities, gyms, and yoga studios <p>May 31, 2020</p> <ul style="list-style-type: none"> • Childcare services <p>June 8, 2020</p> <ul style="list-style-type: none"> • Assisted living facilities and intermediate care facilities for individuals with developmental disabilities (but not nursing homes) may allow outdoor visitation. <p>Businesses must:</p> <ul style="list-style-type: none"> • Require employee to wear face coverings; • Recommend that clients wear face coverings; • Conduct daily health assessments or self-evaluations of employees to determine if they should work; • Maintain good hygiene at all times such as by handwashing and social distancing; • Clean and sanitize workplaces throughout the day and at the close of businesses between shifts; and • Limit capacity to enable the business to meet social distancing guidelines. 		
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<p>Oklahoma (Updated June 4, 2020)</p>	<p>No</p>	<p>Yes</p>	<p>Oklahoma is implementing a three-phased approach to re-opening its economy,</p> <p>Phase One:</p> <p>Under it, individuals should:</p> <ul style="list-style-type: none"> • Continue to follow safer-at-home guidelines if they are over 65 or part of a vulnerable population; • Maximize social distance from others when in public; • Avoid socializing in groups or facilities that do not readily allow for appropriate social distancing; and • Minimize non-essential travel. <p>Phase Two:</p> <p>Individuals may consider resuming non-essential travel</p>	<p>Under the plan:</p> <p>Phase One: Effective April 24, 2020, the following businesses may reopen, subject to specified health and safety guidelines:</p> <ul style="list-style-type: none"> • Personal care businesses, such as hair salons, barbershops, spas, nail salons, and pet groomers may reopen for appointments only; • Grocery stores should continue to maintain dedicated hours for members of vulnerable populations. <p>Employers should:</p> <ul style="list-style-type: none"> • Create plans to allow employees to return to work in phases; • Close common areas or enforce social distancing protocols; • Minimize non-essential travel; and • Honor requests by personnel who are members of a vulnerable population for special accommodations. <p>On May 1, 2020, the following businesses may reopen, subject to specified health and safety guidelines:</p> <ul style="list-style-type: none"> • Dining, entertainment, movie theaters, and sporting venues; • Gyms; • Places of worship may reopen for in-person worship if they leave every other row or pew open; • Tattoo parlors may open for appointments only. <p>Phase Two (Commencing May 15, 2020):</p> <p>The following businesses and activities may reopen or resume, subject to specified health and safety guidelines:</p> <ul style="list-style-type: none"> • Organized sports activities; • Bars may operate with diminished standing-room occupancy; • Funerals and weddings; and • Children’s nursery areas in places of worship. 	<p>Not Specified.</p>	<p>The final phase of Oklahoma’s reopening plan commenced June 1, 2020</p>
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				<p>Employers should:</p> <ul style="list-style-type: none"> • Close common areas or enforce social distancing and sanitation protocols; • Honor accommodation requests by personnel who are members of a vulnerable population; and • Implement social distancing protocols. <p>Phase Three (Commencing June 1, 2020)</p> <ul style="list-style-type: none"> • Employers may resume unrestricted worksite staffing by observing social distancing and cleaning protocols. • Summer camps may open. • Businesses operating by appointment only may begin operating by appointment and walk-in. • Visitation to hospitals is allowed within specified guidelines, but visitation to senior care facilities (except for end-of-life situations) remains prohibited pending an executive order ending the prohibition 		
Oregon (Updated June 4, 2020)	Yes	Yes	Oregon’s reopening plan calls for the widespread use of face coverings, maintaining physical distance of six feet between individuals as much as possible, and following good hygiene and disinfection practices. Large gatherings such as conventions, festivals, and major concerts and live audience sporting events are cancelled through September 2020.	<p>On May 15, certain counties entered Phase 1 of the reopening plan, which allows for the reopening of restaurants and bars, personal care and services businesses. In addition, in person gatherings of up to 25 individuals are permitted during Phase 1. Counties must remain in Phase 1 for at least 21 days before becoming eligible to advance to Phase 2.</p> <p>As of June 4, 2020, all counties had entered Phase 1 except Multnomah County (Portland).</p>	Violation is a Class C Misdemeanor.	
