

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>Statewide public health order expired May 31. State of emergency terminated July 6.</p> <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>	<p>No statewide mask requirement.</p> <p>Statewide mask requirement expired April 9.</p>	<p>Act 2021-493 – prohibits businesses from refusing goods or services or admission 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>Alabama Attorney General’s Guidance on Act 2021-493: https://www.alabamaag.gov/Documents/news/</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>

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			AL%20COVID%2019%20Vaccine%20Guidance.pdf	
Alaska	<p>COVID-19 Response and Recovery Health Advisories: https://covid19.alaska.gov/health-advisories/</p> <p>FAQs for Health Advisories: https://covid19.alaska.gov/faq/</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/Administrative-Order-321.pdf</p> <p>(Pending Legislation) H.B. 175 – would prohibit (a) employers from requiring employees or applicants to undergo/provide proof of vaccination as a condition of employment and discriminating against employees or applicants on the basis that the employee or applicant refused to</p>	<p>H.B. 76 (extending presumption of compensability established by S.B. 241): http://www.akleg.gov/PDF/32/Bills/HB0076Z.PDF</p> <p>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</p> <p>Alaska's Workers' Compensation Division Bulletin 20-05: https://labor.alaska.gov/wc/bulletins/2f0-05.pdf</p>

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			<p>undergo/provide proof of vaccination and (b) businesses from requiring an individual to be vaccinated against COVID-19 or provide proof of vaccination to access public areas or services. Alaska State Legislature (akleg.gov)</p>	
Arizona	<p>Executive Order 2021-16 (Rescinding Certain Executive Orders): https://azgovernor.gov/sites/default/files/executive_order_2021-16.pdf</p> <p>Executive Order 2021-06 (New Phase of COVID-19 Mitigation – Business Guidelines Transition from Requirements to Recommendations): https://azgovernor.gov/sites/default/files/eo_2021-06.pdf</p> <p>Executive Order 2021-05 (Next Phase of COVID-19 Mitigation Lifting Occupancy Limits):</p>	<p>No statewide mask requirement.</p> <p>Cities and counties are prohibited from enforcing mask mandates except in government buildings and on public transit.</p> <p>Businesses and employers may adopt and enforce face covering requirements.</p>	<p>Executive Order 2021-09 (Banning Vaccine Passports): https://azgovernor.gov/sites/default/files/eo_2021-09.pdf</p> <p>Executive Order 2021-05 (prohibiting public universities and community colleges from mandating that students take the COVID-19 vaccine or submit proof of vaccination): https://azgovernor.gov/sites/default/files/eo_2021-15.pdf</p>	<p>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</p> <p>Industrial Commission of Arizona Substantive Policy Statement on COVID-19 Workers' Compensation Claims: https://www.azica.gov/sites/default/files/SPS%20-COVID-19%20FINAL.pdf</p>

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	<p>https://azgovernor.gov/sites/default/files/eo_2021-05.pdf</p> <p>Arizona Department of Health Services Guidance: https://www.azdhs.gov/covid19/index.php</p>			
Arkansas	<p>Executive Order 21-14 (declaring a state of emergency): https://governor.arkansas.gov/images/uploads/executiveOrders/21.07_29_EO_21-14_.pdf</p> <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 & Health Guidance: https://www.healthy.arkansas.gov/programs-services/topics/novel-coronavirus</p> <p>Guidance for Employers: https://www.healthy.arkansas.gov/programs-</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 coverings: https://www.healthy.arkansas.gov/images/uploads/pdf/Face_Covering_GuidanceUpdate7.30.21_.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>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>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): 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>

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	services/topics/covid-19-guidance-for-employers			
California	<p>Social distancing and capacity restrictions were lifted on June 15th.</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 Order for Industry and Business Sectors: https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Beyond-Blueprint-Framework.aspx</p> <p>Executive Order N-07-21: https://www.gov.ca.gov/wp-content/uploads/2021/06/6.11.21-EO-N-07-21-signed.pdf</p> <p>Executive Order No-08-21: https://www.gov.ca.gov/wp-content/uploads/2021/06/6.11.21-EO-N-08-21-signed.pdf</p>	<p>Masks recommended for all individuals in indoor public settings regardless of vaccination status. 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>Workers in health care facilities are required to be fully vaccinated by September 30: 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>Teachers and school staff must be fully vaccinated or submit to weekly testing for COVID-19. Schools must be in full compliance by October 15: 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>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/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>

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	<p>Beyond the Blueprint Q&A: https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Beyond-Blueprint-QA.aspx</p> <p>CDPH Guidance for Employees and Workplaces: https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/EmployeesAndWorkplaces.aspx</p> <p>SB 95 Supplemental Paid Sick Leave: https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220SB95</p> <p>COVID-19 Cal/OSHA Temporary Standards (revised June 17): https://www.dir.ca.gov/dosh/ronavirus/ETS.html</p> <p>FAQs on Revised Cal/OSHA Temporary Standards: https://www.dir.ca.gov/dosh/ronavirus/Revisions-FAQ.html</p>		<p>(Pending Legislation) Assembly Bill No. 327 – would prohibit state agencies, local governments, and entities that receive state funds from requiring individuals to provide proof of COVID-19 vaccine administered under an emergency use authorization as a condition of receiving any service or entering any place. Bill Text - AB-327 COVID-19 vaccination status: prohibition on required disclosure. (ca.gov)</p> <p>CDPH Guidance on Vaccine Records and Verification: https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Vaccine-Record-Guidelines-Standards.aspx</p>	
Colorado	Executive Order D 2021 122 – Colorado COVID-19 Disaster	Face coverings remain required for		

