

State Reopening Guide

This document is being provided for informational purposes only. It is not meant to provide legal advice. It was created to serve as a guide for locating specific information about state orders with regard to essential and non-essential businesses.
If you want to check the status of your state's Order or Proclamation, visit

<https://web.csg.org/covid19/executive-orders/>

State	Stay at Home Expiration	Am I Allowed to Conduct Business in My Office?	References	Resources	Guidelines to Reopen
Alabama	April 30th, 2020 - Statewide order expires	Yes - Legal services were deemed essential services during the Stay-at-Home Order, subject to limitations outlined in the Safer at Home Order	Safer At Home Order - Effective April 30	Proceeding With Caution: Updated Statewide COVID-19 Health Order For Alabama	Effective April 30, 2020, at 5:00 P.M., all employers shall take reasonable steps, where practicable as work duties permit, to protect their employees by: a. avoiding gatherings of 10 employees or more; b. maintaining six feet of separation between employees; c. regularly disinfecting frequently used items and surfaces; d. encouraging handwashing; e. preventing employees who are sick from coming into contact with other persons; f. facilitating remote working arrangements; and g. minimizing employee travel.
Alaska	April 24th, 2020 - nonessential businesses to reopen with restrictions	Yes - subject to limitations outlined in Attachment D	Alaska's Plan Forward - General Guidelines	Reopen Alaska	Nonessential Public Facing Businesses can resume operations if they meet all of the following requirements outlined in section II (social distancing, hygiene , staffing , cleaning/disinfecting)
Arizona	May 15th, 2020 - Executive Order 2020-18 expires. May 16th - Stay Health, Return Smarter, Return Stronger order goes into effect.	Yes - subject to following the guidelines outlined by the CDC, Dept of Labor, OSHA, and ADHS	Stay Healthy, Return Smarter, Return Stronger	Reopening Guidance	Any business shall develop, establish and implement policies based on guidance from the CDC, Department of Labor, Occupational Safety and Health Administration (OSHA) and ADHS to limit and mitigate the spread of COVID-19 including the following: a. Promoting healthy hygiene practices; b. Intensifying cleaning, disinfection and ventilation practices; c. Monitoring for sickness; d. Ensuring physical distancing; e. Providing necessary protective equipment; f. Allowing for and encouraging teleworking where feasible; g. Providing plans, where possible, to return to work in phases; and h. Limiting the congregation of groups of no more than 10 persons when feasible and in relation to the size of the location.
Arkansas	No official order - Businesses to begin reopening on May 4th, 2020	Yes - subject to the limitations outlined in the Business Limitations Directive	Business Limitations Directive	Press Release - Gov Hutchinsons Weekly Address - Getting Back to Business	All businesses, manufacturers, and construction companies must implement the following protocols: a. Limit the number of people in a facility at any one time to ensure people in facility can maintain a six-foot distance from one another. b. At places where lines form at a facility, facilities should mark off six-foot increments c. Employees entering a facility should wear a face covering, especially when maintaining a physical distance of six feet is not possible. d. Customers entering a facility should be strongly encouraged to wear a face covering. e. Employees should be screened for fever, cough, shortness of breath, sore throat, or loss of taste or smell as they are entering the building f. Provide hand sanitizer, soap and water, or effective disinfectant at or near the entrance of the facility and in other appropriate areas for use by the public and employees, and in locations where there is frequent employee interaction with members of the public. g. Retail businesses are encouraged to provide contactless payment systems or provide for the disinfection of all payment portals, pens, and styluses after each use. h. Regularly disinfect any high-touch surfaces. i. Signs must be posted at all entrances advising the public not to enter if they have fever, cough, shortness of breath, sore throat, or loss of taste or smell, and if they have had known exposure to someone with Covid-19 in the past 14 days. j. Signs must be posted at all building entrances advising the public that they may wish to refrain from entering if they are 65 years of age or older or have underlying health conditions k. Employees who are diagnosed with COVID-19 must be reported to the Arkansas Department of Health. Businesses should assist ADH staff in conducting contact tracing in their facilities, in order to prevent an outbreak from occurring. l. Consider maintaining a log with dates and time of persons entering a facility to facilitate contact tracing in the event an outbreak occurs.
California	Indefinite Stay at Home Order	Yes - subject to having preventative measures in place	COVID-19 Industry Guidance: Office Workspaces	Resilience Roadmap	Beginning May 8th, 2020, California will slowly begin lifting restrictions on businesses (including office workspaces) with preventative measures in place. Key prevention practices include: - Physical distancing to the maximum extent possible - Use of face coverings by employees (where respiratory protection is not required) and customers/clients) -Frequent handwashing and regular cleaning and disinfection -Training employees on these and other elements of the COVID-19 prevention plan
Colorado	April 26th, 2020 - Stay-at-Home order expires. April 27th - Safer at Home order goes into effect.	Yes - Legal services were deemed essential services during the Stay-at-Home Order. Business are expected to follow the office-based business guidelines and telecommute when possible.	Safer At Home - Effective April 27th	Safe at Home: Office-Based Business Guidelines	Beginning on May 4, 2020, Non-Critical Commercial Businesses to allow up to fifty percent (50%) of their employees to conduct in-person work that takes place outside a private residence in accordance with Mandatory Social Distancing Requirements and protocols. Strongly encourage all Critical Businesses, Critical Government Functions, Non-Critical Retail, and Non-Critical Commercial Businesses to allow workers to telecommute whenever possible.