Pennsylvania (Updated June 4, 2020)	Yes	Yes	During the Red Phase of Pennsylvania’s reopening plan , residents may leave their homes for essential reasons such as getting food, medicine, or caring for a sick relative. In the Yellow Phase, the stay at home order is lifted, but gatherings of more than 25 individuals remain prohibited and telework must continue where feasible. In the Green Phase, the cap on gatherings is increased from 25 to 250.	<p>Pennsylvania’s phased reopening plan is available here and proceeds on a county-by-county basis.</p> <p>Red Phase: Non-life-sustaining businesses were required to close physical locations and restaurants and bars could only offer takeout, drive-through, and delivery services.</p> <p>Yellow Phase: Businesses with in-person operations may reopen in compliance with</p>	Police are not enforcing the state-wide stay-at-home order, though police may enforce local orders.	4/1/20 – 4/30/20

				<p>safety orders. Child care and schools may reopen in accordance with guidance. Indoor recreation and health facilities and personal care services (such as gyms, spas, hair salons, nail salons and other entities that provide massage therapy), and all entertainment (such as casinos, theaters) venues remain closed. Effective June 5, 2020, restaurants and bars may open outdoor dining (in addition to carry-out and delivery).</p> <p>Green Phase: Updated safety orders are applicable to businesses. All businesses operating at 50% occupancy in the Yellow Phase are permitted to increase capacity to 75% occupancy in the Green Phase. Restaurants/bars, entertainment and appointment-only personal care services may open at 50% occupancy. Indoor recreation and health facilities may open at 50% occupancy with appointments strongly encouraged.</p>		
Rhode Island (Updated June 5, 2020)	Yes	Yes	<p>Rhode Island lifted its stay-at-home order on May 9, 2020, when the state entered Phase I of its reopening plan. Vulnerable populations were strongly advised to remain at home during Phase I unless getting food, medicine, gas, or going to work. Though all employees who can work from home were encouraged to do so during Phase I, office-based businesses were allowed to begin limited onsite visits for staff (e.g., to pick up equipment) who have been working remotely. During Phase I, any person (other than health care workers) coming to Rhode Island from any state for a non-work-related purpose by any mode of transportation must self-quarantine for 14 days. Social gatherings continued to be limited to 5 or fewer individuals.</p> <p>Effective June 1, 2020, Rhode Island entered Phase II of its reopening plan. Domestic travel restrictions are now limited to lockdown areas. The social gathering limit was increased from 5 to 15 individuals. All employees who can work from home continue to be encouraged to work from home, but office-based businesses may allow up to 33% of workers (or up to 15 staff members, whichever is greater) to work on site at the same time in accordance with Phase II guidelines. For any workplace where more than 33%</p>	<p>Stay-at-Home Order: Critical retail businesses may remain open. This includes food and beverage stores, pharmacies and medical supply stores, compassion centers, pet supply stores, printing shops, mail and delivery stores and operations, gas stations, laundromats, electronics and telecommunications stores, office supply, industrial and agricultural/seafood equipment and supply stores, hardware stores, funeral homes, auto repair and supply operations, banks and credit unions, firearms stores, healthcare and public safety professional uniform stores. Noncritical retail businesses must close physical location. Restaurants and bars may offer takeout, drive-through, and delivery services.</p> <p>Phase I (May 9, 2020):</p> <ul style="list-style-type: none"> • Non-critical retail businesses may reopen for in-store pickup and limited browsing only (limited to one customer per 300 square feet of store area open to customers generally). • Limited outdoor and on-premises dining is allowed at restaurants, in addition to take-out, drive-through, and delivery services. • Elective medical procedures are allowed to resume. 	Not Specified.	3/28/20 – 6/29/20

			of employees have been working on site during Phase I, the employer is not required to reduce capacity in Phase II.	<ul style="list-style-type: none"> • Graduated re-opening of state parks is permitted. • Recreation and entertainment establishments, as well as close-contact businesses, remain closed. <p>Phase II (June 1, 2020):</p> <ul style="list-style-type: none"> • Capacity at non-critical retail businesses increased to one customer per 150 square feet of store area open to customers generally. • Restaurants may begin limited indoor dining. • Bars may reopen for seated service only, subject to Phase II guidelines. • All state parks are open. • Personal services businesses and operations (such as salons, barbershops, tattoo parlors, tanning parlors, and massage therapists) may reopen subject to strict controls. • Gyms and fitness centers may begin limited outdoor and indoor re-openings. • Recreational businesses and historical/cultural establishments may conduct limited outdoor operations and, under certain circumstances, related indoor operations. • Child-care services may resume in small, stable groups pursuant to emergency regulations. 		
