

COVID-19-Related Orders and Legislation Governing Business Operations, Limiting Liability and Expanding Workers’ Compensation Coverage

At the beginning of the COVID-19 crisis, the vast majority of states across the country implemented “stay at home” orders requiring the closure of, or severely restricting, nonessential business operations. As vaccination becomes widespread, many states are now lifting some or all pandemic-related restrictions, including mask requirements. States also continue to enact legislation or issue orders shielding businesses from COVID-19 related tort liability or expanding workers’ compensation laws to allow for coverage of COVID-19-related claims. Most recently, some states have imposed restrictions on the use of “vaccine passports,” citing concerns about privacy and personal freedom. Included in the chart below is a link to each state’s respective orders, legislation, and guidance. Please refer to the original source documents for complete information.

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers’ Compensation Coverage
Alabama	<p>Alabama Public Health Guidance on COVID-19: https://www.alabamapublichealth.gov/covid19/index.html</p> <p>Alabama Public Health FAQs: https://www.alabamapublichealth.gov/covid19/faq.html</p> <p>Alabama Department of Labor COVID-19 Resources for Employers: https://labor.alabama.gov/covid19resources_employer.aspx</p>	No statewide mask requirement.	<p>Executive Order 724 (directing state agencies not to enforce federal vaccine mandate): https://governor.alabama.gov/newsroom/2021/10/executive-order-724/</p> <p>(Prefiled Bill) H.B. 16 – would provide a private right of action against an employer for certain injuries or death resulting from an employer-mandated COVID-19 vaccination: http://alisondb.legislature.state.al.us/ALISON/SearchableInstruments/2022RS/PrintFiles/HB16-int.pdf</p> <p>Act 2021-493 – prohibits businesses from refusing goods or services or admission</p>	<p>Act 2021-4 bars tort claims (including by employees) for COVID-19 exposure illness except in cases of wanton, willful, reckless, or intentional misconduct: http://alisondb.legislature.state.al.us/alison/searchableinstruments/2021RS/bills/SB30.htm</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>to a customer based on immunization status or lack of documentation that the customer has received an immunization; also prohibits government entities from issuing vaccine passports or requiring immunization as a condition for a benefit service or entry into a building: http://alisondb.legislature.state.al.us/alison/searchableinstruments/2021RS/bills/SB267.htm</p> <p>Employers in Alabama may not require employees to receive a COVID-19 vaccination as a condition of employment without providing the employee the opportunity to be exempted from the vaccination for religious or medical reasons. Employers requiring vaccination as a condition of employment must</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>provide access to a universal exemption request form: https://vaxexemption.alabama.gov/; http://www.alabamaadministrativecode.state.al.us/ER/ER-NOV-21/LAB%20480-9-1%20ER.pdf</p> <p>Alabama Attorney General's Guidance on Act 2021-493: https://www.alabamaag.gov/Documents/news/AL%20COVID%2019%20Vaccine%20Guidance.pdf</p>	
Alaska	<p>All COVID-19 related health advisories have been rescinded.</p> <p>DHSS COVID-19 Guidance: http://dhss.alaska.gov/dph/Epid/Pages/COVID-19/guidance.aspx</p>	No statewide mask requirement.	<p>Administrative Order No. 321 (providing that no person will be required by the government to produce their personal vaccine history in order to travel to or around Alaska): https://gov.alaska.gov/wp-content/uploads/sites/2/</p>	<p>(Pending Legislation) H.B. 3010 – would make employers who incentivize or encourage vaccination liable for damages incurred as a result of an adverse reaction to the COVID-19 vaccine: http://www.akleg.gov/PDF/32/Bills/HB3010A.PDF</p> <p>H.B. 76 (extending presumption of compensability established by S.B. 241):</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			Administrative-Order-321.pdf	http://www.akleg.gov/PDF/32/Bills/HB0076Z.PDF S.B. 241 (establishing the presumption of compensability for emergency response and health care employees who contract COVID-19 during the public health disaster): http://www.akleg.gov/PDF/31/Bills/SB0241Z.PDF Alaska's Workers' Compensation Division Bulletin 20-05: https://labor.alaska.gov/wc/bulletins/2f0-05.pdf
Arizona	Executive Order 2021-16 (Rescinding Certain Executive Orders): https://azgovernor.gov/sites/default/files/executive_order_2021-16.pdf Arizona Department of Health Services Guidance: https://www.azdhs.gov/covid19/index.php	No statewide mask requirement. Businesses and employers may adopt and enforce face covering requirements.	Industrial Commission of Arizona Statement on federal vaccine ETS: https://www.azica.gov/sites/default/files/ETS%20Statement.pdf Executive Order 2021-18 (prohibiting cities and counties from enforcing vaccine mandates for employees): https://azgovernor.gov/	SB 1377 (establishing civil immunity for employers and health care providers for actions or omissions relating to the public health emergency, retroactive to March 11, 2020): https://www.azleg.gov/legtext/55leg/1R/laws/0179.pdf Industrial Commission of Arizona Substantive Policy Statement on COVID-19 Workers' Compensation Claims: https://www.azica.gov/sites/default/files/COVID-19 Workers' Compensation Claims.pdf

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>sites/default/files/eo_2021-18.pdf</p> <p>Arizona law requires employers to provide a reasonable accommodation to employees with sincerely held religious beliefs, practices, or observances that prevent the employee from taking the COVID-19 vaccination unless the accommodation would post an undue hardship and more than a de minimis cost to the operation of the employer's business: https://www.azleg.gov/legtext/55leg/1R/bills/SB1824S.pdf</p>	<p>ault/files/SPS%20-COVID-19%20FINAL.pdf</p>
Arkansas	<p>Executive Order 21-03 (changing all public health directives to guidance): https://governor.arkansas.gov/images/uploads/executiveOrders/EO_21-03.pdf</p> <p>Arkansas Department of Health Directives, Orders &</p>	<p>No statewide mask requirement.</p> <p>The Arkansas Department of Health recommends individuals follow current CDC guidance (as of July 27) on use of face</p>	<p>Act 1113, 1115 (SB 739, HB 1977) (requiring employers to provide testing and antibody exemptions to COVID-19 vaccine mandates):</p>	<p>Act 559 (H.B. 1487) (providing immunity from civil liability for damages and injuries caused by or resulting from exposure to COVID-19 on a business's premises or during an activity managed by the business):</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>Health Guidance: https://www.healthy.arkansas.gov/programs-services/topics/novel-coronavirus</p> <p>Guidance for Employers: https://www.healthy.arkansas.gov/programs-services/topics/covid-19-guidance-for-employers</p>	<p>coverings: https://www.healthy.arkansas.gov/images/uploads/pdf/Face_Covering_Guidance.pdf</p> <p>Act 1002 (formerly SB590) prohibits state and local mask mandates. Businesses may impose their own mask requirements. SB590 - Act 1002 (arkleg.state.ar.us)</p>	<p>HB1977/SB739 (arkleg.state.ar.us)</p> <p>Act 1030 (formerly S.B. 615) (prohibits state and local governments from requiring a COVID-19 vaccine passport to travel or access services): SB615 - Act 1030 (arkleg.state.ar.us)</p> <p>Act 977 (H.B. 1547) (prohibits the state from mandating COVID-19 vaccination and prohibits state entities from discriminating against employees who refuse vaccination). HB1547 - Act 977 (arkleg.state.ar.us)</p>	<p>HB1487 - Act 559 (arkleg.state.ar.us)</p> <p>Act 353 (H.B. 1488) (clarifying intentional tort exception to exclusive remedy doctrine under the workers' compensation law with regard to COVID-19): HB1488 - Act 353 (arkleg.state.ar.us)</p>
California	<p>Social distancing and capacity restrictions were lifted on June 15, 2021</p> <p>SB 114 (extension of supplemental paid sick leave through 9/30/22): https://leginfo.legislature.ca.gov</p>	<p>Effective February 16, 2022, only unvaccinated persons are required to mask in all indoor public settings. Indoor masking required for all persons (regardless of vaccination status) in specified settings,</p>	<p>Adult Care Facilities and Direct Care Worker Vaccine Requirements (amended 1/25/22): https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Order-of-the-State-Public-Health-Officer-</p>	<p>SB 1159 (creating a rebuttable presumption that illness or death related to COVID-19 is an occupational injury and therefore eligible for workers' compensation benefits): https://leginfo.legislature.ca.gov</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>v/faces/billNavClient.xhtml?bill_id=202120220SB114</p> <p>Beyond the Blueprint Order of June 11, 2021: https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Order-of-the-State-Public-Health-Officer-Beyond-Blueprint.aspx</p> <p>Beyond the Blueprint Q&A: https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Beyond-Blueprint-QA.aspx</p> <p>COVID-19 Workplace Requirements Employers Need to Know: https://saferatwork.covid19.ca.gov/employers/</p> <p>CDPH Guidance for Employees and Workplaces: https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/EmployeesAndWorkplaces.aspx</p> <p>COVID-19 Cal/OSHA Temporary Standards (revised 12/15/21):</p>	<p>including schools: https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/guidance-for-face-coverings.aspx</p> <p>Face Coverings Q&A: https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Face-Coverings-QA.aspx</p>	<p>Adult-Care-Facilities-and-Direct-Care-Worker-Vaccine-Requirement.aspx</p> <p>Requirements for Visitors in Acute Health Care and Long-Term Care Settings (amended 2/7/22): https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Order-of-the-State-Public-Health-Officer-Requirements-for-Visitors-in-Acute-Health-Care-and-Long-Term-Care-Settings.aspx</p> <p>State and Local Correctional Facilities and Detention Centers Health Care Worker Vaccination Requirement (amended 1/25/22): https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Order-of-the-State-Public-Health-Officer-</p>	<p>/faces/billTextClient.xhtml?bill_id=201920200SB1159</p> <p>AB 685 (requiring employers to report an outbreak to public health officials and to report known cases to employees who may have been exposed to COVID-19 within one business day; strengthens Cal/OSHA's enforcement authority): https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB685</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>https://www.dir.ca.gov/dosh/coronavirus/ETS.html</p> <p>FAQs on Revised Cal/OSHA Temporary Standards (updated 1/28/22): https://www.dir.ca.gov/dosh/coronavirus/COVID19FAQs.html</p> <p>COVID-19 Prevention Emergency Temporary Standards – What Employers Need to Know (updated 1/19/22): https://www.dir.ca.gov/dosh/dosh_publications/Isolation-and-Quarantine-fs.pdf</p>		<p>Correctional-Facilities-and-Detention-Centers-Health-Care-Worker-Vaccination-Order.aspx</p> <p>Health Care Worker Vaccine Requirement (amended 1/25/22): https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Order-of-the-State-Public-Health-Officer-Health-Care-Worker-Vaccine-Requirement.aspx</p> <p>Vaccine Verification for Workers in Schools: https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Order-of-the-State-Public-Health-Officer-Vaccine-Verification-for-Workers-in-Schools.aspx</p> <p>CDPH Guidance on Vaccine Records and Verification: https://www.cdph.ca.gov/Programs/CID/DCDC/</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			Pages/COVID-19/Vaccine-Record-Guidelines-Standards.aspx	
Colorado	<p>Twelfth Amended Public Health Order 20-38 (Limited COVID-19 Restrictions): https://drive.google.com/file/d/1oZqrstZIfEs6cOCwbegnWFdiw-uHHeu8/view</p> <p>Executive Order D 2021 122 – Colorado COVID-19 Disaster Recovery Order (rescinding all previous orders issued due to the COVID-19 pandemic): https://drive.google.com/file/d/1Z4OJKksNFJf1-kqFVLFwqHPPUg_u67h_/view</p> <p>Public health guidance and resources for COVID-19: https://drive.google.com/file/d/1Z4OJKksNFJf1-kqFVLFwqHPPUg_u67h_/view https://covid19.colorado.gov/guidance-resources</p> <p>Guidance by Sector: https://covid19.colorado.gov/guidance-by-sector</p>	<p>Face coverings required for unvaccinated individuals in certain settings, including schools, the DMV, prisons, jails, and healthcare settings.</p> <p>Unvaccinated individuals over age 12 are encouraged to wear face coverings in indoor spaces where members of different households are present.</p> <p>Businesses may continue to require face coverings or proof of full vaccination.</p> <p>Twelfth Amended Public Health Order 20-38: https://drive.google.com/file/d/1oZqrstZIfEs6cOCwbegnWFdiw-uHHeu8/view</p>	<p>Vaccines required at public indoor events with 500 or more people in Denver, Arapahoe, Adams, Boulder, Broomfield and Jefferson County. Eleventh Amended Public Health Order: https://covid19.colorado.gov/public-health-executive-orders</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>Guidance for Businesses: https://covid19.colorado.gov/guidance-for-businesses</p>	<p>https://drive.google.com/file/d/1ZXHwIn976joblTQGjXYbv_KvnXGSHDhO/view</p>		
Connecticut	<p>Executive Order No. 12B (extension and expiration of COVID-19 orders): https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-12B.pdf</p>	<p>Statewide school mask requirement will be eliminated on 2/28/22: https://portal.ct.gov/Office-of-the-Governor/News/Press-Releases/2022/02-2022/Governor-Lamont-Announces-Plan-To-Eliminate-Statewide-School-Mask-Requirement</p> <p>Masks strongly recommended in indoor public spaces for all individuals over the age of 2, regardless of vaccination status: https://portal.ct.gov/DPH/Press-Room/Press-Releases---2021/Health-Alert--For-Middlesex-County-Reco</p>	<p>Executive Order 14F (booster requirement for nursing home visitors and primary and secondary essential support persons): https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-14F.pdf</p> <p>Executive Order No. 14C (booster requirement for employees of state hospitals): https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-14C.pdf</p>	<p>S.B. 660 (expanding workers' compensation benefits for certain mental or emotional impairments suffered by health care providers in connection with COVID-19): https://www.cga.ct.gov/2021/ACT/PA/PDF/2021PA-00107-R00SB-00660-PA.PDF</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
		<p>Masks required for any person while indoors in a public place if that person (a) does not maintain a safe social distance of approximately six feet from every other person and (b) is not fully vaccinated for COVID-19. Municipalities may impose more stringent mask requirements: https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-13A.pdf</p> <p>Mask-Wearing and Social Distance Guidance: https://portal.ct.gov/Vaccine-Portal/masks</p>	<p>Orders/Executive-Order-No-14C.pdf</p> <p>Executive Order No. 14B (booster requirement for employees of long-term care facilities): https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-14B.pdf</p> <p>Executive Order No. 13G (replacing prior executive order on COVID-19 vaccination requirements for state employees, school employees, and childcare facility staff): https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-13G.pdf</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>Executive Order No. 13F (requiring vaccinations for employees of long-term care facilities – modification of deadlines): https://portal.ct.gov/Coronavirus/Pages/Emergency-Orders-issued-by-the-Governor-and-State-Agencies</p> <p>Executive Order No. 13B (requiring vaccinations for employees of long-term care facilities): https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-13B.pdf</p>	
Delaware	<p>Declaration of a State of Emergency (revised 2/11/22): https://governor.delaware.gov/health-soe/order-revisions/</p>	<p>Mask mandate for indoor public settings expired February 11: governor.delaware.gov/wp-content/uploads/sites/24/2022/02/Fourth-</p>		