State Reopening Guide

This document is being provided for informational purposes only. It is not meant to provide legal advice. It was created to serve as a guide for locating specific information about state orders with regard to essential and non-essential businesses. If you want to check the status of your state's Order or Proclamation, visit

<https://web.csg.org/covid19/executive-orders/>

State	Stay at Home Expiration	Am I Allowed to Conduct Business in My Office?	References	Resources	Guidelines to Reopen
Connecticut	May 20th, 2020 - Stay-at-Home order expires	Yes - Legal services were deemed essential services during the Stay-at-Home Order, subject to limitations outlined in the sector guidelines provided in Reopen Connecticut	Executive Order No. 7PP - Phase 1 Reopening	Reopen Connecticut: Safer. Stronger. Together	Effective May 20th, 2020, Phase 1 will be reopening businesses. Offices are permitted to reopen, following the sector guidelines including, but not limited to the following: <ul style="list-style-type: none"> • Capacity limit of 50% for businesses that reopen. • Strict cleaning and disinfection protocols in all settings. • Those who can work from home should continue to do so. • Those in high-risk groups (comorbidities) and over the age of 65 should continue to stay safe and stay home. • Facemasks should continue to be worn in public at all times. • Social gatherings will be restricted to a maximum of 5 people
Delaware	May 15th, 2020 - Stay-at-Home order expires	Yes - Legal services were deemed essential services during the Stay-at-Home Order. Business are expected to follow the General Guidelines for businesses in Delaware's Reopening plan and telecommute when possible.	Delaware's Economic Reopening	Delaware's Reopening Plan	During Phase 1, businesses are able to reopen following the general guidelines: <ul style="list-style-type: none"> - Employers should close common areas where personnel are likely to congregate and interact, or enforce strict social distancing protocols - Employees and customers have a responsibility to self-quarantine if they have a reason to expect that they may be ill or may have come into contact with COVID-19. Employees who are symptomatic must not physically return to work until cleared by DPH or their medical provider. - Employers are encouraged to continue to have staff work from home whenever possible. - All surfaces touched by customers, including doors, restrooms, and point of sale infrastructure must be disinfected using an EPA-approved disinfectant every 15 minutes to 2 hours. - All employees required to go to work should perform a daily health check as prescribed by the Delaware Division of Public Health. - All employees should wash hands regularly with soap and water throughout the work day, and in particular after any time they come into contact with a customer. Hand sanitizer should be used to supplement hand washing throughout the day. Employees must also social distance from each other while working. This can be accomplished through spacing or moving workstations, staggering shifts or other means. - Businesses must make hand sanitizer or handwashing stations readily available for all employees and customers. - Downtime should be given between shifts and after closing for thorough cleanings of an establishment at a minimum after each day. - Employers should post signs on how to stop the spread of COVID-19, hand hygiene, and properly wear a cloth face covering
Florida	April, 30th, 2020 - Stay-at-Home order expires	Yes - subject to following the guidelines outlined by the Plan for Florida's Recovery	Executive Order No 20-112	Safe. Smart. Step-by-Step. Plan for Florida's Recovery	The following general guidance is recommended for all employers throughout each phase of re-opening: <ul style="list-style-type: none"> - Practice social distancing, as the virus is most transmissible indoors under close, sustained contact. If you are around other people, try to maintain 6 feet of separation. - Clean and disinfect high-touch, high-traffic surface areas. - Develop and implement policies and procedures for workforce tracing following a positive COVID-19 test by an employee or an employee who has come into contact with an individual testing positive for COVID-19. - Encourage employees who feel sick to stay home and monitor employees for COVID19 symptoms. - Make hand sanitizer, disinfecting wipes, soap and water, or similar disinfectant readily available to employees and customers. - Develop and implement policies and procedures to train employees on personal hygiene expectations, including increased frequency of hand washing, the use of hand sanitizers with at least 60 percent alcohol and, clear instruction to avoid touching hands to face. - Avoid hugs, handshakes, large gatherings and close quarters. - For businesses that are close contact or have a high potential for exposure to COVID19, require employees to wear masks, cloth face coverings or other PPE while inside or within close proximity to members of the public. - Do not allow symptomatic people to physically return to work until they meet CDC criteria to do so and are cleared by a medical provider.
Georgia	April 30th, 2020 - Stay-at-Home order expires	Yes - Legal services were deemed essential services during the Stay-at-Home order.	Guidelines for Businesses		Businesses must continue to operate with strict social distancing and sanitation rules to keep customers and employees safe and adhere to the following requirements, including (but not limited to): <ul style="list-style-type: none"> - Screening and evaluating workers who exhibit signs of illness, such as a fever over 100.4 degrees Fahrenheit, cough, or shortness of breath - Requiring workers who exhibit signs of illness to not report to work or to seek medical attention; - Enhancing sanitation of the workplace as appropriate; - Requiring hand washing or sanitation by workers at appropriate places within the business location; - Implementing teleworking for all possible workers and staggering shifts - Placing notices that encourage hand hygiene at the entrance to the workplace and in other workplace areas where they are likely to be seen; *Additional guidelines can be found in the Guidelines for Businesses