South Carolina (Updated June 5, 2020)	No	Yes	South Carolina has issued an order urging everyone in the state to limit social interaction, practice social distancing in accordance with CDC guidance, and take every possible precaution to avoid potential exposure to COVID-19 and to limit their movement outside of their residence except to engage in essential business activities, essential activities, or critical infrastructure operations.	South Carolina has issued an order urging everyone in the state to limit social interaction, practice social distancing in accordance with CDC guidance, and take every possible precaution to avoid potential exposure to COVID-19 and to limit their movement outside of their residence except to engage in essential business activities, essential activities, or critical infrastructure operations.	Violations may result in a fine of not more than one hundred dollars or imprisonment for up to 30 days.	Duration of the State of Emergency
South Dakota (Updated June 5, 2020)	No	No	No general stay-at-home order was issued. An order requiring residents of Minnehaha and Lincoln counties over 65 years of age or with underlying medical conditions to stay home unless running essential errands or working for a critical infrastructure job expired on May 11, 2020.	An order requiring any “enclosed retail business that promotes public gatherings” to limit its capacity to 10 persons at a time and promote social distancing, and to consider alternative arrangements such as telework, takeout, delivery, etc. was rescinded by order dated April 28, 2020, which called for implementation of a “ Back to Normal Plan .”	Not Specified.	N/A

Tennessee (Updated June 5, 2020)	Yes	Yes	<p>Effective March 23, 2020, all persons in Tennessee were advised to stay at home, except when engaging in essential activities or obtaining essential services. Even though permitted, all persons are strongly encouraged to limit to the greatest extent possible the frequency of engaging in essential activities or use of essential services. Essential activities include seeking non-elective medical care, obtaining medical supplies, obtaining groceries or household or automobile supplies, takeout, or delivery of food or goods, caring for or visiting a family member, engaging in an outdoor activity, visiting a worship place, or wedding or funeral (so long as social distancing can be maintained), as well as traveling to an essential business.</p> <p>On April 28, 2020, Tennessee issued an order permitting and encouraging residents to return to work while following applicable health guidelines to the fullest extent practicable. The order also encourages employers, to the greatest extent practicable, to equip, encourage, allow, or require employees to work remotely or via telework from home. The order urges individuals to wear face coverings in public settings.</p>	<p>Tennessee is implementing various regional plans for reopening. Statewide:</p> <p>Under an order effective May 6, 2020, businesses and organizations that perform close-contact personal services may reopen in accordance with certain guidelines. Those establishments include barbershops, hair salons, waxing salons, threading salons, nail salons or spas, spas that provide body treatment, body art facilities, tattoo services, tanning salons, and massage therapy establishments.</p> <p>Under an order effective May 8, 2020, small group, non-contact recreation businesses may reopen. Bars, night clubs, live performance venues, theaters, amusement parks, and other venues where operation is likely to result in people being in groups of 10 or more or coming into close proximity to other people outside their household or small group of less than 10 people must remain closed.</p> <p>On May 22, 2020, persons, businesses, and organizations were encouraged to return to work consistent with certain guidelines. In addition, groups of up to 50 people were allowed (with social distancing encouraged).</p>	Violating the order is a Class A misdemeanor which may result in up to a year in jail and up to a \$2500 fine.	3/31/20 – 6/30/20