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>FAQs: https://coronavirus.delaware.gov/frequently-asked-questions/</p>	<p>Revision-of-SOE_02.07.2022.pdf</p>		
D.C.	<p>Declaration of Public Emergency: Mayor's Order 2021-147.</p> <p>Health Guidance: https://coronavirus.dc.gov/healthguidance</p>	<p>Effective March 1, indoor mask mandate will be "dialed back." Masks will still be required in some settings, including schools. mayor.dc.gov/sites/default/files/dc/sites/mayor/mb/release_content/attachments/Situational-Update-Presentation_02-14-22.pdf</p> <p>Until February 28, masks required indoors for people over age 2 regardless of vaccination status: Mayor's Order 2021-147</p>	<p>Effective February 15, indoor venues will no longer be required to verify that patrons are vaccinated. mayor.dc.gov/sites/default/files/dc/sites/mayor/mb/release_content/attachments/Situational-Update-Presentation_02-14-22.pdf</p> <p>COVID-19 Vaccination Requirement for District Government Employees, Contractors, Interns and Grantees: https://coronavirus.dc.gov/page/mayor%E2%80%99s-order-2021-099-covid-19-vaccination-certification-requirement-district-government</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>COVID-19 Vaccination Requirement for Adults Regularly in Schools or Child Care Facilities and for Student-Athletes:</p> <p>https://coronavirus.dc.gov/page/mayors-order-2021-109-covid-19-vaccination-requirement-adults-regularly-schools-or-child-care</p>	
Florida	<p>Executive Order 21-133 (Clemency Order Regarding Categorical Remission of Fines):</p> <p>https://www.flgov.com/wp-content/uploads/orders/2021/EO_21-133.pdf</p> <p>Executive Order 21-132 (Clemency Order Regarding Categorical Grant of Full Pardons):</p> <p>https://www.flgov.com/wp-content/uploads/orders/2021/EO_21-132.pdf</p> <p>Executive Order 21-116 (Clemency Order Regarding Reprieves):</p>	<p>No statewide order. Florida recommends (but does not require) face masks.</p> <p>Florida Surgeon General advisory rescinding guidance that vaccinated individuals still wear face coverings, even in public gatherings (https://floridahealthcovid19.gov/wp-content/uploads/2021/04/Public-Health-Advisory-filed-4.29.21.pdf)</p>	<p>Section 381.00317, Florida Statutes, recently signed into law by Gov. DeSantis, prohibits private employers from implementing a COVID-19 vaccination mandate for employees without providing at least five individual exemptions. The Florida Department of Legal Affairs of the state attorney general's office issued an emergency rule establishing the procedure for private employer vaccination</p>	<p>S.B. 7014 was introduced on 11/22/2021 and moves the expiration date for protections for health care providers against COVID-19 related lawsuits from March 2022 until June 1, 2023. The bill has passed through the legislature and awaits the Governor's signature.</p> <p>S.B. 610 was introduced to the Senate on 10/25/21 and extends the timeframe for which COVID-19-related claims may be brought against health care providers.</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>https://www.flgov.com/wp-content/uploads/orders/2021/EO_21-116.pdf</p> <p>Executive Order 21-102 (Suspending All Remaining Local Government Mandates and Restrictions Based on the COVID-19 State of Emergency): https://www.flgov.com/wp-content/uploads/orders/2021/EO_21-102.pdf</p> <p>Executive Order 21-101 (Invalidating All Remaining Local Emergency Orders Based on the COVID-19 Emergency): https://www.flgov.com/wp-content/uploads/orders/2021/EO_21-101.pdf</p> <p>Florida Department of Education Order No. 2021-EO-02: http://www.fldoe.org/core/fileparse.php/19861/urlt/2021-EO-02.pdf</p> <p>Executive Order 21-80 (COVID-19 Reemployment Assistance/Payment of</p>		<p>mandate complaints under section 381.00317(3) and (4), Florida Statutes.</p> <p>Executive Order 21-81 (Prohibiting COVID-19 Vaccine Passports): https://www.flgov.com/wp-content/uploads/orders/2021/EO_21-81.pdf</p> <p>Executive Order 21-79 (Amending Executive Order 20-315 – Vaccine Administration/Protecting Florida's Seniors): https://www.flgov.com/wp-content/uploads/orders/2021/EO_21-79.pdf</p> <p>Department of Health Public Health Advisor 1/21/21 – Prioritization of Floridians for COVID-19 Vaccinations Given in Florida: <a 206="" 683="" 828"="" 875="" href="https://floridahealthcovid19.gov/wp-content/uploads/2021/01/Prioritization-of-</p> </td> <td data-bbox="> <p>H.B. 117 was introduced to the House on 9/16/21 and provides a presumption to specified workers that impairment of health caused by COVID-19 or infections disease happened in the line of duty.</p> <p>Florida Legislature has a bill that would protect some businesses from COVID-19 suits: https://www.miamiherald.com/news/business/article248328050.html</p> <p>S.B. 72 signed into law by Gov. DeSantis (codified at Florida Statutes § 768.38) provides immunity to entities making a good faith effort to comply with public health mandates and guidance. The bill requires proof of “at least” gross negligence. The bill also includes procedural requirements benefitting potential defendants.</p> <p>S.B. 74, introduced on 2/3/21, limits civil claims against health care providers related to the COVID-19 pandemic. The bill</p> </p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>Employer Contributions): https://www.flgov.com/wp-content/uploads/orders/2021/EO_21-80.pdf</p> <p>Division of Emergency Management Order No.21-001 (Rescinding of Visitation Rules for Nursing Homes and Similar Institutions): https://www.floridadisaster.org/globalassets/executive-orders/covid-19/dem-order-no.-21-001-issued-march-22-2021.pdf?fbclid=IwAR1A63fTXtV9t71txu7Wpmye7-VGP7rP-4xGUaZnNhgXzp7k8zs15xJnhLQ</p> <p>Executive Order 21-65 (Clemency Order Regarding Remission of Fines): https://www.flgov.com/wp-content/uploads/orders/2021/EO_21-65.pdf</p> <p>Executive Order 2021-45 (Emergency Management – Extension of Executive Order 2020-52 COVID-19): https://www.flgov.com/wp-</p>		<p>Floridans-for-Covid-19-Vaccinations.pdf</p> <p>(Pending Legislation) SB 364 (would prohibit discrimination based on vaccine status): Senate Bill 364 (2021) - The Florida Senate (flsenate.gov)</p> <p>Florida Department of Education Emergency Rule on School Transfer Procedures Due to COVID-19 Discrimination: https://www.fldoe.org/core/fileparse.php/19994/urit/hope.pdf</p>	<p>requires that the initial complaint in a COVID-19-related lawsuit be pled with particularity. The bill requires the claimant to prove that the health care provider was grossly negligent or engaged in intentional misconduct in failing to substantially comply with government health standards or guidance, in interpreting or applying the standards or guidance, or in the provision of a novel or experimental treatment.</p> <p>Additionally, a health care provider is immune from civil liability if supplies or personnel were not readily available to comply with the standards or guidance. A COVID-19-related claim against a health care provider must be commenced within 1 year.</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>content/uploads/orders/2021/EO_21-45.pdf</p> <p>Education Commissioner Emergency Order to fully reopen schools in the fall: https://www.documentcloud.org/documents/6981954-Florida-Department-of-Education-executive-order.html</p> <p>Florida Department of Health's Emergency Orders: https://floridahealthcovid19.gov/news/</p> <p>Florida COVID-19 Resource Center: https://www.flgov.com/covid-19/</p>			
Georgia	<p>Executive Order 01.18.22.01 (Renewal of State of Emergency for Continued COVID-19 Economic Recovery): https://gov.georgia.gov/document/2022-executive-orders/01182201/download</p> <p>Department of Public Health 17th Amended Order for Public Health Control Measures:</p>	<p>No statewide order. Georgia "strongly encourages" but does not require face coverings.</p> <p>Executive Order 08.19.21.03 blocks local governments from mandating COVID-19</p>	<p>Executive Order 05.25.21.01 (Prohibiting Implementation of Vaccine Passport Programs or Other Proof of COVID-19 Vaccination): https://gov.georgia.gov/document/2021-executive-</p>	<p>COVID-19 Pandemic Business Safety Act (S.B. 359) O.C.G.A. § 51-16-1): https://legiscan.com/GA/bill/SB/359/2019 (shields businesses, health care providers, and other entities from liability related to COVID-19 infections or transmissions, except in cases where the entity is found to have committed "gross negligence, willful and wanton</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>https://dph.georgia.gov/document/administrative-order/administrative-order-17-current-152022/download</p> <p>Executive Order 09.20.21.02 (Regarding the State of Emergency for Continued COVID-19 Economic Recovery – Regulatory Suspensions): https://gov.georgia.gov/document/2021-executive-order/09202102/download</p> <p>Executive Order 08.30.21.01 (Providing additional Georgia National Guard troops and suspending certain rules and regulations to ensure the uninterrupted transport of goods, supplies, and services in response to the State of Emergency for Continued COVID-19 Economic Recovery): https://gov.georgia.gov/document/2021-executive-order/08302101/download</p> <p>Executive Order 08.19.21.03 (protecting economic recovery during the State of Emergency</p>	<p>restrictions on businesses.</p>	<p>order/05252101/download</p> <p>Executive Order 01-22-21.07 (Expanding personnel permitted to administer vaccinations to support the response to COVID-19): https://gov.georgia.gov/document/2021-executive-order/01222107/download</p> <p>Executive Order 01.07.21.02 (Permitting Emergency Medical Technicians-Intermediates, Advanced Emergency Medical Technicians, and Cardiac Technicians to administer vaccinations to support the response to COVID-19): https://gov.georgia.gov/document/2021-executive-order/01072102/download</p>	<p>misconduct, reckless infliction of harm or intentional infliction of harm.”)</p> <p>H.B. 112 passed in both houses and signed by governor, amends S.B. 359 to apply to claims accruing until 7/14/22: https://www.legis.ga.gov/legislation/58959</p> <p>H.B. 700: https://www.legis.ga.gov/legislation/60228: bill introduced that would amend Workers' Compensation Act to include COVID-19 as an occupational disease. The bill excludes COVID-19 as an “ordinary disease of life” barred from workers' compensation coverage if an essential worker contracted the disease within 5 calendar days of performing work. “Essential workers” are those employees who the employer does not permit to work remotely.</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>for Continued COVID-19 Economic Recovery): https://gov.georgia.gov/document/2021-executive-order/08192103/download</p> <p>Executive Order 08.19.21.01 (State of Emergency for Continued COVID-19 Economic Recovery Regulatory Suspensions): https://gov.georgia.gov/document/2021-executive-order/07222102/download</p> <p>Executive Order 06.30.21.01 (Declaration of State of Emergency for Continued COVID-19 Economic Recovery): https://gov.georgia.gov/document/2021-executive-order/06302101/download</p> <p>Executive Order 06.22.21.02 (Extending Executive Order 05.28.21.02 "Empowering a Healthy Georgia"): https://gov.georgia.gov/document/2021-executive-order/06222102/download</p>			