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	<p>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>Guidance for Businesses: https://covid19.colorado.gov/guidance-for-businesses</p>	<p>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>Fifth Amended Public Health Order 20-38: https://drive.google.com/file/d/1b3w36DgcK8pNIPz0DVibaUhhDcb-YyJH/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-</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</p>	<p>Employees of long-term care facilities must be fully vaccinated by September 7: https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-</p>	

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	Orders/Executive-Order-No-12B.pdf	/Press-Room/Press-Releases---2021/Health-Alert--For-Middlesex-County-Reco 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 Mask-Wearing and Social Distance Guidance: https://portal.ct.gov/Vaccine-Portal/masks	Orders/Lamont-Executive-Orders/Executive-Order-No-13B.pdf	

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Delaware	<p>State of Emergency Terminated July 13: https://governor.delaware.gov/health-soe/termination/</p> <p>FAQs: https://coronavirus.delaware.gov/frequently-asked-questions/</p>	<p>Mask mandate lifted May 21. Unvaccinated individuals and children aged kindergarten and up not eligible for the vaccine are encouraged to continue wearing face coverings. Businesses may impose mask requirements for customers and employees.</p> <p>https://coronavirus.delaware.gov/guidance-for-face-coverings/</p>		
D.C.	<p>Modified Measures for Spring/Summer 2021: Mayor's Order 2021-069: https://coronavirus.dc.gov/sites/default/files/dc/sites/coronavirus/page_content/attachments/Mayor%27s%20Order%202021-069%20Modified%20Measures%20for%20Spring%20Summer%202021%20of%20Washington%2C%20DC%20Reopening%20and%20Extention%205-17-2021.pdf</p>	<p>Masks required for all individuals over the age of 2 indoors, regardless of vaccination status: https://coronavirus.dc.gov/sites/default/files/dc/sites/coronavirus/page_content/attachments/Masks_Guidance_DCHealth_COVID-19_2021-7-30.pdf</p>	<p>All employees, contractors, interns, and grantees of the DC government must be fully vaccinated by September 19, 2021 or submit to weekly testing: https://coronavirus.dc.gov/page/mayor%E2%80%99s-order-2021-099-covid-19-vaccination-certification-requirement-district-government</p>	

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	<p>Health Guidance: https://coronavirus.dc.gov/pha-setwo</p>			
Florida	<p>Executive Order 21-175 (Ensuring Parents' Freedom to Choose – Masks in Schools): https://www.flgov.com/wp-content/uploads/orders/2021/EO_21-175.pdf</p> <p>Executive Order 21-133 (Clemency Order Regarding Categorical Remission of Fines): 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): https://www.flgov.com/wp-content/uploads/orders/2021/EO_21-132.pdf</p> <p>Executive Order 21-116 (Clemency Order Regarding Reprieves): https://www.flgov.com/wp-content/uploads/orders/2021/EO_21-116.pdf</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>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: https://floridahealthcovid19.gov/wp-content/uploads/2021/01/Prioritization-of-1-21-21.pdf</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>CFO Patronis Directs Florida to Provide Workers' Comp Coverage for Public Servants on the Front Line of COVID-19: https://www.myfloridacfo.com/sitePages/newsroom/pressRelease.aspx?id=5515</p> <p>Informational Memorandum OIR-20-05M: https://www.flair.com/siteDocuments/OIR-20-05M.pdf</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</p>

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	<p>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 Employer Contributions):</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/urlt/hope.pdf</p>	<p>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 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</p>

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	<p>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-content/uploads/orders/2021/EO_21-45.pdf</p>			<p>provider must be commenced within 1 year.</p>

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	<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 07.22.21.01 (Renewal of State of Emergency for Continued COVID-19 Economic Recovery): https://gov.georgia.gov/document/2021-executive-order/07222101/download</p> <p>Executive Order 07.22.21.02 (State of Emergency for Continued COVID-19 Economic Recovery Regulatory Suspensions): https://gov.georgia.gov/document/2021-executive-order/07222102/download</p>	<p>No statewide order. Georgia "strongly encourages" but does not require face coverings.</p> <p>Face coverings are required for employees of bars, restaurants, personal care services, amusement parks and carnivals, conventions, and live performance venues.</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-order/05252101/download</p> <p>Executive Order 01-22-21.07 (Expanding</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 misconduct, reckless infliction</p>

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	<p>ent/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> <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</p>		<p>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>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>

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	<p>closure leave for receiving COVID-19 vaccinations): https://gov.georgia.gov/document/2021-executive-order/03312102/download</p> <p>Department of Public Health 8th Amended Administrative Order for Public Health Control Measures: file:///C:/Users/agear/Downloads/8_amended_administrative_order_for_public_health_control_measures_7.26.2020.pdf</p> <p>Executive Order 05.21.20.01 (Regarding Operations of Overnight Summer Camps): https://gov.georgia.gov/document/2020-executive-order/05212001/download</p> <p>Guidelines for Businesses: https://www.georgia.org/covid19bizguide</p> <p>Georgia Facilities Work Group Re-Opening Guide: https://www.georgia.org/sites/default/files/2020-06/georgia_facilities_working_group_re-opening_guide.pdf</p>			

