



Statewide Return to Work Protocols

Government officials across the country are easing up, or preparing to relax, current business closures and stay at home orders intended to help slow the spread of COVID-19.

The chart on the following pages provides links to general reopening plans and orders that have been issued at the state level thus far. Employers should bear in mind that these materials typically offer detailed instructions for reopening, which often vary by industry. As a result, it is important to review each order along with any accompanying official guidance to thoroughly understand all requirements and how they may impact each employer's operations. We will do our best to update this list regularly but expect it to become outdated quickly as new announcements are made.

Note that this chart does not cover orders or guidance issued at the local level. Employers should monitor news outlets and consult with their legal counsel for details on additional orders that may apply to their operations.

Jurisdiction	Reopening Framework Materials	Specific Orders, Guidance	Last Updated
Federal	Opening Up America Again	N/A	4/23/20
Alabama	Reopening Alabama Responsibly (Phase One)	Safer at Home Order	4/28/20
Alaska	Reopen Alaska Responsibly Reopen Alaska Responsibly Plan Summary (5/6/20)	Health Mandate 016 (Phase 1-A, with attachments) Health Mandate FAQs Announcement of Phase Two (5/6/20)	5/7/20
Arizona	Return Stronger and Announcement Presentation	Executive Order 2020-33 - Returning Stronger (4/29/20) Executive Order 2020-34 - Building on COVID-19 Successes (5/4/20) Department of Health Services - Various Guidance for Reopening Businesses	5/4/20
Arkansas	N/A	Executive Order 20-25 (5/5/20) Health Directive on Resuming Restaurant Dine-in Operations (4/29/20) Health Directive on Reopening Gyms, Fitness Centers (4/30/20) Health Directive on Close Contact Businesses (5/1/20) Health Directive for Businesses, Manufacturers, Construction and Lodging (5/4/20) Health Directive for Large Indoor Venues (5/4/20) Health Directive for Large Outdoor Venues (5/4/20) List of all COVID-19 Health Directives	5/5/20

California	<u>Roadmap to Modify the Stay-at-Home Order</u>	<u>Updated announcement of four-staged plan</u> <u>Update on progress toward Stage 2 Reopening (5/4/20)</u> <u>Executive Order N-60-20 (5/4/20)</u>	5/4/20
Colorado	<u>#DoingMyPartCO</u>	<u>Executive Order D 2020-044 (Safer at Home)</u> <u>Public Health Order 20-28 (Safer at Home)</u>	5/6/20
Connecticut	<u>Initial Framework Announcement</u>	N/A	4/30/20
Delaware	N/A	<u>Small retailers/hair care services (5/5/20)</u>	5/5/20
District of Columbia	<u>ReOpen DC</u>	N/A	4/28/20
Florida	Safe. Smart. Step-by-Step	<u>Executive Order 20-112</u>	4/30/20
Georgia	N/A	<u>Executive Order (4.20.20.01, minimum operations)</u> <u>Executive Order (4.23.20.02, Reviving a Healthy Georgia)</u> <u>Executive Order (4.27.20.01, guidance for food service, bowling alleys, theaters)</u>	4/28/20
Hawaii	<u>Economic and Community Recovery & Resiliency Plan</u>	<u>Seventh Supplementary Proclamation (5/5/20)</u>	5/5/20
Idaho	<u>Idaho Rebounds</u>	<u>Stay Healthy Order - Stage 1 (4/30/20)</u> <u>Business-specific protocols for opening</u>	5/5/20
Illinois	<u>Restore Illinois</u>	<u>Executive Order 2020-32 (4/30/20)</u>	5/5/20
Indiana	<u>Back on Track Indiana</u>	<u>Executive Order 20-26 - Stages 1 and 2 (5/1/20)</u> <u>What's Open, What's Closed?</u>	5/1/20