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>Executive Order 05.28.21.02 (Providing additional guidance for Empowering a Healthy Georgia in response to COVID-19): https://gov.georgia.gov/document/2021-executive-order/05282102/download</p> <p>Executive Order 03.31.21.02 (Extending Executive Order 2.12.21.01 and regarding the use of emergency office closure leave for receiving COVID-19 vaccinations): https://gov.georgia.gov/document/2021-executive-order/03312102/download</p> <p>Guidelines for Businesses: https://www.georgia.org/covid19bizguide</p>			
Hawaii	<p>Hawaii is leaving most COVID restrictions up to each county.</p> <p>Amendment – Emergency Proclamation Related to COVID-19 (Omicron Variant): https://governor.hawaii.gov/wp-content/uploads/2022/02/2202-020-ATG-Amendment-EP-</p>	<p>Masks must be worn by individuals age 5 and above in public indoor settings with limited exceptions.</p> <p>Face coverings amendment to Omicron Variant Emergency Proclamation (Exh. A):</p>	<p>Emergency Proclamation Establishing Vaccination and Testing Policy for State and County Employees: https://governor.hawaii.gov/wp-content/uploads/2021/08/2108026-</p>	<p>COVID-19 Employer Workers' Compensation FAQs: https://labor.hawaii.gov/covid-19-employer-workers-compensation-faqs/ (indicating that COVID-19 is a recognized work related injury under certain circumstances).</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>Related-to-COVID-19-Omicron-Variant-distribution-signed.pdf</p> <p>Emergency Proclamation Related to COVID-19 (Omicron Variant): https://governor.hawaii.gov/wp-content/uploads/2022/01/2201143-ATG_Emergency-Proclamation-Related-to-COVID-19-Omicron-Variant-distribution-signed.pdf</p> <p>Emergency Proclamation Related to the State's COVID-19 Delta Response: https://governor.hawaii.gov/wp-content/uploads/2021/10/2109152-ATG_Emergency-Proclamation-Related-to-the-States-COVID-19-Delta-Response-distribution-signed.pdf</p> <p>COVID-19 Hawaii State Department of Health Guidance for All: https://hawaiiicovid19.com/guidance-for-everyone/</p>	<p>https://governor.hawaii.gov/wp-content/uploads/2022/01/2201143-ATG_Emergency-Proclamation-Related-to-COVID-19-Omicron-Variant-distribution-signed.pdf</p>	<p>ATG_Emergency-Proc-for-COVID-19-Response-distribution-signed.pdf</p> <p>(Pending Legislation) HR123 and HCR146 (requesting that the Hawaii Civil Rights Commission declare that the Commission does not support discrimination and right of access restrictions based on COVID-19 status or immunity test results): Measure Status (hawaii.gov)</p> <p>(Pending Legislation) H.B. 241 (prohibits certain discriminatory practices based on an individual's vaccination status): Measure Status (hawaii.gov)</p>	<p>Executive Order No. 20-05 makes healthcare facilities, professionals, and volunteers that in good faith comply with state and federal orders regarding the disaster emergency immune from civil liability for death or personal injury to persons or property damage caused by their acts and omissions that occurred at a time when that individual was engaged in providing healthcare.</p> <p>H.B. 1224 was introduced on January 26, 2021. The bill creates an exception to the exclusive right to compensation under workers' compensation law where COVID-19 is contracted by an employee whose employer failed to maintain adequate workplace protections against exposure to COVID-19. The bill also creates a presumption that COVID-19 has been proximately caused by an employer's failure to maintain adequate workplace protections against exposure to COVID-19.</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
Idaho	<p>2/6 Emergency Declaration: https://coronavirus.idaho.gov/wp-content/uploads/2022/01/proclamation_emergency-declaration_010722.pdf</p> <p>Stage 4 Stay Healthy Guidelines (currently in effect): https://rebound.idaho.gov/wp-content/uploads/stage4-stay-healthy-guidelines-051121.pdf</p> <p>Idaho Rebounds: Our Path to Prosperity Info Page: https://rebound.idaho.gov/stages-of-reopening/</p> <p>Business specific protocols for reopening: https://rebound.idaho.gov/business-specific-protocols-for-opening/</p>	Face coverings strongly recommended.	<p>(Pending legislation) HB 419 passed the House, amending existing law to prohibit employers from providing proof of the COVID-19 vaccine.</p> <p>(Pending legislation) HB 412 passed the House, adding to existing law to prohibit certain discrimination based upon immunization status.</p> <p>(Pending legislation) HB 414, passed the House, adding to existing law to provide a religious exemption for any mandated medical treatment, and preventing anyone, including employers, from questioning the sincerity of those religious beliefs.</p> <p>(Pending legislation) HB415, passed in the House requiring certain exemptions for any</p>	<p>(Pending legislation) H.B. 514 was introduced and reported out of Committee and would effectively prohibit the implementation of mask mandates by government officials: https://legislature.idaho.gov/sessioninfo/2022/legislation/H0514/</p> <p>(Pending legislation) H.B. 464 and H.B. 593 were introduced and would add to existing workers' compensation law to provide that COVID-19 vaccination-related accidents or injuries shall be compensable: https://legislature.idaho.gov/sessioninfo/2022/legislation/H0464/</p> <p>(Pending legislation) H.B. 444, was introduced and would extend an act that protects businesses, schools and government agencies from liability for exposing someone, whether an employee or patron, to the coronavirus. The bill would extend the law again for another year, until July 1, 2023 (legislature.idaho.gov/wp-content/uploads/2022/01/H0444-2022-01-07-10-00-00.pdf)</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>employer who requires immunization as a condition of employment, including exemptions for health, pregnancy, “religious or other grounds” or those who have had COVID-19 or “a positive antibody screen.”</p> <p>Executive Order No. 2021-08 (Repealing EO 2021-07 to Restore Local Control): https://gov.idaho.gov/wp-content/uploads/sites/7/2021/05/eo-2021-08.pdf</p> <p>Executive Order No. 2021-06 (Repeal and Replacement of Executive Order 2021-03): https://gov.idaho.gov/wp-content/uploads/sites/7/2021/04/eo-2021-06.pdf</p>	<p>content/uploads/sessioninfo/2022/legislation/H0444.pdf)</p> <p>(Pending legislation) H.B. 417 passed the House, requiring Idaho’s workers compensation system to cover claims from workers who suffer adverse consequences from employer-required vaccines.</p> <p>H.B. 149 has been signed into law extending H.B. 6’s sunset date (from July 1, 2021 to July 1, 2022): https://legislature.idaho.gov/wp-content/uploads/sessioninfo/2021/legislation/H0149.pdf</p> <p>House Bill 6, the Coronavirus Limited Immunity Act, a civil liability immunity bill designed to protect businesses, cities, counties, school districts, universities and churches from COVID-19 lawsuits, passed the legislature and was signed into law by Gov. Little: https://legislature.idaho.gov/sessioninfo/2020spcl/legislation/H0006/</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>Executive Order 21-04 (Banning Vaccine Passports): https://gov.idaho.gov/wp-content/uploads/sites/74/2021/04/eo-2021-04.pdf</p> <p>Idaho COVID-19 Vaccine: https://coronavirus.idaho.gov/covid-19-vaccine/</p> <p>(Pending Legislation) House Bill 63 (would prohibit mandated or forced vaccination): HOUSE BILL 63 – Idaho State Legislature.</p> <p>(Pending Legislation) H.B. 140: (specifying that employers or companies that contract with the state of Idaho shall not discriminate against unvaccinated persons): HOUSE BILL 140 – Idaho State Legislature</p>	<p>H.B. 529 (enacted as Chapter 3, Title 5-345): https://legislature.idaho.gov/sessioninfo/2020/legislation/h0529/ (provides civil immunity for architects, engineers, and contractors for losses related to work provided at the request or approval of a national, state, or local public official in response to a declared national, state, or local emergency, a disaster, or a catastrophic event)</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>(Pending Legislation): H.B. 443: prohibiting any employer or company, that has entered into a contract with the State, from discharging, refusing to hire, or taking any action directly or indirectly related to employment on the basis of an employee's refusal to be vaccinated due to medical contraindications or reasons of conscience): https://legislature.idaho.gov/wp-content/uploads/sessioninfo/2020/legislation/H0443.pdf</p>	
Illinois	<p>Executive Order 2022-05 (Reissues Executive Orders): https://coronavirus.illinois.gov/resources/executive-orders/display_executive_order_number-05.2022.html</p> <p>1/7 Gubernatorial Disaster Proclamation: https://coronavirus.illinois.gov/content/dam/soi/en/web/illinois</p>	<p>Under Executive Order 2021-20, masks are required for all individuals above age 2 who can medically tolerate wearing them in (a) all indoor public settings, including in bars, restaurants, grocery stores, gyms, private clubs, and in</p>	<p>HB 4239 was proposed on 11/30, creating the COVID-19 Religious Exemption Act, making it unlawful for any person, public or private institution, or public official to discriminate against any person in any manner because of</p>	<p>COVID-19 Immunity Act (SB 3989) is in committee: https://legiscan.com/IL/bill/SB3989/2019(Provides that any individual, business, or unit of local government shall not be liable for any civil damages for any acts or omissions that result in the transmission of COVID-19, other than damages occasioned by willful and</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>/documents/government/coronavirus-disaster-proc-01-07-2022.pdf</p> <p>Executive Order 2021-22 (Vaccine Requirement Extension): https://coronavirus.illinois.gov/resources/executive-orders/display_executive-order-number-22.2021.html</p> <p>Executive Order 2021-20 (Mandating indoor face masks and outlining vaccine and testing requirements for healthcare workers, school personnel, higher education, and state-owned or operated congregate living facilities): https://coronavirus.illinois.gov/resources/executive-orders/display_executive-order-number-20.2021.html</p> <p>Executive Order 2021-18 (Mask Requirement for Schools and Long-Term Care Facilities): https://coronavirus.illinois.gov/resources/executive-</p>	<p>common areas of all condo and multi-residential buildings; (b) on public transportation; (c) in health care settings; (d) in schools; and (e) in correctional and congregate settings.</p> <p>Under Executive Order 2021-22, all employers must ensure that employees wear face coverings in indoor workplaces, but those face coverings can be removed by employees at workplaces when they can consistently maintain six feet of distance (such as when employees are in their cubicle space).</p>	<p>such person's refusal to obtain, receive, or accept a COVID-19 vaccination contrary to his or her belief.</p> <p>House and Senate passed amendment to Illinois Health Care Right of Conscience Act, 745 ILCS 70/1 et seq., to prevent people from skirting coronavirus vaccination mandates by citing moral or religious objections. Governor Pritzker signed into law on 11/18.</p> <p>Executive Order 2021-28 (Daycare Center Staff Vaccine Mandate): https://coronavirus.illinois.gov/resources/executive-orders/display_executive-order-number-28.2021.html</p> <p>Executive Order 2021-20 requires, beginning</p>	<p>wanton misconduct by the individual, business, or unit of local government).</p> <p>H.B.2455: https://www.ilga.gov/legislation/fulltext.asp?DocName=&SessionId=109&GA=101&DocTypeId=HB&DocNum=2455&GAID=15&LegID=118463&SpecSess=1&Session=0 (The bill creates a rebuttable presumption of compensable injury or occupational disease for first responders or front-line workers who are diagnosed with COVID-19. The law went into effect on June 5, 2020 and applies to all cases tried after the effective date of the law and in which the diagnosis of COVID-19 was made on or after March 9, 2020 or before December 31, 2020.)</p> <p>The rebuttable presumption contained in H.B. 2455 has now expired. However, on February 26, 2021, H.B. 4276 was signed into law, aiming to extend the rebuttable presumption to COVID diagnoses made before June 30, 2021.(</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>orders/display.executive-order-number-18.html</p> <p>Extends Moratorium on Evictions: https://coronavirus.illinois.gov/resources/executive-orders/display.executive-order-2021-13.html</p> <p>Restore Illinois Phase 5 Reopening Order: https://coronavirus.illinois.gov/resources/executive-orders/display.executive-order-2021-12.html</p> <p>Executive Order 2021-07 (Relief for Utility Customers): https://www2.illinois.gov/Pages/Executive-Orders/ExecutiveOrder2021-07.aspx</p> <p>Actions to Combat a Resurgence of COVID-19: https://coronavirus.illinois.gov/sfc/servlet.shepherd/document/download/069t000000IFeiAAID?operationContext=S1</p> <p>Executive Order 2021-03 (Modifies Regional Mitigation</p>		<p>September 5, vaccines for P-12 teachers and staff, higher education personnel, higher education students, and healthcare workers in settings like hospitals, nursing homes, urgent care facilities and physician's offices. Those who remain unvaccinated will be required to get tested for COVID-19 at least once a week, but may require additional testing in some cases like outbreaks. Individuals may be exempt from the vaccine mandate for medical and religious reasons but will still need to undergo testing. Executive Order 2021-22 extended the vaccination date to September 19.</p> <p>COVID-19 Vaccine Plan: https://coronavirus.illino</p>	<p>https://www.businessinsurance.com/article/20210108/NEWS08/912338987/Illinois-lawmakers-introduce-amendment-to-extend-COVID-19-coronavirus-pandemic-p) In order for the presumption to apply at trial, an employee must provide a confirmed diagnosis by a licensed medical practitioner or a positive lab test for COVID or COVID antibodies (for diagnoses before June 15, 2020) or a positive lab test for COVID or COVID antibodies (for diagnoses after June 15, 2020).</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>Metrics): https://www2.illinois.gov/Pages/Executive-Orders/ExecutiveOrder2021-03.aspx</p> <p>Executive Order 2020-47 (allowing schools to reopen for 20-21 school year): https://www2.illinois.gov/Pages/Executive-Orders/ExecutiveOrder2020-47.aspx</p> <p>Illinois Regional COVID-19 Resurgence Plan: https://dceocovid19resources.com/restore-illinois</p> <p>Guidelines for Youth and Adult Recreational Sports (7/29): https://coronavirus.illinois.gov/sfc/servlet.shepherd/document/download/069t000000CyCndAAF?operationContext=S1 (effective 8/15)</p> <p>Essential Business FAQs: https://www2.illinois.gov/dceo/Documents/Essential%20Business%20FAQ.pdf</p>		<p>is.gov/sfc/servlet.shepherd/document/download/069t000000GNOfOAP?operationContext=S1</p> <p>Guidance Affirming Non-Discrimination in Medical Treatment Including Administration of the COVID-19 Vaccine: https://coronavirus.illinois.gov/sfc/servlet.shepherd/document/download/069t000000HnVsyAAF?operationContext=S1</p> <p>(Pending Legislation) H.B. 3682 (named the "Workplace Vaccination Program Limitation Act" that would make it unlawful for an employer to create, implement, or otherwise enforce a workplace vaccination program that requires any employee to demonstrate to the employer that he or she has received a vaccine</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>Restore Illinois FAQ: https://coronavirus.illinois.gov/s/restore-illinois-faqs</p> <p>Illinois Department of Public Health Guidance Relating to COVID-19 Outbreak: https://www.dph.illinois.gov/COVID19/community-guidance</p>		<p>that was approved under emergency use authorization by the US FDA: Illinois General Assembly - Bill Status for HB3682 (ilga.gov)</p>	
Indiana	<p>Executive Order 2022-02 (Further Continuation of Limited Provisions to Address the Impact and Spread of the Coronavirus Disease (COVID-19)): https://www.in.gov/gov/files/Executive-Order-22-02-Health-Based-Provisions-Continued.pdf</p> <p>Executive Order 2022-01 (Twenty-Third Renewal of the Public Health Emergency Declaration for the COVID-19 Outbreak): https://www.in.gov/gov/files/Executive-Order-22-01-Twenty-third-Renewal-of-Emergency-Declaration.pdf</p> <p>COVID-19 Control Measures: https://www.coronavirus.in.gov</p>	<p>No statewide mask requirement, but all individuals are encouraged to follow the CDC guidelines on whether and when wearing a face covering is warranted.</p>	<p>SB 114 was introduced on 1/4/22 and provides that certain acts by a person or a government entity concerning an individual's vaccination status or whether an individual has a vaccination passport are against public policy.</p> <p>HB1001 was introduced on 1/4/22 (pre-filed) and provides that an employer may not impose a requirement that employees receive an immunization against COVID-19 unless the employer provides individual exemptions that allow</p>	<p>S.B. 1, signed into law, provides civil tort immunity for damages arising from COVID-19 on the premises owned or operated by a person, on any premises on which the person or an employee or agent of the person provided property or services to the individual, or during an activity managed, organized, or sponsored by the person, except for an act or omission that constitutes gross negligence or willful or wanton misconduct (including fraud and intentionally tortious acts). The bill is retroactive to March 1, 2020: http://iga.in.gov/legislative/2021/bills/senate/1</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>/files/COVID-19-Control-Measures-v.7-final.pdf</p> <p>Executive Order 2021-34 (Further Continuation of Limited Provisions to Address the Impact and Spread of the Coronavirus Disease)(COVID-19): https://www.in.gov/gov/files/Executive-Order-21-34-Health-Based-Provisions-Continued.pdf</p> <p>Executive Order 2021-33 (Twenty-Second Renewal of the Public Health Emergency Declaration for the COVID-19 Outbreak): https://www.in.gov/gov/files/Executive-Order-21-33-Twenty-second-Renewal-of-Emergency-Declaration.pdf</p> <p>Executive Order 21-17 (Continuation of Limited Provisions to Address the Impact of and Spread of COVID-19): https://www.in.gov/gov/files/Executive-Order-21-17-Continuation-of-Limited-</p>		<p>an employee to opt-out of the requirement on the basis of medical reasons or religious reasons. It also requires an employer to provide employees with an option to submit to testing for the presence of COVID-19 not more than once a week at no cost to the employee in lieu of receiving an immunization.</p> <p>Indiana state and local governmental units are prohibited from creating or mandating vaccination card or passport under IC 16-39-11-2 – 16-39-11-5: http://iga.in.gov/legislative/laws/2021/ic/titles/016/#16-39-11-2</p> <p>COVID-19 Vaccine Allocation Plan: https://www.coronavirus.in.gov/files/Indiana%20COVID-19%20Vaccination%20</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>Health-and-Welfare-Provisions.pdf</p> <p>Executive Order 21-13 (Rescission of Directives and Restrictions Imposed to Address the Coronavirus (COVID-19) Emergency: https://www.in.gov/gov/files/Executive-Order-21-13-Recission-of-Prior-Directives.pdf</p> <p>COVID-19 Information Page: https://www.coronavirus.in.gov/?utm_source=agency-website&utm_medium=banner-image&utm_campaign=&utm_term=&utm_content=core</p> <p>Back on Track Informational Page: https://backontrack.in.gov/</p> <p>Indiana State Department of Health Public Resources: https://www.coronavirus.in.gov/2400.htm</p> <p>Indiana State Department of Health Professional Resources:</p>		<p>Plan %20Interim%20D raft.pdf</p> <p>(Pending Legislation) SB 74 (would prohibit an employer from requiring, as a condition of employment, an employee or prospective employee to receive any immunization if the immunization is medically contraindicated for the employee or receiving the immunization is against the employee's religious beliefs or conscience: Senate Bill 74 - Workplace immunization prohibition - Indiana General Assembly, 2021 Session</p> <p>(Pending Legislation) H.B. 1488 (would prohibit employers from requiring, as a condition of employment, an employee or prospective employee</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	https://www.coronavirus.in.gov/2399.htm		to receive and immunization that has been approved for emergency use but lacks full FDA approval): House Bill 1488 - Vaccination exemptions - Indiana General Assembly, 2021 Session	
Iowa	<p>Proclamation of Disaster Emergency 2/3: https://governor.iowa.gov/sites/default/files/documents/Public%20Health%20Proclamation%20-%202022.02.03.pdf?utm_medium=email&utm_source=govdelivery</p> <p>Iowa Department of Inspections & Appeals: https://dia.iowa.gov/about/novel-coronavirus-covid-19</p> <p>Iowa Department of Public Health COVID-19 Reopening Guidance: https://idph.iowa.gov/Emerging-Health-Issues/Novel-Coronavirus/Guidance</p>	No statewide mask requirement.	<p>Iowa has announced that its state OSHA plan will not be enforcing a version of OSHA's vaccine or test mandate for large employers.</p> <p>House File 902 passed by legislature and signed by Governor; allows employees to be exempt from getting the COVID-19 vaccine due to medical or religious reasons. Allows employers to still fire workers who do not get the vaccine, but in that case, fired employees can apply for unemployment.</p>	SF 2338 – COVID-19 Response and Back-to-Business Limited Liability Act: https://legiscan.com/IA/bill/SF2338/2019 (effective 7/1/20, retroactive to 1/1/20, heightens actual injury requirements for plaintiffs, creates safe harbor defense for businesses or individuals acting in substantial compliance or consistent with federal or state regulations, executive orders, or public health guidance related to COVID-19 at the applicable time, provides protection for property owners, landlords, and other businesses in possession of real property, and limits liability for those involved in production of PPE)