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Hawaii	<p>Executive Order No. 21-05 (Statewide Limits for Social Gatherings, Restaurants, Bars, and Social Establishments): https://governor.hawaii.gov/wp-content/uploads/2021/08/2108048-ATG_Executive-Order-No.-21-05-distribution-signed.pdf</p> <p>Emergency Proclamation Related to the COVID-19 Response: https://governor.hawaii.gov/wp-content/uploads/2021/08/2108026-ATG_Emergency-Proc-for-COVID-19-Response-distribution-signed.pdf</p> <p>COVID-19 Hawaii State Department of Health Guidance for All: https://hawaiiicovid19.com/guidance-for-everyone/</p>	<p>Masks must be worn at all times in restaurants, bars, and social establishments, except when actively eating or drinking</p> <p>Face coverings amendment to Nineteenth Proclamation Order: https://governor.hawaii.gov/wp-content/uploads/2021/05/2105107-ATG_Amendment-to-Nineteenth-Proclamation-for-COVID-19-distribution-signed.pdf</p>	<p>Emergency Proclamation Establishing Vaccination and Testing Policy for State and County Employees: https://governor.hawaii.gov/wp-content/uploads/2021/08/2108026-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</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> <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</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
			individual's vaccination status): Measure Status (hawaii.gov)	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.
Idaho	<p>7/18 Emergency Proclamation: https://coronavirus.idaho.gov/wp-content/uploads/2021/07/071921_Proclamation_Gov.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>Executive Order No. 2021-08 (Repealing EO 2021-07 to Restore Local Control): https://gov.idaho.gov/wp-content/uploads/sites/74/2021/05/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/74/2021/04/eo-2021-06.pdf</p> <p>Executive Order 21-04 (Banning Vaccine Passports):</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> <p>H.B. 529 (enacted as Chapter 3, Title 5-345): https://legislature.idaho.gov/ses</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://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>(Pending Legislation): H.B. 443: prohibiting any employer or company, that has</p>	<p>sioninfo/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>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 2021-18 (Mask Requirement for Schools and Long-Term Care Facilities): https://coronavirus.illinois.gov/resources/executive-orders/display_executive-order-number-18.html</p> <p>Executive Order 2021-15 (Reissues Executive Orders): https://coronavirus.illinois.gov/content/soi/coronavirus/en/resources/executive-</p>	<p>Under Executive Order 2021-18, masks are required for those above age 2 who can medically tolerate wearing them at schools, day-care establishments, and long-term care facilities.</p> <p>Businesses and venues should follow the state's Phase 5 Guidance (http://dph.illinois.gov/co</p>	<p>COVID-19 Vaccine Plan: https://coronavirus.illinois.gov/sfc/servlet.shepherd/document/download/069t00000GNOFoAAP?operationContext=S1</p> <p>Guidance Affirming Non-Discrimination in Medical Treatment Including Administration of the COVID-19 Vaccine:</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 wanton misconduct by the individual, business, or unit of local 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>orders/display.executive-order-2021-15.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/069t000000IFfeiAAD?operationContext=S1</p> <p>Executive Order 2021-03 (Modifies Regional Mitigation</p>	<p>vid19/phase-5) as described below:</p> <p>For businesses and venues where everyone present is fully vaccinated, the state does not require face coverings and social distancing in both indoor and outdoor settings. Businesses and municipalities are permitted to continue requiring face coverings and social distancing as they deem appropriate.</p> <p>For indoor businesses and venues where everyone present is not fully vaccinated, unvaccinated persons should wear a face covering and maintain six feet social distance. Businesses and venues may continue to require face coverings and/or social distancing. At outdoor businesses and venues, unvaccinated persons may choose not</p>	<p>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 that was approved under emergency use authorization by the US FDA: Illinois General Assembly - Bill Status for HB3682 (ilga.gov)</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. https://www.businessinsurance.com/article/20210108/NEWS08/912338987/Illinois-lawmakers-introduce-amendment-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>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>to wear a face covering when able to maintain a six-foot social distance while outdoors, unless required to do so by a business or municipality.</p> <p>All unvaccinated persons should wear face coverings in crowded settings, both indoors and outdoors, especially when youth are present.</p> <p>There are limited circumstances and settings where all individuals, including those who are fully vaccinated, must continue to wear a mask in accordance with CDC guidance: (1) on public transportation, (2) in congregate facilities, (3) in health care settings, and where required by federal, state, local, tribal, or territorial laws, rules, and regulations,</p>		<p>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>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>including local business and workplace guidance.</p>		
Indiana	<p>Executive Order 21-19 (Further Continuation of Limited Provisions to Address the Impact and Spread of the Coronavirus Disease): https://www.in.gov/gov/files/Executive-Order-21-19-Continuation-of-Health-Based-Provisions.pdf</p> <p>Executive Order 21-18 (Seventeenth Renewal of the Public Health Emergency Declaration for the COVID-19 Outbreak): https://www.in.gov/gov/files/Executive-Order-21-18-Seventeenth-Renewal-of-Emergency-Declaration.pdf</p> <p>Executive Order 21-17 (Continuation of Limited Provisions to Address the</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>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%20Plan%20Interim%20Draft.pdf</p> <p>(Pending Legislation) SB 74 (would prohibit an employer from</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>Impact of and Spread of COVID-19): https://www.in.gov/gov/files/Executive-Order-21-17-Continuation-of-Limited-Health-and-Welfare-Provisions.pdf</p> <p>Executive Order 21-16 (Sixteenth Renewal of the Public Health Emergency Declaration for the COVID-19 Outbreak): https://www.in.gov/gov/files/Executive-Order-21-16-Sixteenth-Renewal-of-Emergency-Declaration.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-Rescission-of-Prior-Directives.pdf</p> <p>COVID-19 Information Page: https://www.coronavirus.in.gov/?utm_source=agency-website&utm_medium=banner</p>		<p>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 to receive and immunization that has been approved for emergency use but lacks full FDA approval): House Bill</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>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: https://www.coronavirus.in.gov/2399.htm</p>		<p>1488 - Vaccination exemptions - Indiana General Assembly, 2021 Session</p>	
Iowa	<p>Proclamation of Disaster Emergency 7/23: https://governor.iowa.gov/sites/default/files/documents/Public%20Health%20Proclamation%20-%202021.07.23.pdf</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:</p>	<p>No statewide mask requirement.</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):</p>	<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</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://idph.iowa.gov/Emerging-Health-Issues/Novel-Coronavirus/Guidance</p> <p>State of Iowa Agency Guidance: https://coronavirus.iowa.gov/pages/guidance</p>		<p>Iowa Legislature - BillBook</p>	<p>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)</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>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>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>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</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</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 21-15 (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>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>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>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 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>	<p>business in Kansas for COVID-19 claims.</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/2021s/b2021s/measures/documents/hb2126_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
	<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>			<p>ature.org/li/b2021_22/measures/hb2126/)</p>
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>No statewide mask mandate as of June 11, 2021: 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/21RS/sb8.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>SB 150 (providing defense to ordinary negligence 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
			ky.gov/record/22rs/prefiled/BR106.html	products liability suits for certain businesses making or providing PPE): https://legiscan.com/KY/text/SB150/2020
Louisiana	Reopened.	Statewide mask mandate – Proclamation 137 JBE 2021: https://gov.louisiana.gov/assets/Proclamations/2021/137-JBE-2021-StateofEmergencyOCR.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):