		<u>Back on Track General & Industry Guidelines</u>	
Iowa	N/A	<u>Proclamation (4/27/20)</u> <u>Proclamation (5/6/20)</u>	5/6/20
Kansas	<u>Ad Astra: A Plan to Reopen Kansas</u>	<u>Executive Order No. 20-29 - Phase One (4/30/20)</u>	4/30/20
Kentucky	<u>Healthy at Work</u>	<u>Press Release (4/29/20, outlining initial reopening)</u> <u>Healthy at Work: 10 Rules to Reopening</u> <u>Minimum Requirements for All Businesses (effective 5/11/20)</u> <u>Phase 1 Industry-Specific Guidance</u> <u>Announcement of Phase 2 (5/7/20)</u>	5/7/20
Louisiana	N/A	<u>Proclamation 52 JBE 2020 (Extended Stay at Home)</u> <u>Guidance - Can This Business Open? (5/1/20)</u> <u>Fire Marshal's Interpretive Memo on Outdoor Dine-In Seating Criteria (4/30/20)</u>	5/1/20
Maine	<u>Restarting Maine's Economy</u>	<u>Executive Order 49 FY 19/20 - Stay Safer at Home (4/29/20)</u> <u>COVID-19 Prevention Checklists for Businesses Reopening</u>	5/4/20
Maryland	<u>Maryland Strong: Roadmap to Recovery</u>	<u>Executive Order 20-05-06-01 (5/6/20)</u>	5/6/20
Massachusetts	N/A	N/A	4/28/20
Michigan	<u>MI Safe Start</u>	<u>Executive Order 2020-60 (food seller protocols)</u> <u>Executive Order 2020-70 (5/1/20)</u>	5/7/20

		Executive Order 2020-77 (5/6/20)	
Minnesota	Safely Returning to Work	Executive Order 20-40 (4/23/20) Executive Order 20-48 (4/30/20) Executive Order 20-49 (5/5/20)	5/5/20
Mississippi	N/A	Executive Order 1477 (4/24/20) Executive Order 1478 (5/4/20)	5/4/20
Missouri	Show Me Strong Recovery Plan	Health Mandate (4/27/20) Phase 1 Guidelines and FAQs	4/28/20
Montana	Governor's Phased Approach to Reopening the Big Sky	Phased Reopening Directive (4/22/20)	5/3/20
Nebraska	N/A	Announcement re: New Directed Health Measures (4/24/20) Announcement re: Relaxed Health Measures (4/29/20)	4/30/20
Nevada	Framework Announcement Nevada United - Roadmap to Recovery	Phase One Guidelines and Protocols for Reopening	5/7/20
New Hampshire	Economic Re-Opening Task Force Roadmap	Emergency Order #40 - Stay at Home 2.0 (5/1/20)	5/1/20
New Jersey	The Road Back: Restoring Economic Health Through Public Health	N/A	4/27/20
New Mexico	"Preparation Phase" Announcement	Public Health Order (4/30/20) Department of Workforce Solutions Guidance (5/4/20)	5/6/20
New York	New York Forward Framework Announcement (4/28/20)	N/A	5/4/20