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>State of Iowa Agency Guidance: https://coronavirus.iowa.gov/pages/guidance</p>		<p>https://www.legis.iowa.gov/docs/publications/LEG/89/HF902.pdf</p> <p>Iowa Vaccine Information: https://coronavirus.iowa.gov/pages/vaccineinformation</p> <p>(Pending Legislation) H.B. 330/S.F. 555 (would prohibit employers from discriminating against employees based on vaccination status): Iowa Legislature - BillBook</p>	<p>H.F. 121 is pending. The bill states that “If any employee can show that the employee was exposed to a person infected with COVID-19 or a similar disease while in the workplace, there shall be a rebuttable presumption that the employee’s infection with COVID-19 or a similar disease is an occupational disease for which an employer is liable for compensation” under the Iowa occupational disease law.</p>
Kansas	<p>Governor Kelly signed H.B. 2477 into law, extending provisions in Executive Orders 22-01 and 22-02 until January 20, 2023. H.B. 2477 allows staffing flexibility at health care and long-term care facilities throughout the state to address staffing shortages that continue to strain the health care system:</p>	<p>No statewide mask requirement.</p> <p>Gov. Kelly ordered that masks are required for state employees and visitors to state buildings in counties with high and substantial transmission of COVID-19: https://www.kansascity.c</p>	<p>Gov. Kelly signed into law HB2001, which provides for unquestioned moral, religious, and medical exemptions to COVID-19 vaccine requirements and ensures unemployment compensation for anyone who is fired because of their vaccination status.</p>	<p>SB 283 (http://www.kslegislature.org/li/b2021_22/measures/sb283/) signed into law by Gov. Kelly extends certain COVID-19 response measures and immunity from civil liability for certain health care providers and certain persons conducting business in Kansas for COVID-19 claims.</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>kslegislature.com/li/b2021_22/measures/hb2477/.</p> <p>Executive Order 22-02 (relaxes or suspends licensure, certification, and registration for persons and licensure of adult care homes): https://governor.kansas.gov/wp-content/uploads/2022/01/EO-22-02-Nursing-Homes-Executed.pdf</p> <p>Executive Order 22-01 (provides temporary relief from certain restrictions and requirements governing the provision of medical services): https://governor.kansas.gov/wp-content/uploads/2022/01/EO-22-01-Medical-Services-Executed.pdf</p> <p>1/6 State of Disaster Emergency Proclamation: https://governor.kansas.gov/wp-content/uploads/2022/01/Gov-Declaration-1.6.22-Executed.pdf</p>	<p>om/news/state/kansas/article253098458.html</p> <p>GOP lawmakers repeal Kansas mask mandate, lawsuits expected against local orders: https://www.kansascity.com/news/coronavirus/article250365491.html</p>	<p>Businesses risk up to \$50,000 fines for refusing to accept an exemption: http://www.kslegislature.org/li_2021s/b2021s/measures/documents/ccrb_hb2001_02_0000.pdf</p> <p>Finalized Vaccine Distribution Order: https://governor.kansas.gov/governor-laura-kelly-announces-finalized-vaccine-distribution-order-2/</p> <p>Executive Order 21-21 (Temporary authorization for additional vaccinators during state of disaster emergency): https://governor.kansas.gov/wp-content/uploads/2021/04/EO-21-21-Executed.pdf</p> <p>(Pending Legislation) SB 213 (would prohibit employers from taking adverse actions against</p>	<p>H.B. 2016 – COVID-19 Response and Reopening for Business Liability Protection Act: http://www.kslegislature.org/li_2020s/b2020s/measures/documents/hb2016_enrolled.pdf (under the act many Kansas businesses are “immune from liability in a civil action for a COVID-19 claim if such person was acting pursuant to and in substantial compliance with public health directives applicable to the activity giving rise to the cause of action when the cause of action accrued.”)</p> <p>H.B. 2126: Providing immunity from civil liability for COVID-19 claims for certain covered facilities including adult care homes, community mental health centers, community service centers that were in “substantial compliance with public health directives” during a public health emergency. (http://www.kslegislature.org/li/b2021_22/measures/hb2126/)</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>Gov. Kelly transitioning state employees back to remote work: https://governor.kansas.gov/wp-content/uploads/2021/08/Updated-State-Agency-Guidance-Delta-8-25-21.pdf</p> <p>Executive Order 21-23 (Rescinding certain executive orders relating to the COVID-19 pandemic): https://governor.kansas.gov/wp-content/uploads/2021/06/EO-21-23-Rescinding-Certain-Covid-19-EOs-Executed.pdf</p> <p>Executive Order 21-15 (Requiring COVID-19 testing in certain adult care homes): https://governor.kansas.gov/wp-content/uploads/2021/04/EO-21-15-Executed.pdf</p> <p>Executive Order 21-11 (Temporarily suspending certain rules relating to sale of alcoholic beverages): https://governor.kansas.gov/wp-content/uploads/2021/04/EO-21-11-Executed.pdf</p>		<p>employees who refuse to get a COVID-19 vaccine): SB 213 Bills and Resolutions Kansas State Legislature (kslegislature.org)</p> <p>(Pending Legislation) HCR 5017 (supporting the adoption of a COVID-19 Vaccine Bill of Rights): HCR 5017 Bills and Resolutions Kansas State Legislature (kslegislature.org)</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>content/uploads/2021/04/EO-21-11-Executed.pdf</p> <p>Executive Order 21-09 (Extending a professional and occupational licenses during the state of disaster emergency): https://governor.kansas.gov/wp-content/uploads/2021/04/EO-21-09-Executed.pdf</p> <p>Emergency Response Bill signed by Gov. Kelly: http://kslegislature.org/li/b2021_22/measures/documents/sb40_enrolled.pdf</p> <p>Gov. Kelly Recommends Communities Continue in Phase 3 of “Ad Astra” Plan: https://www.wibw.com/2020/07/11/gov-kelly-recommends-kansas-continue-phase-3-of-ad-astra-plan/</p> <p>Kansas Dept. of Health and Environment Businesses & Employers Guidance: https://www.coronavirus.kdheks.gov/248/Business-Employers</p>			