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://legiscan.com/LA/text/HB/59/2020/X1
Maine	<p>Reopened – capacity and distancing requirements lifted and state of emergency terminated as of June 30, 2021.</p> <p>General Guidance for Businesses: https://www.maine.gov/dec/d/general-guidance</p>	<p>Maine follows CDC guidance and recommends unvaccinated people continue to wear masks in counties with substantial or high levels of transmission: Face Covering FAQs Covid-19 (maine.gov)</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-safety-testing-and-investigations-into-reproductive-harm/2058295/</p>	
Maryland	<p>Reopened - Effective July 1, 2021 all emergency mandates and restrictions were terminated: https://governor.maryland.gov/recovery/</p>	<p>No statewide mask mandate.</p>	<p>(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</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
			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>	There is currently no statewide mask mandate.		<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>
Michigan	<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>	Face Mask Order rescinded as of June 22, 2021.	(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 receive certain	<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/docu</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>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>	<p>ments/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(dwfpqrcbotjy3kmq4vhb2a5r))/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(b50rwnqkvthbxczex05mbuf))/mileg.aspx?page=GetObject&objectname=2020-HB-6032</p>
Minnesota	Executive Order 21-23 (amending prior COVID-19 orders): https://mn.gov/governor/assets	No statewide mask order.	(Pending Legislation)House File 41 (would prohibit businesses from	Minn. Laws 2020, Chapter 72 (providing a presumption for COVID-19 workers' compensation claims):

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%2021-23%20Final_tcm1055-485873.pdf</p>		<p>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 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)</p>	<p>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>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 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	Reopened.	No statewide mask mandate.		S.B. 3049 (Mississippi Back-to-Business Liability Assurance and Health Care Emergency Response Liability Protection)

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				Act): https://legiscan.com/MS/text/SB3049/2020
Missouri	<p>Show Me Strong Recovery Order, expired May 31: https://governor.mo.gov/sites/gov/files/media/pdf/2020/04/Economic-Reopening-Phase-1.pdf</p> <p>Congregate Living Reporting Order: https://health.mo.gov/living/healthcondiseases/communicable/novel-coronavirus/pdf/so-congregate-living-covid-reporting-order.pdf</p> <p>Extended Stay at Home Order: https://health.mo.gov/living/healthcondiseases/communicable/novel-coronavirus/pdf/stay-at-home-order-extended.pdf</p> <p>Show Me Strong Recovery Plan: Phase I Guidelines and FAQs: https://content.govdelivery.com/attachments/MOGOV/2020/04/27/file_attachments/1437023/Show%20Me%20Strong%20Recovery%20-%20Phase%201%20Guidance</p>	<p>There is no statewide mask mandate, but the Missouri health department provides recommended mask guidance: https://health.mo.gov/living/healthcondiseases/communicable/novel-coronavirus/pdf/face-covering-guidance.pdf</p>	<p>(Pending Legislation) H.B. 838 (would prohibit any public employer from requiring any public employee to receive a COVID-19 vaccination): Missouri House of Representatives - Bill Information for HB838 (mo.gov)</p> <p>(Pending Legislation) H.B. 566 (would prohibit employers from requiring an employee to receive a COVID-19 vaccine): Missouri House of Representatives - Bill Information for HB566 (mo.gov)</p>	<p>New Nature and Cause of Injury Codes for COVID-19 Pandemic: 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>