Texas (Updated June 5, 2020)	Limited	Yes	Texas residents must minimize social gatherings and contact with people outside of their household, except where necessary to provide or obtain essential services.	<p>Essential services include grocery stores, pharmacies, gas stations, medical services, as well as religious services conducted in churches, congregations, and houses of worship, may remain open.</p> <p>Limited operations of restaurants and bars recommended.</p> <p>Effective April 24, 2020, retail services that are not essential services, but that may be provided through pickup, delivery by mail, or delivery to the customer’s doorstep, in compliance with Texas Department of State Health Services mandates may resume operations.</p> <p>Beginning on May 1, 2020, the following businesses may reopen and operate at up to 25% of the total listed occupancy:</p> <ul style="list-style-type: none"> • In-store retail services for retail establishments; • Dine-in restaurant services for restaurants 	There are no state-wide penalties. But, many cities, including Austin and El Paso, have issued local orders, the violation of which constitutes a misdemeanor punishable by a fine not to exceed \$1,000 or confinement in jail for a term not to exceed 180 days.	4/2/20 – 6/15/20

				<p>that have less than 51% of their gross receipts from the sale of alcohol;</p> <ul style="list-style-type: none"> • Movie theaters; • Shopping malls; and • Museums and libraries. <p>Also, beginning on May 1, 2020, the following businesses may reopen and operate at full capacity:</p> <ul style="list-style-type: none"> • Services provided by an individual working alone in an office; golf course operations; and • Local government operations. <p>An order effective May 18, 2020 permits specified “Covered Services” to reopen, subject to certain occupancy limits and health and safety protocols.</p> <p>An order effective June 3, 2020 permits all businesses in Texas to operate at up to 50% capacity, with limited exceptions.</p>		
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Vermont (Updated June 5, 2020)	No	No	<p>Under an executive order effective May 27, 2020, all of Utah has moved to low risk of COVID-19 spread except for Grand County, Salt Lake City, West Valley City, and Magna metro township (which all remain in moderate risk status).</p> <p>Under Utah's updated guidelines:</p> <p>In both moderate and low risk areas, people should take appropriate precautions such as:</p> <ul style="list-style-type: none"> • Wearing face coverings in all public settings where other social distancing measures are difficult to maintain; • Following strict hygiene standards, including, frequent hand washing, using hand sanitizer, refraining from touching their face, covering coughs and sneezes, and regularly cleaning high-touch surfaces; • Refraining from shaking hands; and <p>In low risk areas, people may leave the home more frequently than in moderate risk areas and may interact in groups of 50 or fewer (as compared to interacting in groups of 20 or fewer people in moderate risk areas). In addition, schools have been opened in low risk areas but remain closed in moderate risk areas.</p>	<p>The moderate risk phase also has implications for business operations. Among them:</p> <ul style="list-style-type: none"> • High impact businesses must observe strict protocols; • Employees must operate remotely, unless not possible; • Restaurants may open for dine-in services with strict requirements; • Design spaces to maintain 6 feet between individuals; and • Limit out-of-state travel and quarantine 14 days upon return from high-risk areas. • In low risk areas, employers should exercise discretion with remote work and returning to onsite work. 	No penalty imposed.	3/27/20 – 4/13/20