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
Kentucky	<p>Reopened – Orders and Healthy at Work website rescinded.</p> <p>Guidance for Businesses: https://chfs.ky.gov/agencies/dph/covid19/Recommended%20Minimum%20Guidance.pdf</p> <p>Supplemental Guidance for Healthcare Facilities: https://chfs.ky.gov/agencies/dph/covid19/HAWHealthcareGuidance.pdf</p>	<p>No statewide mask mandate as of June 11, 2021 except in certain settings, such as healthcare and long-term care facilities: https://chfs.ky.gov/agencies/dph/covid19/June%2011%20Face%20Covering%20Order.pdf</p>	<p>Senate Bill 8, An Act relating to exceptions to mandatory immunization requirements and declaring an emergency: https://apps.legislature.ky.gov/record/21RS/sb8.html</p> <p>(Pending Legislation) BR 106, would prohibit businesses from requiring customers to disclose vaccine status: https://apps.legislature.ky.gov/record/22rs/prefiled/BR106.html</p>	<p>Executive Order 2020-277, State of Emergency Relating to Workers' Compensation: https://governor.ky.gov/attachments/20200409_Executive-Order_2020-277_Workers-Compensation.pdf</p> <p>Guidance on Executive Order 2020-277: https://labor.ky.gov/Documents/COVID-19%20Executive%20Order%202020-277.pdf</p> <p>Regulation on Expedited Hearings: https://labor.ky.gov/Regulation%20Notice%20Documents/803%20KAR%2025%20305E%20as%20filed%209-28-21.pdf</p> <p>SB 150 (providing defense to ordinary negligence and products liability suits for certain businesses making or providing PPE): https://legiscan.com/KY/text/SB150/2020</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
Louisiana	Reopened.	Mask mandate only for certain settings (K-12 schools with opt-out option, public transit), Proclamation 236 JBE 2021: https://gov.louisiana.gov/assets/Proclamations/2022/6JBE2022StateofEmergencyCOVID.pdf	(Pending Legislation) House Bill 579 (provides for rights of individuals to bodily autonomy and to make healthcare decisions): http://www.legis.la.gov/legis/BillInfo.aspx?s=21rs&b=HB579&sbi=y	Act No. 336 (Limits liability during COVID-19): http://www.legis.la.gov/legis/ViewDocument.aspx?d=1182532 Act No. 303 (Limits liability of persons who provide relief or recovery equipment or services during a declared state emergency): https://legiscan.com/LA/text/SB491/2020 Act No. 305 (Limits liability for restaurants that provide food-to-go during the COVID-19 public health emergency): https://legis.la.gov/legis/ViewDocument.aspx?d=1182332 Act No. 9 (Limits liability for public and private school districts and postsecondary institutions during a declared state of emergency or a public health emergency): https://legiscan.com/LA/text/HB59/2020/X1
Maine	Reopened – capacity and distancing requirements lifted and state of emergency	Maine follows CDC guidance and recommends all people continue to wear masks	Following the Supreme Court decision, Maine's Board of Occupational Safety and Health	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>terminated as of June 30, 2021.</p> <p>General Guidance for Businesses: https://www.maine.gov/dec/d/general-guidance</p>	<p>indoors in counties with substantial or high levels of transmission: Face Covering FAQs Covid-19 (maine.gov)</p>	<p>(BOSH) cancelled its meeting to discuss adoption of the OSHA ETS for public sector workers: https://www.maine.gov/abor/news_events/article.shtml?id=6479182</p> <p>Vaccine requirements for healthcare workers: https://www.maine.gov/governor/mills/news/mills-administration-provides-more-time-health-care-workers-meet-covid-19-vaccination</p> <p>(Pending Legislation) An Act to Prohibit Mandatory COVID-19 Vaccinations for 5 Years to Allow for Safety Testing and Investigations into Reproductive Harm: https://trackbill.com/bill/maine-legislative-document-867-an-act-to-prohibit-mandatory-covid-19-vaccinations-for-5-years-to-allow-for-</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			safety-testing-and-investigations-into-reproductive-harm/2058295/	
Maryland	Reopened - Effective July 1, 2021, all emergency mandates and restrictions were terminated: https://governor.maryland.gov/recovery/	No statewide mask mandate.	MDH Order No. 2021-08-18-01 (vaccine requirements or regular testing for certain state employees): https://health.maryland.gov/phpa/Documents/2021.08.018.01%20-%20MDH%20Order%20-%20Amended%20Vaccination%20Matters%20Order.pdf (Pending Legislation) Maryland Employee Protection Plan for Vaccine Refusal (would prohibit employers from terminating an employee for refusing to get a COVID-19 vaccine): http://mgaleg.maryland.gov/mgawebsite/Legisl	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			ation/Details/HB1171?ys=2021RS	
Massachusetts	<p>State of Emergency and related orders terminated as of June 15, 2021.</p> <p>Guidance/Best Practices: https://www.mass.gov/info-details/reopening-massachusetts</p>	<p>Face coverings are required only in certain settings, such as healthcare facilities and correctional facilities: https://www.mass.gov/doc/dph-mask-order-may-28-2021/download</p> <p>There is also an advisory recommending that all people, regardless of vaccination status, wear masks in public places: https://www.mass.gov/doc/updated-advisory-regarding-masks-and-face-coverings-0/download</p>	<p>Executive Order 595 (vaccine requirements for state executive department employees): https://www.mass.gov/doc/august-19-2021-executive-department-employee-vaccination-order/download</p> <p>Order 2021-4 (vaccine requirements for nursing home employees): https://www.mass.gov/doc/order-of-the-commissioner-of-public-health-regarding-the-requirement-for-nursing-home-personnel-to-be-vaccinated-against-covid-19/download</p>	<p>Bill S.2640 (Limits liability protections for the acts or omissions of defined health care professionals, health care facilities and volunteer organizations, occurring during the period of the COVID-19 emergency): https://malegislature.gov/Bills/191/S2640</p> <p>SD 236 (Pending Legislation): https://malegislature.gov/Bills/192/SD236</p> <p>H.B. 1993 (Pending Legislation): https://malegislature.gov/Bills/192/H1993</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
Michigan	<p>January 13 MDHHS Epidemic Order on Requirements for Prisons: https://www.michigan.gov/coronavirus/0,9753,7-406-98178_98455-575557--,00.html</p> <p>May 21 MDHHS Epidemic Order on Requirements for Residential Care Facilities: https://www.michigan.gov/coronavirus/0,9753,7-406-98178_98455-560384--,00.html</p>	<p>Face Mask Order rescinded as of June 22, 2021.</p>	<p>January 20 MDHHS Epidemic Order on Nursing Home Vaccines: https://www.michigan.gov/coronavirus/0,9753,7-406-98178_98455-575843--,00.html</p> <p>Act 87 of 2021 (prohibits any department, agency, board, commission, or public officer that receives funding from producing, developing, issuing, or requiring a COVID-19 vaccine passport): http://www.legislature.mi.gov/documents/2021-2022/publicact/pdf/2021-PA-0087.pdf</p> <p>(Pending Legislation) Informed Consent in the Workplace Act, H.B. 4471 (would prohibit employers from discriminating against an individual because the individual has not received or declines to</p>	<p>Executive Order No. 2020-128, Clarifying WDCA Eligibility for Workplace Exposure to COVID-19: https://www.michigan.gov/whitmer/0,9309,7-387-90499_90705-532413--,00.html</p> <p>Emergency Rule: https://www.michigan.gov/documents/lara/2020-211_LE_-_Emergency_Rule_-_Workers_Disability_Compensation_Agency_General_Rules_705268_7.pdf</p> <p>Act 236 of 2020: http://www.legislature.mi.gov/(S(dwfpqrcbotjy3kmg4vhb2a5r))/mileg.aspx?page=getObject&objectname=mcl-Act-236-of-2020&query=on</p> <p>Act 237 of 2020: http://www.legislature.mi.gov/(S(z1uokp1y3bwag4y5zcpxlcr))/mileg.aspx?page=getObject&objectName=mcl-408-1085</p> <p>Act 238 of 2020: http://www.legislature.mi.gov/(S(b50rwngukvthbxczcx05mbuf))/</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>receive certain vaccinations): https://www.legislature.mi.gov/(S(t0e22lujohjxq3iw2qvu4tu))/mileg.aspx?page=getObject&objectName=2021-HB-4471</p> <p>(Pending Legislation): H.B. 4791 (would prohibit employers from requiring or coercing employees or applicants to disclose their vaccination status as a condition for employment and from classifying employees based on vaccine status): https://www.legislature.mi.gov/(S(clqfgwjyzno1szuy3hvuz21x))/mileg.aspx?page=getObject&objectName=2021-HB-4791</p>	mileg.aspx?page=GetObject&objectname=2020-HB-6032
Minnesota	Executive Order 21-23 (amending prior COVID-19 orders):	No statewide mask order.	MNOSHA adopted the OSHA ETS by reference January 3,	Minn. Laws 2020, Chapter 72 (providing a presumption for COVID-19 workers'