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	<p>.pdf; Frequently Asked Questions: https://showmestrong.mo.gov/faq/</p> <p>Reopening Order FAQ: https://health.mo.gov/living/healthcondiseases/communicable/novel-coronavirus/pdf/economic-reopening61-15-qa.pdf</p> <p>Stay at home order replaced by Economic Reopening Health Order effective May 4: https://health.mo.gov/living/healthcondiseases/communicable/novel-coronavirus/pdf/economic-reopening.pdf</p> <p>Recovery Plan: https://governor.mo.gov/press-releases/archive/governor-parson-highlights-show-me-strong-recovery-plan</p>			
Montana	Executive Order No. 2-2021, Establishing a State of Emergency:	No statewide mask mandate. The prior state mask mandate was rescinded on 2/12/21:	Executive Order No. 7-2021, prohibiting the use of vaccine passports:	Montana Workers' Compensation Coverage COVID-19 Frequently Asked Questions:

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://covid19.mt.gov/docs/EO_2-2021.pdf</p> <p>Phase Two of Reopening Plan effective 6/1/20: https://covid19.mt.gov/Portals/223/Documents/Phase%20Two%20Directive%20with%20Appendices.pdf?ver=2020-05-19-145442-350</p> <p>Directive Implementing Executive Orders 2-2020 and 3-2020: https://covid19.mt.gov/Portals/223/Documents/Stay%20at%20Home%20Directive.pdf?ver=2020-03-26-173332-177</p> <p>Directive regarding Executive Order No. 2-2021: https://covid19.mt.gov/docs/Directive_on_2-2021.pdf</p> <p>Reopening the Big Sky Phased Approach: https://covid19.mt.gov/Portals/223/Documents/Reopening%20Montana%20Phased%20Approach.pdf?ver=2020-04-22-115707-770</p>	<p>https://news.mt.gov/governor-gianforte-issues-new-directives-executive-order</p>	<p>https://twitter.com/GovGianforte/status/1382077033572925448/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>	<p>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
Nebraska	<p>Outline of changes to upcoming DHMS: http://dhhs.ne.gov/Documents/COVID-19-Outline-of-Changes-to-Directed-Health-Measures.pdf</p> <p>All Nebraska counties expired as of May 24, 2021.</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/Documents/COVID-19-DHHS-Guidance-on-Masking-for-Assisted-Living-Facilities.pdf</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/FloorDocs/106/PDF/Intro/LR358.pdf</p>
Nevada	<p>All remaining state mitigation measures (except the mask mandate) ended on June 1: https://nvhealthresponse.nv.gov/wp-content/uploads/2021/04/Directive-044-guidance-1.pdf</p>	<p>Executive Order 047 (requiring indoor masking for all people over age 9, regardless of vaccination status, in counties with substantial or high COVID-19 transmission rates –</p>		<p>SB 4 limiting liability of employers who follow COVID-19 protections and creating additional worker protections: https://www.leg.state.nv.us/Session/32nd2020Special/Bills/SB/SB4_EN.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>Nevada Roadmap to Recovery Transition Plan: https://nvhealthresponse.nv.gov/wp-content/uploads/2021/03/Nevada-Roadmap-to-Recovery-Transition-Planning-Template.pdf</p> <p>March 2021 Updated Roadmap to Recovery Master Guidance: https://nvhealthresponse.nv.gov/wp-content/uploads/2021/03/Updated-Roadmap-to-Recovery-Master-Guidance-3-12-21.pdf</p> <p>Road to Recovery: Moving to a New Normal: https://nvhealthresponse.nv.gov/wp-content/uploads/2020/08/Road-to-Recovery.pdf</p>	<p>currently covering 12 of Nevada's 16 counties): 2021-07-27 - COVID-19 Emergency Declaration Directive 047 (nv.gov)</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>
New Hampshire	<p>Universal best practices guidelines: https://www.covidguidance.nh.gov/sites/g/files/ehbemt381/file</p>	<p>The state mask order expired on 4/16/21 but state officials continue to encourage face</p>	<p>Emergency Order No. 76 regarding compliance with CDC vaccine data:</p>	<p>Furloughed Workforce During COVID-19 State of Emergency – Effect on Workers' Compensation Insurance</p>