Vermont (Updated June 5, 2020)	Yes	Yes	<p>Vermont has undertaken a phased approach to reopening its economy. It entails several generally applicable health and safety measures, including the following:</p> <ul style="list-style-type: none"> • Employees should not report to work, or be allowed to remain at work, if sick or symptomatic; • Employees must keep six feet apart from others on the job; • Employees must wear non-medical cloth face coverings over their nose and mouth when with others. For retail cashiers, a translucent sneeze guard is acceptable in lieu of a mask; • Employees must have easy and frequent access to soap and water or hand sanitizer; • Handwashing or hand sanitization should be required before entering and leaving the job site; 	<p>Vermont's order allows businesses to reopen under the following schedule, subject to specified restrictions:</p> <p>April 20, 2020:</p> <ul style="list-style-type: none"> • Outdoor businesses, construction operations, manufacturing, and distribution (with no more than ten employees); • Retail operations; and • Low or no-contact professional services. <p>April 27, 2020:</p> <ul style="list-style-type: none"> • Outdoor retail operations; and • Libraries. <p>May 1, 2020:</p> <ul style="list-style-type: none"> • Farmers markets. 	Violators may be fined up to \$1,000 per violation per day; a criminal violation may result in a \$500 fine and/or up to 6 months imprisonment	3/17/20 – 5/15/20

			<ul style="list-style-type: none"> All common spaces and equipment must be cleaned and disinfected at the beginning, middle, and end of each shift and before transfer from one employee to another; and No more than two people may occupy a vehicle when conducting work. 	<p>May 11, 2020:</p> <ul style="list-style-type: none"> Manufacturing, construction, and distribution operations. <p>May 7, 2020:</p> <ul style="list-style-type: none"> Outdoor recreation businesses, facilities and organizations. <p>May 18, 2020:</p> <ul style="list-style-type: none"> Non-essential retail operations limited to 25% capacity. <p>May 22, 2020:</p> <ul style="list-style-type: none"> Restaurants in accordance with guidelines from the Vermont Secretary of the Agency of Commerce and Community Development. <p>June 1, 2020:</p> <ul style="list-style-type: none"> Social gatherings of up to 25 people. 		
Virginia (Updated June 5, 2020)	Yes	Yes	<p>All individuals in Virginia must remain at their place of residence. Individuals may leave their home to obtain food, beverages, goods or services; seek medical attention or essential government or social services; take care of other persons, children, or animals; travel pursuant to court order; engage in outdoor activity (so long as social distancing is maintained); travel to and from their residence, worship place, work, or school; volunteer with charitable or social services organizations; or at the direction of law enforcement. All public gatherings of more than 10 individuals are prohibited. Public beaches are also closed, except for exercising or fishing.</p> <p>If individuals use shared or outdoor spaces, whether on land or on water, they must at all times maintain social distancing of at least 6 feet from one another, except for family or household members or caretakers.</p>	<p>Most of Virginia will move into Phase 1 of its reopening plan on May 15, 2020 (and all counties will enter Phase 1 by May 29, 2020). An order detailing Phase 1 reopening policies is available here.</p> <p>An order effective on May 26, 2020 requires persons aged 10 and up to wear face coverings in many settings.</p>	Violation is a Class 1 misdemeanor, punishable by confinement in jail for not more than twelve months, a fine of not more than \$2,500, or both.	3/30/20 – 6/10/20

Washington (Updated June 5, 2020)	Yes	Yes	Washington has adopted a phased “Safe Start” plan . On May 29, Governor Inslee released an updated, county-by-county based reopening plan . The current status of each county is shown on a risk assessment dashboard .	Washington has relaxed some of its restrictions : <ul style="list-style-type: none"> • Remote religious and spiritual services are permitted, as is face-to-face religious counseling, if it is not possible to provide those counseling services remotely; • Drive-in religious services are permitted, with one household per vehicle and social distancing requirements observed; • In addition to the low-risk activities that the state previously authorized, the following activities may resume in keeping with industry-specific requirements: landscaping and lawn care; vehicle and vessel sales; pet walking; retail (curb-side, pick-up orders only; and car washes. 	Any person willfully violating the order guilty of a gross misdemeanor.	3/25/20 – 5/4/20