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>https://mn.gov/governor/assets/EO%2021-23%20Final_tcm1055-485873.pdf</p>		<p>2022, but has suspended enforcement of the ETS pending future developments: https://www.dli.mn.gov/updates</p> <p>HR/LR Policy #1446 (vaccine or testing requirements for certain state employees in public workspaces): https://mn.gov/mmb-stat/policies/1446-covid19testingvaccination.pdf</p> <p>(Pending Legislation) House File 41 (would prohibit businesses from discriminating against individuals based on vaccination status): https://www.revisor.mn.gov/bills/bill.php?b=house&f=HF41&ssn=7&y=2020</p> <p>(Pending Legislation) H.F. 1245/S.F. 2394 (prevents discrimination</p>	<p>compensation claims): https://www.house.leg.state.mn.us/dfl/pdf/a7308a83-b58d-4578-93b1-1ac3f8475906.pdf</p> <p>Guidance on COVID-19 Workers' Compensation Presumption: http://www.dli.mn.gov/sites/default/files/pdf/COVID-19_work_comp_presumption.pdf</p> <p>FAQs on COVID-19 Workers Compensation Presumption: http://www.dli.mn.gov/sites/default/files/pdf/COVID-19_work_comp_presumption_faqs.pdf</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>on the basis of vaccination status): HF 1245 Status in the House for the 92nd Legislature (2021 - 2022) (mn.gov); SF 2394 Status in the Senate for the 92nd Legislature (2021 - 2022) (mn.gov)</p> <p>(Pending Legislation) House File 2347 (would establish a vaccine bill of rights): https://www.revisor.mn.gov/bills/bill.php?f=HF2347&b=house&y=2021&ssn=0</p> <p>(Pending Legislation) House File 2511 (would prohibit government entities from issuing vaccine passports): https://www.revisor.mn.gov/bills/bill.php?f=HF2511&b=house&y=2021&ssn=0</p> <p>(Pending Legislation) House File 2530 (would</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>prohibit vaccine passports): https://www.revisor.mn.gov/bills/bill.php?b=House&f=HF2530&ssn=0&y=2021</p> <p>(Pending Legislation) House File 2541/Senate File 2424 (would prohibit discrimination on basis of vaccine status): https://www.revisor.mn.gov/bills/bill.php?b=House&f=HF2541&ssn=0&y=2021</p>	
Mississippi	<p>Reopened.</p> <p>General Guidance: https://msdh.ms.gov/msdhsite/_static/14,21866,420.html#workplace</p>	No statewide mask mandate.	<p>State Health Officer's Order (testing or vaccination requirements for nursing home employees): https://msdh.ms.gov/msdhsite/_static/resources/14517.pdf</p>	<p>S.B. 3049 (Mississippi Back-to-Business Liability Assurance and Health Care Emergency Response Liability Protection Act): https://legiscan.com/MS/text/SB3049/2020</p>
Missouri	<p>Announcement re: termination of state of emergency: no statewide mitigation efforts:</p>	<p>There is no statewide mask mandate, but the Missouri health</p>	<p>Governor Parson signed a bill prohibiting local COVID-19</p>	<p>New Nature and Cause of Injury Codes for COVID-19 Pandemic:</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>https://governor.mo.gov/press-releases/archive/governor-parson-ends-existing-state-emergency-terminating-executive-order-20</p> <p>Recovery Plan: https://governor.mo.gov/press-releases/archive/governor-parson-highlights-show-me-strong-recovery-plan</p>	<p>department provides recommended mask guidance: https://health.mo.gov/living/healthcondiseases/communicable/novel-coronavirus/pdf/face-covering-guidance.pdf</p>	<p>vaccination passports: www.kmbc.com/article/missouri-gov-mike-parson-signs-bill-banning-covid-19-coronavirus-vaccine-passports/36728601#</p>	<p>https://labor.mo.gov/sites/labor/files/edi-claims-announcement-new-nature-cause-codes-for-covid-19.pdf</p> <p>Presumption of Occupational Disease for First Responders: https://labor.mo.gov/sites/labor/files/8_CSR_50-5.005_Emergency_Final.pdf</p>
Montana	<p>Executive Order No. 10-2021, rescinding State of Emergency: https://governor.mt.gov/EO-10-2021-Rescinding-Emergency-Order.pdf</p>	<p>No statewide mask mandate. The prior state mask mandate was rescinded on 2/12/21: https://news.mt.gov/governor-gianforte-issues-new-directives-executive-order</p>	<p>No vaccine mandates, except for healthcare employers (although healthcare employers must provide a reasonable accommodation for any employees who are unvaccinated): https://leg.mt.gov/bills/2021/billpdf/HB0702.pdf</p> <p>Executive Order No. 7-2021, prohibiting the use of vaccine passports: https://twitter.com/GovGianforte/status/13820</p>	<p>Montana Workers' Compensation Coverage COVID-19 Frequently Asked Questions: http://dli.mt.gov/Portals/57/Documents/covid-19/workers-comp-coverage.pdf?ver=2020-03-19-155319-430</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>77033572925448/photo/1</p> <p>An Act Prohibiting Discrimination based on a person's vaccination status: https://leg.mt.gov/bills/2021/billhtml/HB0702.htm</p>	
Nebraska	<p>Announcement re: termination of state of emergency: https://governor.nebraska.gov/press/gov-ricketts-ends-coronavirus-state-emergency</p> <p>Announcement re: DHMs expired as of 5/24/21: www.governor.nebraska.gov/press/gov-ricketts-first-lady-shore-launch-initiative-reconnect-nebraska</p> <p>Guidance: COVID-19 Nebraska Guidance Documents</p>	<p>Masks are required for clients and staff at personal-care businesses and recommended for restaurant employees and for the general population when in public: https://dhhs.ne.gov/Documents/COVID-19%20Guidance%20to%20Public%20and%20Testing.pdf</p> <p>Masks are required in assisted living facilities: https://dhhs.ne.gov/Docu</p>	<p>Governor Ricketts issued a statement opposing a vaccine passport system on 3/31/21: https://governor.nebraska.gov/press/gov-ricketts-opposes-vaccine-passports</p>	<p>LB 963 changing provisions related to workers' compensation for injuries to first procedures and frontline state employees, enacted and to be effective on 7/1/21: https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=40792</p> <p>Proposed legislation for an interim study to be conducted to review the Workers' Compensation Act in light of the pandemic: https://nebraskalegislature.gov/</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
		ments/COVID-19-DHHS-Guidance-on-Masking-for-Assisted-Living-Facilities.pdf		FloorDocs/106/PDF/Intro/LR358.pdf
Nevada	<p>Emergency Directive 051, amending Directive 050 re: large gatherings and vaccination/masking requirements for such gatherings: https://nvhealthresponse.nv.gov/wp-content/uploads/2021/11/Declaration-of-Emergency-Directive-051-Signed.pdf</p> <p>Current status of mitigation measures: www.nvhealthresponse.nv.gov/current-status-mitigation-measures/</p> <p>Updated COVID-19 guidance for businesses: https://dir.nv.gov/uploadedFiles/dirnvgov/content/home/features/COVID-19%20Guidance%20update%207-30-2021%20ADA.pdf</p> <p>Updated OSHA standards for COVID-19:</p>	<p>Executive Order 047(requiring indoor masking for all people over age 9, regardless of vaccination status, in 16 of 17 counties: 2021-07-27 - COVID-19 Emergency Declaration Directive 047 (nv.gov); https://nvhealthresponse.nv.gov/current-status-mitigation-measures/</p> <p>Esmerelda County reverted to the unvaccinated-only mask order on November 26: https://nvhealthresponse.nv.gov/current-status-mitigation-measures/</p>	<p>Nevada Board of Health emergency regulations requiring all state of Nevada staff who work with vulnerable populations in state-operated licensed health care settings or state-operated detention facilities, including employees, contractors, and state employees who transfer to the Department of Health and Human Services or the Department of Corrections to be fully vaccinated by November 1; new hires must receive their first shot prior to their start date: https://dpbh.nv.gov/Boards/BOH/Meetings/2021/NVBOH2021/</p>	<p>SB 4 limiting liability of employers who follow COVID-19 protections and creating additional worker protections: https://www.leg.state.nv.us/Sesion/32nd2020Special/Bills/SB/SB4_EN.pdf</p> <p>Guidance for Workers' Compensation Insurers Regarding the Effects of the COVID-19 Emergency: https://doi.nv.gov/uploadedFiles/doi.nv.gov/Content/News_and_Notices/DOI_Letterhead_ADA_Compliant%20(7).pdf</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>https://dir.nv.gov/uploadedFiles/dirnv.gov/content/home/features/COVID-19%20Guidance%20update%207-30-2021%20ADA.pdf</p> <p>OSHA COVID-19 frequently asked questions: www.dir.nv.gov/uploadedFiles/dirnv.gov/content/Governance/11-09-21%20(OSHA%20COVID-19%20Frequently%20Asked%20Questions).pdf</p>			
New Hampshire	<p>Pandemic state of emergency expired: www.wmur.com/article/new-hampshire-covid-update-june-10-2021/36685527#</p> <p>Universal best practices guidelines: https://www.covidguidance.nh.gov/sites/g/files/ehbemt381/files/inline-documents/sonh/universal-best-practices.pdf</p>	<p>The state mask order expired on 4/16/21 but state officials continue to encourage face coverings in public and local governments may still require them: https://www.governor.nh.gov/news-and-media/governor-chris-sununu-announces-statewide-mask-mandate-expire</p>	<p>Emergency Order No. 76 regarding compliance with CDC vaccine data: https://www.governor.nh.gov/sites/g/files/ehbemt336/files/documents/emergency-order-76.pdf</p> <p>(Pending Legislation) H.B. 220 (would permit medical freedom in immunizations):</p>	<p>Furloughed Workforce During COVID-19 State of Emergency – Effect on Workers' Compensation Insurance Premium: https://www.nh.gov/insurance/p/workerscomp/documents/workers-comp-premium-covid-19-faq.pdf</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>Guidance for business reopening: https://www.covidguidance.nh.gov/</p>		<p>gencourt.state.nh.us/bill_status/billText.aspx?id=202&txtFormat=html&sy=2021</p>	
New Jersey	<p>Executive Order No. 283, requiring certain workers in health care settings and high-risk congregate settings to get vaccinated, with no test-out option, and requiring boosters for eligible workers: www.nj.gov/infobank/eo/056murphy/pdf/EO-283.pdf</p> <p>Effective January 11, 2022, Executive Order No. 280, reinstating public health order and Executive Order No. 281, extending former COVID-19 executive orders: https://www.state.nj.us/governor/news/news/562022/approved/20220111d.shtml</p> <p>Executive Order No. 244, terminating the COVID-19 public health emergency while retaining certain executive</p>	<p>Effective 3/7/22, the universal school mandate will be lifted: https://covid19.nj.gov/faqs/announcements/all-announcements/governor-murphy-announces-that-universal-school-mask-mandate-will-be-lifted-effective-march-7</p> <p>Executive Order No. 162, requiring face coverings in indoor and outdoor public spaces for anyone over age 2 was lifted on 5/28/21.</p> <p>Executive Order No. 242, lifting most restrictions: https://d31hzhk6di2h5.cloudfront.net/20210524/20/c1/ea/cd/93748a36151</p>	<p>Executive Order No. 271 (requiring new and potential state contractors to demonstrate that all of their employees who enter, work, at or provide services in any state agency location are fully vaccinated or otherwise undergo weekly testing): Microsoft Word - EO-271 (nj.gov)</p> <p>Vaccine required for workers in health care facilities and high-risk congregate settings: https://covid19.nj.gov/faqs/announcements/all-announcements/governor-murphy-announces-vaccine-requirement-</p>	<p>SB 2380, creating a rebuttable presumption of workers' compensation coverage for COVID-19 cases contracted by "essential employees" during a public health emergency declared by an executive order of the Governor: https://www.njleg.state.nj.us/2020/Bills/S2500/2380_R1.PDF</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>orders through January 1, 2022 and retaining civil immunity for health care professionals specifically engaged in vaccinations or testing related to COVID-19: www.nj.gov/infobank/eo/056murphy/pdf/EO-244.pdf</p> <p>Executive Order No. 243, rescinding requirement in Executive Order No. 107 that businesses and non-profits accommodate telework arrangements for their workforce to the maximum extent practicable and reduce their on-site staff to the minimal number necessary for their operations: https://d31hzhk6di2h5.cloudfront.net/20210526/16/a6/b2/a9/e0365c7e4c3f0b8b2008b781/EO-243.pdf</p> <p>Executive Order No. 242, (lifting most restrictions): https://d31hzhk6di2h5.cloudfront.net/20210524/20/c1/ea/cd/93748a361513ac01335a3106/EO-242.pdf</p>	<p>3ac01335a3106/EO-242.pdf</p>	<p>for-workers-in-health-care-facilities-and-high-risk-congregate-settings</p> <p>Executive Order No. 207, enrolling residents to receive vaccine: https://d31hzhk6di2h5.cloudfront.net/20201205/73/d4/b2/18/b22d0d4fdb6aaebace7448ef/EO-207.pdf</p> <p>New Jersey law Against Discrimination, prohibiting employers from mandating anything that would require an employee to violate or forego a sincerely-held religious belief: https://www.nj.gov/oag/dcr/downloads/NJ-Law-Against-Discrimination.pdf. .</p> <p>On March 19, 2021, the Official State of New Jersey website provided clarification on this law as it relates to COVID-19, stating that</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>Reopening guidance: https://covid19.nj.gov/faqs/nj-information/reopening-guidance-and-restrictions/when-is-new-jersey-lifting-restrictions</p> <p>COVID-19 business information, updated 10/22/21: https://businessnj.webflow.io/covid/required-workplace-health-and-safety-standards</p>		<p>“[a]n employer can require that an employee receive the COVID-19 vaccine in order to return to the workplace, unless the employee cannot get the vaccine because of a disability, because their doctor has advised them not to get the vaccine while pregnant or breastfeeding, or because of a sincerely held religious belief, practice, or observance”: https://covid19.nj.gov/faqs/nj-information/reopening-guidance-and-restrictions/can-my-employer-require-me-to-get-the-covid-19-vaccine-in-order-to-enter-my-workplace</p>	
New Mexico	<p>NMED clarifies COVID-19 rules for employers, 1/24/22: https://www.env.nm.gov/wp-content/uploads/2022/01/2022</p>	<p>Masks are required in indoor public settings, regardless of vaccination status, except when</p>	<p>On December 2, the Department of Health released an Amended Public Health</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>-01-24-COMMS-NMED-clarifies-COVID-19-rules-for-employers-Final.pdf</p> <p>Public Health Order reinstating mitigation efforts through 12/10/21: https://www.governor.state.nm.us/wp-content/uploads/2021/11/111221-PHO.pdf</p> <p>Public Health Order 10/18/21 (regarding crisis care and establishing the credentialing and approval of state credentialed physicians and credentialed advanced practice clinicians in response to medical staff shortages): 101821-PHO-1.pdf (nmhealth.org)</p> <p>Public Health Order 7/30/21 (clarifying current guidance): https://cv.nmhealth.org/wp-content/uploads/2021/08/NCOV-PHO-20210730.pdf</p> <p>Full reopening effective as of 7/1/21: https://www.governor.state.nm.us/2021/06/30/n-m-to-lift-</p>	<p>eating or drinking until at least December 10: https://www.governor.state.nm.us/wp-content/uploads/2021/11/111221-PHO.pdf</p>	<p>Emergency Order, effectively requiring many workers (e.g. school workers, congregate care facility workers, hospital workers, employees of the Office of the Governor) to receive a booster shot when eligible (i.e. “no later than January 17, 2022 or within four weeks of becoming eligible”): https://www.governor.state.nm.us/wp-content/uploads/2021/12/120221-PHO.pdf</p> <p>Executive Order 2021-057 (extends and amends provisions requiring state employees to wear masks and to either be vaccinated or to undergo weekly testing): Executive-Order-2021-057.pdf (nmhealth.org)</p> <p>(Pending Legislation) SB 408 (making it</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>pandemic-restrictions-thursday/</p> <p>COVID-Safe Practices for Employers: All Together New Mexico (adobe.com)</p> <p>Department of Health policies for the prevention and control of COVID-19 in New Mexico, including guidance for employers and others on health investigations and handling positive cases in the workplace: https://cv.nmhealth.org/wp-content/uploads/2021/09/EPI-COVID19-Containment-Policies-9.28.2021.pdf</p>		<p>unlawful for an employer to discriminate based on a person's vaccination status): Legislation - New Mexico Legislature (nmlegis.gov)</p>	
New York	<p>Executive Order 11.1, extending certain provisions through 1/25/22: https://www.governor.ny.gov/sites/default/files/2021-12/EO_11.1.pdf</p> <p>Additional reopening guidance for businesses, including outdoor event venues, offices, gyms and fitness centers, and casino and gaming facilities: https://www.governor.ny.gov/n</p>	<p>As of 2/10/22, the indoor mask or vaccine requirement is lifted: https://www.governor.ny.gov/news/governor-hochul-announces-winter-toolkit-new-phase-covid-response-keep-new-york-safe-open-and</p> <p>As of 12/13/21, masks will be required in all</p>	<p>Excelsior Pass, a digital, free, and voluntary platform, will be used for a vaccine passport: https://www.governor.ny.gov/news/governor-cuomo-announces-launch-excelsior-pass-help-fast-track-reopening-businesses-and</p>	<p>NYS Workers' Compensation Board COVID-19 Response: http://www.wcb.ny.gov/content/main/TheBoard/WCBcovidresponse9-20.pdf</p> <p>COVID-19 Workers' Compensation Q&A: http://www.wcb.ny.gov/content/main/TheBoard/covid-19-workers-compensation-q-a-june-2020.pdf</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>ews/governor-cuomo-announces-additional-reopening-guidance-and-updates-new-yorkers-states-progress</p> <p>HERO Act, requiring creating of workplace airborne infectious disease safety standard, obligations triggered as of 9/6/21: https://assembly.state.ny.us/leg/?default_fld=&leg_video=&bn=S06768&term=2021&Actions=Y&Text=Y</p> <p>New York Forward Industry Guidance: https://forward.ny.gov/active-industry-guidance</p>	<p>indoor public places, unless businesses or venues implement a vaccine requirement: https://www.governor.ny.gov/news/governor-hochul-announces-major-action-address-winter-surge-and-prevent-business-disruption</p> <p>Masks are required as of 9/15/2021 for state-regulated child-care centers and group facilities for people with developmental disabilities, mental health issues, or substance abuse; businesses and venues may require proof of vaccination to meet mask or social distancing directives: https://regs.health.ny.gov/sites/default/files/pdf/emergency_regulations/Face%20Coverings%20for%20COVID%2019%20Prevention.pdf</p>	<p>New York Public Health Law contains no non-medical exemptions from vaccination requirements for children: https://legislation.nysenate.gov/pdf/bills/2019/S2994</p> <p>On October 5, Governor Hochul announced a plan to expand the healthcare worker vaccine mandate to include employees who work in certain facilities offering health care to individuals served by the Office of Mental Health and the Office for People with Developmental Disabilities, requiring staff to show proof of at least the first shot by November 1, without a test-out option, and prior to that must submit to weekly testing, if unvaccinated, beginning October 12:</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
		<p>EO No. 202.17, requiring masks to anyone unvaccinated over 2 who can “medically tolerate a face covering” when in a public place and unable to maintain social distancing, but dropping the mask mandate for fully vaccinated individuals as of 5/19/21: https://www.governor.ny.gov/news/no-20217-continuing-temporary-suspension-and-modification-laws-relating-disaster-emergency</p>	<p>https://www.governor.ny.gov/news/governor-hochul-expands-vaccine-mandate-include-staff-omh-and-opwdd-hospital-settings</p>	
North Carolina	<p>Executive Order 224 (implementing new safety measures): https://files.nc.gov/governor/documents/files/EO224-COVID-19-Measures.pdf (extended by Executive Order No. 244: https://governor.nc.gov/media/2902/open)</p> <p>Industry-specific guidance: https://www.nc.gov/covid-</p>	<p>Executive Order No. 224 (Section 3) (recommending face coverings for the unvaccinated): https://files.nc.gov/governor/documents/files/EO224-COVID-19-Measures.pdf (extended by Executive Order No. 244: https://governor.nc.gov/media/2902/open)</p>	<p>Executive Order 245 (Section III) ordering the State Health Director to issue a statewide order making vaccines available to eligible individuals: https://governor.nc.gov/media/2906/open</p> <p>(Pending Legislation) House Bill 558 (would prohibit mandatory</p>	<p>Legislative enactment creating limited immunity from liability for essential businesses: https://www.ncleg.gov/Sessions/2019/Bills/Senate/PDF/S704v6.pdf</p> <p>Executive Order No. 193 (page 7) provides liability protection for those providing vaccine administration: https://files.nc.gov/governor/doc</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>19/business-employer-covid-19-resources</p> <p>Stay at home order FAQs: https://www.nc.gov/covid-19/staying-ahead-curve/modified-stay-home-order-faqs-executive-order-181#which-establishments-are-subject-to-the-night-time-public-closure-period</p>	<p>Face covering guidance: https://covid19.ncdhhs.gov/information/individuals-families-and-communities/face-coverings-and-masks</p> <p>https://covid19.ncdhhs.gov/media/3702/open</p>	<p>COVID-19 vaccinations and discrimination in employments based on vaccination status): DRH30261-MG-14 (ncleg.gov)</p> <p>North Carolina Department of Labor issued notice that it would review federal OSHA's ETS and determine appropriate action to take in North Carolina: https://www.labor.nc.gov/covid-19</p> <p>North Carolina Occupational Safety and Health Act (prohibiting employers from mandating immunization for employees who object on religious grounds, unless necessary for health and safety of others): Chapter 95 - Article 16 (ncleg.gov)</p>	<p>uments/files/EO193-DHHS-Extension.pdf</p> <p>Executive Order No. 130 provides that persons authorized to provide emergency care in connection with COVID-19 are immune from liability for good faith acts or omissions: https://files.nc.gov/governor/documents/files/EO130-Meeting-North-Carolinas-Health-and-Human-Services-Needs.pdf</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
North Dakota	<p>Executive Order 2021-05 (reopening order): https://www.governor.nd.gov/sites/www/files/documents/executive-orders/Executive%20Order%202021-09%20rescind%20COVID-19%20dec.pdf</p> <p>Executive Order 2020-22.1 (setting guidelines for reopening long-term care facilities to the public): https://www.governor.nd.gov/sites/www/files/documents/executive-orders/Executive%20Order%202020-22.1.pdf</p> <p>Industry-specific guidance: https://ndresponse.gov/covid-19-resources/covid-19-business-and-employer-resources</p>	No statewide mask requirement.	HB 1511 (signed by Governor Burgum) imposing limitations on requiring documentation of COVID-19 vaccinations, antibodies, and post-transmission recovery status and employer-required COVID-19 vaccinations https://legiscan.com/ND/text/1511/2021/X1)	
Ohio	Rescinded Director's Order reopening fairs and animal exhibits: https://coronavirus.ohio.gov/static/publicorders/directors-order-rescinding-	Rescinded face covering order: https://coronavirus.ohio.gov/static/publicorders/directors-order-rescinding-	(Pending Legislation) H.B. 248 (the "Vaccine Chose and Anti-Discrimination Act):	Effective September 14, 2020, H.B. 606 ensures civil immunity to individuals, schools, health care providers, businesses and other entities from lawsuits