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	<p>s/inline-documents/sonh/universal-best-practices.pdf</p> <p>Guidance for business reopening: https://www.covidguidance.nh.gov/</p>	<p>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>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): gencourt.state.nh.us/bill_status/billText.aspx?id=202&txtFormat=html&sy=2021</p>	<p>Premium: https://www.nh.gov/insurance/p/c/workerscomp/documents/workers-comp-premium-covid-19-faq.pdf</p>
New Jersey	<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://d31hzlhk6di2h5.cloudfront.net/20210526/16/a6/b2/a9/e0365c7e4c3f0b8b2008b781/EO-243.pdf</p> <p>Executive Order No. 242, (lifting most restrictions):</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. Executive Order No. 242, lifting most restrictions: https://d31hzlhk6di2h5.cloudfront.net/20210524/20/c1/ea/cd/93748a361513ac01335a3106/EO-242.pdf</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-for-workers-in-health-care-facilities-and-high-risk-congregate-settings</p> <p>Executive Order No. 207, enrolling residents to receive vaccine: https://d31hzlhk6di2h5</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>

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	<p>https://d31hzhk6di2h5.cloudfront.net/20210524/20/c1/ea/cd/93748a361513ac01335a3106/EO-242.pdf</p> <p>Required workplace health and safety standards for business reopening: https://business.nj.gov/covid/required-workplace-health-and-safety-standards</p>		<p>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 “[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</p>	

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			<p>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> <p>(Pending Legislation) AB 5096 (to restrict the establishment of mandates to become vaccinated against COVID-19): New Jersey Legislature - Bills (state.nj.us)</p> <p>(Pending Legislation) S.B. 3681 (prohibits discrimination against individuals who have not received the COVID-19 vaccine): Bill</p>	

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			Text: NJ S3681 2020-2021 Regular Session Introduced LegiScan	
New Mexico	<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>COVID-Safe Practices for Employers: All Together New Mexico (adobe.com)</p>	<p>PHO 5/14/21 (masks required for unvaccinated individuals in certain settings): 051421-PHO.pdf (state.nm.us)</p>	<p>(Pending Legislation) SB 408 (making it unlawful for an employer to discriminate based on a person's vaccination status): Legislation - New Mexico Legislature (nmlegis.gov)</p>	
New York	<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/news/governor-cuomo-announces-additional-reopening-guidance-and-updates-new-yorkers-states-progress</p> <p>Regulations for bars and restaurants to ensure compliance with social distancing and face covering: https://www.governor.ny.gov/n</p>	<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-</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>New York Public Health Law contains no non-medical exemptions from vaccination</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>

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	<p>ews/governor-cuomo-announces-new-regulations-bars-and-restaurants-ensure-compliance-state-social</p> <p>Phase Four – All regions of New York: https://forward.ny.gov/phase-four-industries</p> <p>Phased reopening plan: https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/NYForwardReopeningGuide.pdf</p>	<p>relating-disaster-emergency</p>	<p>requirements for children: https://legislation.nysenate.gov/pdf/bills/2019/S2994</p> <p>(Pending Legislation) Assembly Bill 4602 (would prohibit mandatory immunization against the coronavirus): NY State Assembly Bill A4602 (nysenate.gov)</p>	
North Carolina	<p>Executive Order 224 (implementing new safety measures): https://files.nc.gov/governor/documents/files/EO224-COVID-19-Measures.pdf</p> <p>Executive Order 220 (lifting some COVID-19 restrictions): https://files.nc.gov/governor/documents/files/EO220-Extension-of-EO215.pdf</p> <p>Executive Order 190 (authorizing delivery and carry-</p>	<p>Executive Order No. 224 (Section 3) (requiring face coverings for the unvaccinated): https://files.nc.gov/governor/documents/files/EO224-COVID-19-Measures.pdf</p> <p>Face covering guidance: https://covid19.ncdhhs.gov/information/individuals-families-and-</p>	<p>(Pending Legislation) House Bill 558 (would prohibit mandatory COVID-19 vaccinations and discrimination in employments based on vaccination status): DRH30261-MG-14 (ncleg.gov)</p> <p>Executive Order No. 219 (establishing an incentive program to encourage vaccination against COVID-19):</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/documents/files/EO193-DHHS-Extension.pdf</p>

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	<p>out services and products as an alternative to on-site consumption): https://files.nc.gov/governor/documents/files/EO190-Mixed-Beverages-Extension.pdf</p> <p>Executive Order No. 161 (providing guidelines for remote shareholder meetings): https://files.nc.gov/governor/documents/files/EO161-Extension-of-Remote-Shareholder-Nonprofit-Meetings.pdf</p> <p>Industry-specific guidance: https://www.nc.gov/covid-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>communities/face-coverings-and-masks</p>	<p>https://files.nc.gov/governor/documents/files/EO219-Establishing-an-Incentive-Program-to-Encourage-Vaccination.pdf</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>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>

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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.		
Ohio	<p>Director's Order reopening fairs and animal exhibits: https://coronavirus.ohio.gov/static/publicorders/do-reopens-</p>	<p>Face covering order rescinded: https://coronavirus.ohio.gov/static/publicorders/directors-order-rescinding-</p>	(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