	<u>Regional Approach Announcement (5/4/20)</u>		
North Carolina	<u>Staying Ahead of the Curve</u>	<u>Executive Order No. 138 (5/5/20)</u>	5/5/20
North Dakota	<u>ND Smart Restart</u>	<u>Executive Order 2020-06.4 (4/29/20)</u> <u>ND Smart Restart Protocols</u>	4/29/20
Ohio	<u>Responsible Restart Ohio</u>	<u>Sector-Specific Operating Requirements</u> <u>Stay Safe Ohio Order (4/30/20)</u> <u>Announcement of Order Reopening Restaurants, Bars and Personal Care Services (5/7/20)</u>	5/7/20
Oklahoma	<u>Open Up and Recovery Safely (OURS) Plan</u>	<u>Executive Order 2020-13 (4th am.) (4/24/20)</u> <u>OURS Plan Industry Guidance</u>	4/28/20
Oregon	<u>Reopening Oregon Plan Announcement (5/7/20)</u>	<u>Prerequisites for Phased Reopening of Oregon (5/7/20)</u> Phase One Reopening Guidance for Industries and Individuals here	5/7/20
Pennsylvania	<u>Plan for Pennsylvania</u> <u>Process to Reopen Pennsylvania</u>	<u>Construction Industry Guidance (4/23/20)</u> <u>Announcement: 24 Counties Advance to "Yellow" (5/1/20)</u> <u>General Guidance for Businesses Permitted to Operate (5/4/20)</u> <u>COVID-19 Safety Procedures for Businesses Flyer (5/4/20)</u> (available here)	5/4/20
Puerto Rico	N/A	<u>Executive Order 2020-038 (5/1/20)</u>	5/5/20
Rhode Island	<u>Reopening RI</u> <u>Further Detail on Phase I</u>	N/A	5/5/20

South Carolina	accelerateSC	Executive Order 2020-28 (4/20/20) Restaurant Reopening Guidelines - Phase One (5/1/20) Temporary Outdoor Seating Guidelines (5/1/20) Executive Order 2020-31 (5/3/20) Department of Health and Environment Control Guidance	5/4/20
South Dakota	Back to Normal Plan	Executive Order 2020-20 (4/28/20)	4/28/20
Tennessee	Tennessee Pledge: Reopening Tennessee	Executive Order 30 (4/28/20) Executive Order 33 (5/5/20) Tennessee Pledge Business Guidelines	5/5/20
Texas	Strike Force to Open Texas Governor's Report (4/27/20)	Executive Order GA-17 (Strike Force) Executive Order GA-21 (5/5/20, reopening) Health Protocols	5/6/20
Utah	Utah Leads Together Utah Leads Together 2.0 Report	Utah Leads Together 2.0 Phased Health Guidelines "Moderate Phase" Announcement (4/25/20) Executive Order Updating Guidelines (5/6/20) Phased Health Guidelines Version 4.1 (5/6/20)	5/7/20
Vermont	RestartVT	Addendum 10 to Executive Order 01-20 (4/17/20; Phase I) Addendum 11 to Executive Order 01-20 (4/24/20; Phase II) Addendum 12 to Executive Order 01-20 (5/1/20; Phase III)	5/3/20

		Health Guidance from Agency of Commerce and Community Development VOSHA COVID-19 Safety Training	
Virginia	Forward Virginia (4/24/20) Forward Virginia Announcement (4/24/20) Forward Virginia - Phases I and II Outline (5/4/20)	N/A	5/4/20
Washington	Washington's Recovery Plan – Policy Brief Phased Approach – Reopening and Modifying Physical Distancing Measures Safe Start Washington (5/4/20)	Construction Guidance (4/24/20) Addendum - Construction Guidance and FAQs (4/29/20) What's open and closed (5/1/20) Proclamation - Safe Start Washington - Phase I (5/4/20) Guidance for Vehicle and Vessel Sales (5/6/20)	5/6/20
West Virginia	West Virginia Strong – The Comeback	Executive Order 32-20 (Safer at Home) (4/30/20) Guidance for West Virginia Businesses	5/4/20
Wisconsin	Badger Bounce Back Plan Plan in Brief Health Services Page	Emergency Order #28 (4/16/20, Safer at Home) Emergency Order #31 (4/20/20, Badger Bounce Back) Emergency Order #34 (4/24/20) and FAQs	4/28/20
Wyoming	Transition Plan for a Healthy Wyoming	Announcement re: Gyms, Personal Care Services and Relevant Orders State Public Health Orders and Guidance, County Orders, County Variances	5/5/20

Because the COVID-19 situation is dynamic, with new governmental measures each day, employers should consult with counsel for the latest developments and updated general and industry-specific guidance.