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>fairs-animal-exhibitions-with-exceptions.pdf</p> <p>Rescinded Director's Order reopening personal care businesses: https://coronavirus.ohio.gov/state/publicorders/Amended-Directors-Order-Personal-Services.pdf</p> <p>Rescinded Director's Order setting reopening guidelines for restaurants and dining: https://coronavirus.ohio.gov/state/publicorders/addendum-to-directors-3rd-amended-order-reopens-restaurants-exceptions.pdf</p> <p>Rescinded Director's Order setting requirements for entertainment venues: https://coronavirus.ohio.gov/state/publicorders/DO-Entertainment-Venue.pdf</p> <p>Rescinded Public Health Order setting guidelines for sports: https://content.govdelivery.com/attachments/OHOOD/2020/09/25/file_attachments/1555573/Second%20Amended%20Sp</p>	<p>various-orders-06-02-21.pdf</p>	<p>hb248_00_IN (state.oh.us)</p> <p>(Pending Legislation) H.B. 253 (prohibiting requirements that an individual show proof of COVID-19 vaccination to enter a state building): https://ohiohouse.gov/legislation/134/hb253</p>	<p>arising from exposure, transmission, or contraction of COVID-19 or any mutation of the virus, as long as they were not showing reckless, intentional or willful misconduct. https://www.legislature.ohio.gov/legislation/legislation-summary?id=GA133-HB-606</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>orts%20Order.pdf (Addendum: https://coronavirus.ohio.gov/static/publicorders/sports-order-addendum-v3.pdf)</p> <p>General guidance: https://coronavirus.ohio.gov/wps/portal/gov/covid-19/resources/general-resources/resources</p> <p>Industry-specific guidelines: https://coronavirus.ohio.gov/wps/portal/gov/covid-19/responsible-restart-ohio/Sector-Specific-Operating-Requirements/Sector-Specific-Operating-Requirements</p>			
Oklahoma	<p>Quarantine and isolation guidance: https://oklahoma.gov/content/dam/ok/en/covid19/documents/testing-sites/COVID_Isolation_and_Quarantine_Guidance.pdf</p> <p>Industry-specific guidelines: https://oklahoma.gov/covid19/resources/recommendations.html</p>	<p>Executive Order 2021-16, Para. 1 (rescinding mandate to wear masks in state-owned buildings): https://www.sos.ok.gov/documents/executive/2004.pdf (no mandate for privately owned buildings).</p>	<p>Executive Order 2021-23 (guidance on agency contractor compliance with President Biden's executive order requiring federal contractors to mandate employee vaccination): https://www.sos.ok.gov/documents/executive/2013.pdf</p>	<p>Law creating limited immunity from COVID-19 related civil liability: http://webserver1.lsb.state.ok.us/cf_pdf/2019-20%20ENR/SB/SB1946%20ENR.PDF</p> <p>Law creating limited products liability for manufacturers of PPE and certain other products used to treat or prevent the spread of COVID-19:</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>Executive Order 2021-16, Para. 2 (prohibiting state agencies from requiring a vaccination as a condition of admittance to state buildings): https://www.sos.ok.gov/documents/executive/2004.pdf</p> <p>(Pending Legislation) S.B. 765 (would prohibit vaccination as a condition of employment): Bill Information (oklegislature.gov)</p> <p>(Pending Legislation): S.B. 846, H.B. 1057, and H.B. 1671 (would prohibit employers from requiring employees to obtain a COVID-19 vaccination): Bill Information (oklegislature.gov); Bill Information (oklegislature.gov); Bill Text: OK HB1671 </p>	<p>http://webserver1.lsb.state.ok.us/cf_pdf/2019-20%20ENR/SB/SB1947%20ENR.PDF</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			2021 Regular Session Introduced LegiScan.	
Oregon	<p>Executive Order No. 20-03 (issuing guidelines for private businesses regarding appropriate work restrictions): https://www.oregon.gov/gov/Documents/executive_orders/eo_20-03.pdf (extended by Executive Order No. 21-36 (https://www.oregon.gov/gov/Documents/executive_orders/eo_21-36.pdf))</p> <p>Industry-specific guidance: https://coronavirus.oregon.gov/Pages/employers.aspx; https://coronavirus.oregon.gov/pages/workers.aspx</p> <p>Oregon Rules Addressing the COVID-19 Public Health Emergency: https://osha.oregon.gov/OSHA/Rules/adopted/2021/ao14-2021-letter-COVID-19-allworkplaces.pdf ; https://osha.oregon.gov/OSHA/Rules/advisorymemos/COVID-19-memo-re-June-30-rule-changes.pdf</p>	<p>Masks are required for indoor spaces: https://secure.sos.state.or.us/oard/viewSingleRule.action?ruleVrsnRsn=283859</p> <p>Oregon OSHA Amended its Rules Addressing the COVID-19 Public Health Emergency, and reinstated its masking requirement for all individuals in public indoor spaces: https://osha.oregon.gov/OSHARules/advisorymemos/advisory-memo-FFRs-as-source-control.pdf ; https://osha.oregon.gov/OSHARules/advisorymemos/COVID-19-memo-re-face-covering-requirements.pdf</p>	<p>Oregon OSHA recognized that the U.S. Supreme Court blocked enforcement of federal OSHA's Vaccination and Testing Emergency Temporary Standard: https://osha.oregon.gov/covid19/Pages/default.aspx</p> <p>Executive Order 21-29 (requiring vaccination for state executive branch): https://www.oregon.gov/gov/Documents/executive_orders/eo_21-29.pdf</p> <p>Under Oregon Revised Statute 433.416, a health care worker shall not be required, as a condition of work, to be immunized unless otherwise required by federal or state law, rule or regulation: ORS</p>	<p>Limited immunity for healthcare providers during state of emergency: https://www.oregonlaws.org/ors/401.667 (ORS § 401.667)</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>433.416 - When employer to provide preventive immunization - 2020 Oregon Revised Statutes (oregonlaws.org)</p> <p>(Pending Legislation) SB 771 (makes discrimination against individuals based on vaccination history, refusal to obtain a vaccination or failure to provide proof of immunity to communicable diseases an unlawful employment practice): SB0771 (state.or.us)</p>	
Pennsylvania	<p>COVID-19 Mitigation Measures have been lifted in Pennsylvania. Businesses and individuals are encouraged to follow CDC Safety Guidance: Responding to COVID-19 PA.GOV; Wolf Administration: Pennsylvania Businesses, Events, Venues Return to 100% Capacity on</p>	<p>The Health Department Mask Mandate ended was lifted on June 28th. Individuals who are not fully vaccinated are strongly encouraged to wear masks indoors in public: Wolf Administration: Pennsylvania</p>	<p>Right to Refuse Act (pending legislation): Bill Information - House Bill 262; Regular Session 2021-2022 - PA General Assembly (state.pa.us)</p> <p>(Pending Legislation) The Medical Freedom</p>	<p>Limited immunity for healthcare providers: https://www.governor.pa.gov/wp-content/uploads/2020/05/20200506-GOV-health-care-professionals-protection-order-COVID-19.pdf</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>Memorial Day; Masking Order Remains Until 70% of Adults Fully Vaccinated or June 28</p>	<p>Businesses, Events, Venues Return to 100% Capacity on Memorial Day; Masking Order Remains Until 70% of Adults Fully Vaccinated or June 28</p>	<p>Act (would prohibit mandatory vaccination of Pennsylvania residents by the Commonwealth, or as a condition of employment): Bill Information - Senate Bill 471; Regular Session 2021-2022 - PA General Assembly (state.pa.us)</p>	<p>Limited immunity for essential workers (Section 14): https://www.governor.pa.gov/wp-content/uploads/2020/11/20201123-TWW-mitigation-enforcement-immunity-order.pdf</p>
Puerto Rico	<p>Executive Order 2022-002, extending the applicability of Executive Order 2021-085 regarding capacity restrictions for bars, chincorros, small cafeterias, sports bars, theaters, stadiums, coliseums, convention centers, casinos, and other establishments that serve food and beverages, but providing that from 1/17/22 forward, government agencies and other private business operations serving the public in a closed setting must operate at a maximum setting. The order also extends the applicability of Executive Order 2021-086, limiting the capacity of mass activities and</p>	<p>No mask mandate in most business settings: OE-2021-054 Eng</p>	<p>Executive Order 2022-003, requiring boosters for employees in hospitality and entertainment sectors: https://www.estado.pr.gov/en/executive-orders/</p> <p>Governor Pierluisi issued a statement on 1/14/22 noting that vaccination requirements remain in place: https://twitter.com/fortalezapr/status/1482024254132609030</p> <p>Executive Order 2021-082, requiring everyone</p>	<p>Act No. 45-1935, extending workers' compensation insurance coverage to certain employees who get infected with COVID-19 while performing their duties.</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>business hours for private entities until 2/2/22, and requiring for activities involving 250 individuals or less that attendees must provide proof of vaccination, a negative COVID-19 test, or proof of a recent positive COVID-19 test with documentation of recovery, and requiring authorization from the Department of Health for events with more than 250 individuals: https://www.estado.pr.gov/en/executive-orders/</p> <p>Executive Order 75, integrating COVID-19 related orders still in effect and including vaccine and testing requirements: OE-2021-075.pdf</p> <p>Executive Order 65 implementing measures related to COVID-19 expired 10/14/21: www.apnews.com/article/coronavirus-pandemic-business-lifestyle-pandemics-caribbean-</p>		<p>who works in health and education sectors, both public and private, to have the booster dose against COVID-19 on or before January 15, 2022: https://www.estado.pr.gov/en/executive-orders/</p> <p>Executive Order 2021-081, effective 12/27/21, requiring all food and drink establishments to ban patrons who cannot show proof of vaccination, a negative test result, or a positive result from the last three months with documentation showing recovery: https://twitter.com/GovPierluisi/status/1473052210829443073</p> <p>Executive Order 75, requiring employees working at employers with over 50 employees to present evidence of being fully vaccinated, present a qualified</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>263cdb22998c23b358b49751597a526e</p> <p>Certified English translations available at: https://www.estado.pr.gov/en/executive-orders/</p> <p>Reopening guidance: https://www.discoverpuertorico.com/promise</p> <p>Exemptions and exceptions: http://www.ddec.pr.gov/wp-content/uploads/2020/03/Carta-Circular-Aplicabilidad-Cierre-de-Operaciones-OE-2020-023.pdf (Spanish)</p> <p>Industry- specific Guidance: https://www.ddec.pr.gov/</p>		<p>negative test result weekly, or present a positive COVID-19 result from the past three months with documentation of recovery; evidence of first dose must be presented by 11/30/21 and evidence of second dose must be presented by 12/30/21.</p> <p>Executive Orders 2021-058 and 2021-062, requiring public employees, government contractors, the hospitality sector, and all health facility workers to receive their first dose of the vaccine by August 16 and complete vaccination by August 30.</p> <p>Executive Order 2021-063, requiring all employees working in restaurants, fast food restaurants, food courts, bars, stadiums,</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			cafeterias, theaters, cinemas, convention and activity centers, and places that sell prepared meals to receive their first dose of the vaccine by August 23 and complete vaccination by October 7.	
Rhode Island	<p>Executive Order 22-06 (requiring isolation and quarantine): https://governor.ri.gov/executive-orders/executive-order-22-06 (extended by Executive Order 22-15: https://governor.ri.gov/executive-orders/executive-order-22-15)</p> <p>Executive Order 21-106 (expanding unemployment insurance): https://governor.ri.gov/executive-orders/executive-order-21-113</p> <p>Industry-specific guidelines: https://www.reopeningri.com</p>	<p>Executive Order 21-116 (requiring face masks in business establishments): https://governor.ri.gov/executive-orders/executive-order-21-116 (extended by Executive Order 22-13: https://governor.ri.gov/executive-orders/executive-order-22-13)</p> <p>Executive Order 21-87 (requiring masks in schools): https://governor.ri.gov/executive-orders/executive-order-21-87 (extended by Executive Order 22-12:</p>	<p>(Pending Legislation) H.B. 5989 (would prohibit discrimination against individuals who refuse the COVID-19 vaccine): H5989.pdf (state.ri.us)</p> <p>(Pending Legislation) H.B. 6302 would prohibit businesses from requiring proof of COVID-19 vaccination as a condition of entry: http://webserver.rilin.state.ri.us/BillText/BillText21/HouseText21/H6302.pdf</p> <p>Executive Order 21-116 (providing exceptions to the face covering</p>	<p>Limited immunity for Kent County Hospital: https://governor.ri.gov/executive-orders/executive-order-21-91 (Executive Order 21-91 extended by Executive Order 21-98).</p> <p>Limited immunity for healthcare providers: https://governor.ri.gov/documents/orders/Executive-Order-20-21.pdf</p> <p>(Executive Order 20-21)</p> <p>https://governor.ri.gov/documents/orders/Executive-Order-20-33.pdf</p> <p>(Executive Order 20-33)</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
		https://governor.ri.gov/executive-orders/executive-order-22-12)	<p>requirements for vaccinated persons in certain settings): https://governor.ri.gov/executive-orders/executive-order-21-116</p> <p>Executive Order 22-14 (extending requirement for immunization against COVID-19 for all workers in licensed health care facilities and other practicing health care providers under Rhode Island General Laws § 42-35-2.10 and 216-RICR-20-15-8): https://governor.ri.gov/executive-orders/executive-order-22-14.</p>	<p>Extended by Executive Order 20-52: https://governor.ri.gov/documents/orders/Executive-Order-20-52.pdf</p>
South Carolina	<p>The State of Emergency expired on June 7th, ending Executive Order 2021-23: https://governor.sc.gov/sites/default/files/Documents/Executive-Orders/2021-05-11%20FILED%20Executive%20Order%20No.%202021-</p>	<p>Executive Order 2021-23 requiring face coverings (Section 2) (expired): https://governor.sc.gov/sites/default/files/Documents/Executive-Orders/2021-05-</p>	<p>Executive Order 2021-38 prohibiting vaccine mandates by state agencies and requiring cooperation with litigation challenging vaccine mandates by the Biden</p>	<p>Limited immunity for healthcare providers: https://www.scstatehouse.gov/code/t44c004.php (SC Code § 44-4-570)</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>23%20-%20Emergency%20Measures%20Regarding%20Face%20Coverings%20Vaccine%20Passports%20%20Other%20Matters.pdf</p> <p>Industry-specific guidance: https://www.scdhec.gov/infectious-diseases/viruses/coronavirus-disease-2019-covid-19/businesses-employers-covid-19</p>	<p>11%20FILED%20Executive%20Order%20No.%202021-23%20-%20Emergency%20Measures%20Regarding%20Face%20Coverings%20Vaccine%20Passports%20%20Other%20Matters.pdf</p> <p>South Carolina Department of Health and Environmental Control Guidance: https://scdhec.gov/covid-19/use-cloth-face-coverings-covid-19</p>	<p>Administration: https://governor.sc.gov/sites/default/files/Documents/Executive-Orders/2021-11-04%20FILED%20Executive%20Order%20No.%202021-38%20Directive%20to%20Cooperate%20%20Assist%20with%20Litigation%20Challenging%20Vaccine%20Mandates%20%20Prohibition%20on%20Cabinet%20Agency%20Vaccine%20M.pdf</p> <p>Executive Order 2021-23 prohibiting vaccine passports (Section 3): https://governor.sc.gov/sites/default/files/Documents/Executive-Orders/2021-05-11%20FILED%20Executive%20Order%20No.%202021-23%20-%20Emergency%20Measures%20Regarding%20Face%20Coverings%20Vaccine%20Passp</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>orts%20%20Other%20Matters.pdf</p> <p>(Pending Legislation) H.B. 3511 (would prohibit discrimination against individuals who refuse to get the COVID-19 vaccine): 2021-2022 Bill 3511: Vaccinations - South Carolina Legislature Online (scstatehouse.gov)</p> <p>(Pending Legislation) S.B. 177/H.B. 3711 (would prohibit discrimination in employment based on vaccination status): 2021-2022 Bill 177: COVID-19 vaccinations - South Carolina Legislature Online (scstatehouse.gov)</p> <p>(Pending Legislation) H.B. 4126 would prohibit businesses operating in South Carolina from requiring patrons or customers to</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>provide any documentation certifying COVID-19 vaccination or post-infection recovery to gain access to, entry upon, or service from the businesses' operations within the state:</p> <p>https://www.congress.gov/bill/117th-congress/house-bill/4126?q=%7B%22search%22%3A%5B%22covid-19+vaccination%22%5D%7D&s=5&r=4</p>	
<p>South Dakota</p>	<p>No Stay at Home Order.</p> <p>Executive Order EO 2020-20 (implementing "Back to Normal" plan):</p> <p>https://sdsos.gov/general-information/executive-actions/executive-orders/assets/2020-20.PDF</p> <p>Industry-specific guidance:</p> <p>https://www.cdc.gov/coronavirus/2019-</p>	<p>No statewide mask requirement.</p>	<p>Executive Order 2021-14 (setting forth exceptions to vaccination requirement for state employees):</p> <p>https://sdsos.gov/general-information/executive-actions/executive-orders/assets/2021-14.PDF</p> <p>Executive Order 2021-08 (prohibiting vaccine</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	ncov/community/organizations/businesses-employers.html		passports): https://sdsos.gov/general-information/executive-actions/executive-orders/assets/2021-08.PDF (Pending Legislation) H.B. 1159 (would prohibit discrimination against those who refuse to get a vaccination in certain circumstances): South Dakota House Bill 1159 (sdlegislature.gov)	
Tennessee	State issued guidance: Resources for Tennessee Businesses TN COVID-19 Hub TOSHA guidance: TOSHA COVID-19 (tn.gov) .	No statewide mask requirement.	S.B. 858 (prohibits a state or local government official, entity, department or agency from requiring, or mandating that a private business require proof of vaccination against COVID-19 as a condition of entering upon the premises of the business or utilizing the services provided by the business). Tennessee General	Tennessee COVID-19 Recovery Act, Pub. Ch. 1: http://wapp.capitol.tn.gov/apps/BillInfo/Default.aspx?BillNumber=SB2381