West Virginia (Updated June 5, 2020)	Yes	Yes	All individuals in West Virginia must stay at home or their place of residence unless performing an essential activity. Essential activities include obtaining food, medicine, and other necessary goods; obtaining non-elective medical care; going to and from an individual’s workplace if such workplace is an essential business; going to and from a family member’s home; going to and from one’s place of worship; engaging in outdoor activity (so long as 6 feet of social distancing is achieved and 10 or fewer people gather).	West Virginia’s “West Virginia Strong – The Comeback” allows businesses in certain sectors to reopen, subject to specified health and safety requirements, over six week, beginning on May 4, 2020. <p>Week One:</p> <ul style="list-style-type: none"> • Hospitals may resume elective medical procedures; • Outpatient health care operations may resume, including primary care, dentistry, physical/occupational therapy, psychological/mental health, and similar practices. <p>Week Two:</p> <ul style="list-style-type: none"> • Small businesses with fewer than 10 employees; • All businesses providing professional services, such as hair salons, nail salons, barbershops, and pet grooming; • Outdoor dining at restaurants; and • In-person religious services. <p>Week Three:</p> <ul style="list-style-type: none"> • Wellness centers • Drive-in movie theaters; and • Outdoor guided fishing; and rock climbing. <p>Week Four:</p> <ul style="list-style-type: none"> • Fitness and recreation centers, sports 	Not Specified.	3/24/20 – TBD

				<ul style="list-style-type: none"> training facilities; Indoor dining at restaurants; Large/specialty retail stores. Indoor malls and similar facilities. State park campgrounds for in-state residents only; and Outdoor recreation rentals; <p>Week Five:</p> <ul style="list-style-type: none"> Bars (indoor bars at 50% capacity and outdoor bars); Museums and visitor centers, zoos; Swimming pools; and Spas and massage businesses. <p>Week Six:</p> <ul style="list-style-type: none"> Casinos; and Movie theaters. <p>Week Seven:</p> <ul style="list-style-type: none"> Low-contact outdoor youth sports. 		
Wisconsin (Updated May 20, 2020)	Yes	Yes	On May 13, 2020, the Wisconsin Supreme Court ruled that the state's stay-at-home order , is unenforceable except as to the closure of schools .	<ul style="list-style-type: none"> In light of the Wisconsin Supreme Court decision, businesses (other than schools) may elect to reopen. 	Violators face up to 30 days in jail or up to \$250 fine, or both.	3/25/20 – 4/24/20
Wyoming (Updated June 5, 2020)	No	Yes	On April 28, 2020, Wyoming continued and modified its rule forbidding gatherings of ten people or more. It prohibits gatherings of ten people or more. But, it exempts: hotels and motels for lodging purposes, livestock options; groups of workers being transported to their job location; relief facilities; residential buildings, except for individual household residences; grocery stores, markets, convenience stores, pharmacies, and drug stores; truck stops, gasoline stations, and automobile repair facilities; retail or business establishments, where more than ten people may be present and generally not within six feet of one another; healthcare facilities; alcohol and drug treatment centers; and long-term care and assisted living facilities. Effective June 1, 2020, Wyoming allows gatherings of up to 250 people .	<p>Another order relaxes some of the state's business restrictions.</p> <p>It allows places of public accommodation, gyms, and childcare providers to open under specified health and safety limitations.</p> <p>And, under another order, beginning on May 1, 2020, nail salons, hair salons, and barber shops; cosmetology, electrolysis, and esthetic services; massage therapy services (excluding massage performed for medical purposes); and body art, and piercing shops may open in limited capacity, under certain health and safety conditions:</p> <p>An order issued May 13, 2020, provides updated requirements for the reopening of restaurants, gyms and movie theaters. These guidelines were further updated in an order issued May 27, 2020.</p>	N/A	N/A

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