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	<p>fairs-animal-exhibitions-with-exceptions.pdf</p> <p>Director's Order reopening personal care businesses: https://coronavirus.ohio.gov/state/publicorders/Amended-Directors-Order-Personal-Services.pdf</p> <p>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>Director's Order setting requirements for entertainment venues: https://coronavirus.ohio.gov/state/publicorders/DO-Entertainment-Venue.pdf</p> <p>Public Health Order setting guidelines for sports: https://content.govdelivery.com/attachments/OHOOD/2020/09/25/file_attachments/1555573/Second%20Amended%20Sports%20Order.pdf (Addendum:</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>https://coronavirus.ohio.gov/static/publicorders/sports-order-addendum-v3.pdf)</p> <p>General guidance: https://coronavirus.ohio.gov/whatsportal/gov/covid-19/resources/general-resources/resources</p> <p>Industry-specific guidelines: https://coronavirus.ohio.gov/whatsportal/gov/covid-19/responsible-restart-ohio/Sector-Specific-Operating-Requirements/Sector-Specific-Operating-Requirements</p>			
Oklahoma	<p>Oklahoma is currently in Phase III of Open Up and Recover Safely Plan: https://www.governor.ok.gov/articles/press_releases/oklahoma-to-begin-phase-3-of-open-up-and-recover</p> <p>Industry-specific guidelines: https://www.okcommerce.gov/covid19/</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 2021-16, 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</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: http://webserver1.lsb.state.ok.us</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>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 2021 Regular Session Introduced LegiScan.</p>	<p>s/cf_pdf/2019-20%20ENR/SB/SB1947%20ENR.PDF</p>
Oregon	<p>Executive Order 21-15 (lifting the majority of Oregon's COVID-19 restrictions as of Wednesday, June 30, 2021): https://www.oregon.gov/gov/Documents/executive_orders/eo_21-05.pdf</p> <p>Industry-specific guidance: https://coronavirus.oregon.gov/Pages/employers.aspx;</p>	<p>Executive Order 21-15 eliminated the statewide mask mandate: https://www.oregon.gov/gov/Documents/executive_orders/eo_21-05.pdf</p> <p>Oregon OSHA lifted the face covering part of its COVID-19 rules for all workplaces, with certain exceptions including health care, public</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 433.416 - When employer to provide preventive immunization - 2020</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
	https://coronavirus.oregon.gov/pages/workers.aspx	transit, and airports: Oregon Occupational Safety and Health : Effective immediately, Oregon OSHA formally lifts face covering, distancing parts of COVID-19 rules : 2021 News : State of Oregon	Oregon Revised Statutes (oregonlaws.org) (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)	
Pennsylvania	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 Memorial Day; Masking Order Remains Until 70% of Adults Fully Vaccinated or June 28	The Health Department Mask Mandate ended was lifted on June 28 th . Individuals who are not fully vaccinated are strongly encouraged to wear masks indoors in public: Wolf Administration: Pennsylvania Businesses, Events, Venues Return to 100% Capacity on Memorial Day; Masking Order	Right to Refuse Act (pending legislation): Bill Information - House Bill 262; Regular Session 2021-2022 - PA General Assembly (state.pa.us) (Pending Legislation) The Medical Freedom Act (would prohibit mandatory vaccination of Pennsylvania residents by the	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 Limited immunity for essential workers (Section 14): https://www.governor.pa.gov/wp-content/uploads/2020/11/20201111-GOV-essential-workers-protection-order-COVID-19.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
		Remains Until 70% of Adults Fully Vaccinated or June 28	Commonwealth, or as a condition of employment): Bill Information - Senate Bill 471; Regular Session 2021-2022 - PA General Assembly (state.pa.us)	123-TWW-mitigation-enforcement-immunity-order.pdf
Puerto Rico	<p>Executive Order lifting capacity and mask restrictions: OE-2021-054 Eng</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>	No mask mandate in most business settings: OE-2021-054 Eng		Act No. 45-1935, extending workers' compensation insurance coverage to certain employees who get infected with COVID-19 while performing their duties.