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>Assembly Legislation (tn.gov)</p> <p>H.B.9077/S.B.9014 enacted on 11/12/2021 (establishes requirements and standards in regard to COVID-19 responses by public and private entities): Tennessee General Assembly Legislation (tn.gov)</p>	
Texas	<p>Executive Order GA-39: EO-GA-39 prohibiting vaccine mandates and vaccine passports IMAGE_08-25-2021.pdf (texas.gov)</p> <p>Executive Order GA-38: EO-GA-38 continued response to the COVID-19 disaster IMAGE_07-29-2021.pdf (texas.gov)</p> <p>Open Texas Checklists: https://open.texas.gov/</p> <p>Minimum Recommended Health Protocols:</p>	<p>No statewide mask requirement.</p> <p>Executive Order GA-38 (prohibiting government entities and officials from mandating face coverings): EO-GA-38 continued response to the COVID-19 disaster IMAGE_07-29-2021.pdf (texas.gov)</p>	<p>Executive Order GA-40 (relating to prohibiting vaccine mandates, subject to legislative action): EO-GA-40 prohibiting vaccine mandates legislative action IMAGE_10-11-2021.pdf (texas.gov)</p> <p>Executive Order GA -39 (banning the state and some businesses from requiring COVID-19 vaccination passports): EO-GA-39 prohibiting vaccine mandates and vaccine passports IMAGE_0</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>https://www.dshs.texas.gov/coronavirus/opentexas.aspx</p> <p>Communication Tools: https://www.dshs.state.tx.us/coronavirus/tools.aspx</p>		<p>8-25-2021.pdf (texas.gov)</p> <p>Texas Health and Safety Code Section 161.0085 (prohibits all businesses in Texas from requiring “a customer to provide any documentation certifying the customer’s COVID-19 vaccination or post-transmission recovery status in order to enter, gain access to, or to receive service from the business.” A business that fails to comply is not eligible to receive a grant or enter into a contract payable with)</p>	
Utah	<p>Under H.B. 294, most public health orders have ended/expired: Utah meets COVID-19 thresholds established in House Bill 294 Utah Department of Health</p>	<p>No statewide mask requirement.</p>	<p>Utah House Bill 308 (signed into law on March 16, 2021) prohibits governmental entities from requiring an individual to receive a COVID-19 vaccine: HB0308.pdf (utah.gov)</p>	<p>Workers' Compensation rebuttable presumption for first responders and health care providers: https://le.utah.gov/~2020S3/bills/hbillint/HB3007S01.pdf; https://le.utah.gov/~2020S5/bills/static/HB5006.html</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>Health Guidance Levels: https://coronavirus.utah.gov/utah-health-guidance-levels/</p> <p>Workplace Resources: https://coronavirus.utah.gov/business/workplace-resources/</p>		<p>Utah Senate Bill 2004 (signed into law on November 16, 2021) (enacting provisions related to COVID-19 vaccination and testing in the workplace): SB2004 (utah.gov)</p>	<p>Utah Code § 78B-4-517/ S.B. 3007: (granting civil immunity to persons (including private employers, businesses, and government) related to exposure to COVID-19): https://le.utah.gov/~2020S3/bills/static/SB3007.html</p>
Vermont	<p>State restrictions have been lifted as of June 15, 2021: As State of Emergency Ends, Governor Phil Scott Acts to Ensure Continuity in Select Critical Services Office of Governor Phil Scott (vermont.gov)</p> <p>COVID-19 Resources for Businesses: https://accd.vermont.gov/covid-19/business</p> <p>Vermont Forward Plan: https://www.vermont.gov/vermont-forward#gsc.tab=0</p> <p>Workplace Safety Top 10 Recommendations Relating to COVID-19: Vermont Occupational Safety and</p>	<p>Masks are no longer required by are still recommended for unvaccinated people.</p>		<p>Workers' Compensation presumption of compensability for front-line workers: https://legiscan.com/VT/text/S0342/id/2198551/Vermont2019-S0342-Enrolled.pdf</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	Health Administration (VOSHA) Department of Labor			
Virginia	<p>As of July 1, 2021, the State of Emergency declared in response to COVID-19 has expired and all Executive Orders imposing COVID-19 are either expired or terminated: https://www.governor.virginia.gov/executive-actions/.</p> <p>Permanent Standard for Infectious Disease Prevention of the SARS-CoV-2 Virus That Causes COVID-19: https://www.doli.virginia.gov/2021/08/06/draft-final-standard-for-infectious-disease-prevention/</p> <p>Governor Yougkin issued an Executive Order on 1/15/22 directing the Safety and Health Codes Board to convene an emergency meeting to discuss whether there is a continued need for the "Permanent Standard for Infectious Disease Prevention of the SARS-CoV-2 Virus That</p>	<p>Individuals in Virginia should follow CDC guidance on masks: EO-79-and-Order-of-Public-Health-Emergency-Ten-Ending-of-Commonsense-Public-Health-Restrictions-Due-to-Novel-Coronavirus(COVID-19).pdf (virginia.gov)</p>	<p>Vaccination Mandate for Executive Branch employees rescinded on 1/15/22: https://www.governor.virginia.gov/media/governorvirginiagov/governor-of-virginia/pdf/ed/ED-2--Executive-Branch-Employees.pdf</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>Causes COVID-19” and also directed the Board to consider federal action in regard to OSHA’s ETS: https://www.governor.virginia.gov/media/governorvirginiagov/governor-of-virginia/pdf/74---eo/74---eo/EO-6---Keep-Virginia-Open---COVID-Workplace-Standards.pdf</p> <p>Guidance for businesses: Businesses - Coronavirus (virginia.gov); https://www.vdh.virginia.gov/content/uploads/sites/182/2021/05/VDH-General-Recommendations-for-Businesses.pdf</p>			

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
Washington	<p>Beginning June 30 all industry sectors previously covered by the Roadmap to Recovery or the Safe Start plan (with the limited exceptions for large events) may return to usual capacity and operations. This does not include masking, which will continue under current guidance: WashingtonReady.pdf</p> <p>Proclamation 20-25 (amended on 9/3 to prohibit local government agencies, officials, and authorities and landlords from preventing or prohibiting any person or business or other entity in their jurisdictions from imposing face covering requirements on or requiring proof of vaccination from any worker, customer, or other person): proc_20-25.16.pdf (wa.gov)</p> <p>Department of Labor & Industries Requirements & Guidance: F414-164-000 L&I Requirements and Guidance for Preventing COVID-19 (wa.gov)</p>	<p>Statewide indoor mask mandate, regardless of vaccination status, Proclamation 20-25.15: Washington Ready mask requirement Governor Jay Inslee: (incorporating the Secretary of Health Face Covering Order: Secretary of Health Order 20-03 Statewide Face Coverings.pdf (wa.gov)); From September 13, 2021 – February 18, 2022, facial coverings will be required for all at large outdoor events with 500+ attendees: Governor Jay Inslee on Twitter: "Today I announced that, starting September 13, facial coverings will be required for large outdoor events with 500 or more attendees. https://t.co/riHro6q5SL" / Twitter; https://www.usnews.com/news/best-states/washington/article</p>	<p>Proclamation related to COVID-19 vaccination verification for large events: https://www.governor.wa.gov/sites/default/files/proclamations/21-16.1%20-%20COVID-19%20-%20Large%20Events%20%28tmp%29.pdf</p> <p>Proclamation prohibiting employers from taking any adverse action against a worker as a result of the worker receiving or taking time off related to the COVID-19 vaccine: proc_21-08.pdf (wa.gov).</p> <p>Gov. Inslee announced vaccination requirement for most state workers, health-care and long-term care workers: Vaccine Mandate Frequently Asked Questions Governor Jay Inslee (wa.gov); updated on November</p>	<p>Workers' Compensation (providing benefits for health care workers and first responders who are exposed to COVID-19 on the job): https://www.governor.wa.gov/news-media/insleeannounces-workers-compensation-coverage-include-quarantinedhealth-workersfirst</p>

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>Information for Businesses and Employers: Washington State Coronavirus Response (COVID-19)</p>	<p>s/2022-02-09/washington-governor-decision-on-indoor-mask-mandate-soon</p> <p>Department of Labor Guidance: F414-164-000 L&I Requirements and Guidance for Preventing COVID-19 (wa.gov)</p>	<p>24, 2021: 21-14.3 - COVID-19 Vax WA Amendment (tmp).pdf</p>	
West Virginia	<p>All West Virginia Executive Orders: https://governor.wv.gov/Pages/WV-COVID-19-actions-and-executive-orders.aspx</p> <p>Executive Order No. 8-21: https://governor.wv.gov/Documents/2021%20Executive%20</p>	<p>No statewide mask requirement. The mask mandate was lifted on June 20th.</p>	<p>HB335 (effective 1/20/22) (relating to COVID-19 immunization requirements for employment in the public and private sectors): http://www.wvlegislature.gov/Bill_Status/bills_text.cfm?billdoc=HB335</p>	

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
	<p>Orders/EO-8-21-March-5-2021.pdf</p> <p>West Virginia Strong - The Comeback: https://governor.wv.gov/Pages/The-Comeback.aspx</p> <p>Reopening Plan: https://coronavirus.wvgovstatus.com/WV_Strong_The_Comeback.pdf</p>		%20ENR.htm&yr=2021&sesstype=3X&billtype=B&houseorig=H&i=335 (effective 1/20/22).	
Wisconsin	<p>COVID-19 Guidance for businesses and employers: COVID-19: Businesses, Employers, and Workers Wisconsin Department of Health Services; Wisconsin Economic Development Corporation WEDC</p>	No statewide mask requirement.	(Pending Legislation) Assembly Bill 299 (prohibiting proof of vaccination for COVID-19 as a condition of receiving business and government services: 2021 Assembly Bill 299 (wisconsin.gov))	<p>Workers' Compensation Rebuttable Presumption for first responders: https://docs.legis.wisconsin.gov/2019/related/acts/185</p> <p>Wisc. Stat. Sec. 895.4801(2) (granting immunity against negligence lawsuits to health care providers providing services in response to COVID-19): https://docs.legis.wisconsin.gov/2019/related/acts/185.pdf</p>
Wyoming	<p>Guidance for businesses: https://health.wyo.gov/</p>	No statewide mask requirement.	Governor Gordon issued a directive that prevents state	Workers' Compensation (presumption the risk of an employee contracting COVID-

State	Business Related COVID-19 Reopening Orders and Guidance	Mask Requirements	Vaccine Related COVID-19 Orders and Legislation	Laws Limiting Tort Liability/Expanding Workers' Compensation Coverage
			<p>agencies, boards and commissions from requiring "vaccine passports" to access spaces and state services: Governor Gordon Issues Directive Banning Vaccine Passports (wyo.gov)</p>	<p>19 was increased by the nature of employment): https://wyoleg.gov/Legislation/2020/SF1002?specialSessionValue=1</p> <p>Wyo. Stat. 35-4-114 (SB 1002) (providing immunity to any business entity who in good faith follows the instructions of a state, city, town, or county health official in good faith): https://wyoleg.gov/2020Sp1/Enroll/SF1002.pdf</p>