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>%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>%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>%20Emergency%20Measures%20Regarding%20Face%20Coverings%20Vaccine%20Passports%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); 2</p> <p>(Pending Legislation) H.B. 4126 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 businesses operating in South Carolina from requiring patrons or customers to 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>	
South Dakota	<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>	No statewide mask requirement.	<p>Executive Order 2021-08 (prohibiting vaccine passports):</p> <p>https://sdsos.gov/general-information/executive-actions/executive-orders/assets/2021-08.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>Industry-specific guidance: https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html</p>		<p>(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)</p>	
Tennessee	<p>State issued guidance: Resources for Tennessee Businesses TN COVID-19 Hub</p> <p>TOSHA guidance: TOSHA COVID-19 (tn.gov)</p> <p>An Order to Facilitate the Continued Response to COVID-19: exec-orders-lee83.pdf (tnsfiles.com)</p>	<p>No statewide mask requirement.</p>	<p>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 Assembly Legislation (tn.gov)</p> <p>(Pending Legislation) S.B. 564/H.B. 1269 (would create a civil cause of action for discrimination based on</p>	<p>Tennessee COVID-19 Recovery Act, SB2/HB1: http://wapp.capitol.tn.gov/apps/BillInfo/Default.aspx?BillNumber=SB2381</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>whether an individual has or has not received the COVID-19 vaccination): Tennessee General Assembly Legislation (tn.gov)</p> <p>(Pending Legislation) S.B. 1308/H.B.1147 (would prohibit employers from requiring employees to receive a COVID-19 vaccination as a condition of maintaining employment): Tennessee General Assembly Legislation (tn.gov)</p> <p>(Pending Legislation) S.B. 320 and H.B. 794 would make it a discriminatory practice for a person to deny an individual the full and equal enjoyment of a public accommodation based on whether a person has received a COVID-19 vaccination. Tennessee General</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
			Assembly Legislation (tn.gov)	
Texas	<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: https://www.dshs.texas.gov/coronavirus/opentexas.aspx</p> <p>Communication Tools: https://www.dshs.state.tx.us/coronavirus/tools.aspx</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>On Sunday, August 15th, the Texas Supreme Court struck down the temporary restraining orders that empowered Dallas and Bexar counties to implement mask mandates in schools: Texas Supreme Court Rules In Favor Of Gov. Abbott, Temporarily Blocks Dallas County Mask Mandate – CBS Dallas / Fort Worth (cbslocal.com)</p>	<p>Executive Order No. GA -38 (banning the state and some businesses from requiring COVID-19 vaccination passports): EO-GA-38 continued response to the COVID-19 disaster IMAGE 07-29-2021.pdf (texas.gov)</p> <p>(Pending Legislation) H.B. 1687 (would prohibit employment discrimination based on an employee's COVID-19 vaccination status): Texas Legislature Online - 87(R) History for HB 1687</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
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>Health Guidance Levels: https://coronavirus.utah.gov/utah-health-guidance-levels/</p> <p>Workplace Resources: https://coronavirus.utah.gov/business/workplace-resources/</p>	No statewide mask requirement.	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>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> <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: 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>Executive Order No. 06-21 (COVID-19 Post-Emergency Recovery Activities): EXECUTIVE ORDER NO. 06-21.pdf (vermont.gov)</p>	Masks are no longer required by are still recommended for unvaccinated people.	<p>(Pending Legislation) H.B. 452 (would prohibit the use of COVID-19 vaccine passports): Bill Status H.452 (vermont.gov)</p> <p>(Pending Legislation) H.B. 283 (would broadly prohibit discrimination based on vaccination status, including in the employment context):</p>	Workers' Compensation presumption of compensability for front-line workers: https://legiscan.com/VT/text/S0342/id/2198551/Vermont2019-S0342-Enrolled.pdf

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	<p>COVID-19 Resources for Businesses: https://accd.vermont.gov/covid-19/business</p> <p>COVID-19 Information for Vermont Employers: https://labor.vermont.gov/COVID19</p> <p>Workplace Safety Top 10 Recommendations Relating to COVID-19: Vermont Occupational Safety and Health Administration (VOSHA) Department of Labor</p>		<p>Bill Status H.283 (vermont.gov)</p>	
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>Virginia Workplace Safety Mandates for COVID-19 Final Standard: https://www.doli.virginia.gov/proposed-permanent-standard-</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>(Pending Legislation) H.B. 2242 (would prohibit employment discrimination based on a person's vaccination status): LIS > Bill Tracking > HB2242 > 2021 session (virginia.gov)</p>	

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	<p>for-infectious-disease-prevention-for-covid-19/; https://www.doli.virginia.gov/wp-content/uploads/2021/01/Final-Standard-for-Infectious-Disease-Prevention-of-the-Virus-That-Causes-COVID-19-16-VAC25-220-1.27.2021.pdf</p> <p>Guidelines for All Business Sectors: https://www.virginia.gov/coronavirus/forwardvirginia/</p> <p>Department of Health Guidance for Businesses: https://www.vdh.virginia.gov/coronavirus/schools-workplaces-community-locations/businesses/</p>			

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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>Department of Labor & Industries Guidance: F414-164-000 L&I Requirements and Guidance for Preventing COVID-19 (wa.gov)</p>	<p>Department of Labor Guidance: F414-164-000 L&I Requirements and Guidance for Preventing COVID-19 (wa.gov)</p> <p>Secretary of Health Face Coverings Order: Secretary of Health Order 20-03 Statewide Face Coverings.pdf (wa.gov)</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: Inslee announces vaccination requirement for most state employees, private health care and long-term care workers by WA Governor's Office Washington State Governor's Office Aug. 2021 Medium</p> <p>(Pending Legislation) H.B. 1305/H.B.1065: (prohibiting employers from requiring employees to get the COVID-19 vaccine as a</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
			condition of employment): Washington State Legislature	
West Virginia	All West Virginia Executive Orders: https://governor.wv.gov/Pages/WV-COVID-19-actions-and-executive-orders.aspx Executive Order No. 8-21: https://governor.wv.gov/Documents/2021%20Executive%20	No statewide mask requirement. The mask mandate was lifted on June 20 th .		

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>Public Health Standards for Businesses Open During the COVID-19 Outbreak: http://apps.sos.wv.gov/adlaw/csr/ruleview.aspx?document=17200&KeyWord=</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>			
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) A.B. 25/S.B. 5: (proposed legislation to prohibit employers from requiring proof of a COVID-19 vaccine as a condition of employment): 2021 Assembly Bill 25 (wisconsin.gov) ; 2021	<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-</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>Senate Bill 5 (wisconsin.gov)</p> <p>(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>	<p>19): https://docs.legis.wisconsin.gov/2019/related/acts/185.pdf</p>
Wyoming	<p>Guidance for businesses: https://health.wyo.gov/</p>	<p>No statewide mask requirement.</p>		<p>Workers' Compensation (presumption the risk of an employee contracting COVID-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>