State Reopening Guide

This document is being provided for informational purposes only. It is not meant to provide legal advice. It was created to serve as a guide for locating specific information about state orders with regard to essential and non-essential businesses. If you want to check the status of your state's Order or Proclamation, visit

<https://web.csg.org/covid19/executive-orders/>

State	Stay at Home Expiration	Am I Allowed to Conduct Business in My Office?	References	Resources	Guidelines to Reopen
Hawaii	May 31st, 2020 - Stay-at-Home order expires	Yes - Legal services were deemed essential services during the Stay-at-Home Order, subject to limitations outlined by the CDC	Beyond Recovery: Reopening Hawaii	Guidance for Everyone	Businesses that are able to remain open, need to adhere to the following guidelines set by the CDC: - Cross-train key staff at work so one person's absence won't derail your organization's ability to function. - Separate sick employees and those showing symptoms should be sent home. - Consider alternatives to large meetings or conferences to limit the number of people in a room to fewer than 10 and to ensure 6+ feet distance between everyone. - Increase cleaning of frequently-touched items, surfaces and areas. - Suspend nonessential employee travel to minimize exposure. - Consider use of telecommuting options when practical and minimize the number of employees working within close proximity of one another. In particular, large in-person meetings and conferences should be minimized or canceled when possible. - Encourage employees to stay home when they are sick and maximize flexibility in sick leave benefits. - Do not require a doctor's note for employees who are sick. - Place hand sanitizers in reception areas. - Coordination with state and local health officials is strongly encouraged for all businesses so that timely and accurate information can guide appropriate responses in each location where their operations reside.
Idaho	May 1st, 2020 - Stay-at-Home order expires and first phase of reopening to begin.	Yes - Legal services were deemed essential services during the Stay-at-Home Order, subject to the business-specific protocols outlined in Idaho's reopening plan	Stay Healthy Order	Idaho Rebounds: Our Path to Prosperity	Business who are open for business should follow the protocols outlined below: - Establish a protocol to maintain the six (6) foot physical distancing requirements for employees and patrons. - Consider the use of telework to limit the number of employees in the facility during business hours when vendors and patrons might be present. - Consider staggering work hours for those who must be present in the business. - Identify how the business will provide adequate sanitation and personal hygiene for employees, vendors and patrons. - Identify how personal use items such as masks, face coverings and gloves shall be worn, if necessary, for employees, vendors, and patrons. (businesses may require that employees, vendors and patrons wear face coverings) - Identify how the business will provide services limiting close interactions with patrons such as, but not limited to: online, digital or telephonic ordering, curbside pickup, delivery - Establishing hours of operations for vulnerable populations - Limiting numbers of patrons in the business at a time - Directing the flow of traffic in the business - Use of signage and barrier protection to limit movement and maintain distancing - Identify strategies for addressing ill employees, which should include requiring COVID-19 positive employees to stay at home while contagious and may include restricting employees who were directly exposed to the COVID-19 positive employee, as well as the closure of the facility until it can be properly disinfected. - On a case-by-case basis, include other practices such as screening of employees for illness and exposures upon work entry, requiring non-cash transactions, etc.
Illinois	May 30th, 2020 - Stay-at-Home order expires	Yes - Legal services were deemed essential services during the Stay-at-Home Order, subject to following minimum guidelines for operations outlined in Business Guidelines. Telecommuting encouraged when possible	Modified Stay At Home Order	Restore Illinois Guidelines	Minimum guidelines for businesses who conduct operations from within non-customer-facing office spaces (standalone and within multi-tenant buildings) i. Examples of businesses operating within offices include (non-exhaustive): legal services, accounting services, architectural/engineering design: 1. All employees who can work from home should continue to do so 2. Employees should wear face coverings over their nose and mouth when within 6-ft. of others (cloth masks preferred). Exceptions may be made where accommodations are appropriate – see IDHR's guidance. 3. Social distance of at least 6-ft. should be maintained between non-household individuals unless participating in activities permitted under Phase III guidelines 4. Employer should provide hand washing capability or sanitizer to employees and if applicable, customers 5. Frequent hand washing by employees, and an adequate supply of soap/ paper towels and/or disinfectant/ hand sanitizer should be available
Indiana	May 1st, 2020 - Stay-at-Home order expires. Stage 1 of reopening to begin. May 4th, 2020 - Stage 2 of reopening to begin.	Yes - Legal services were deemed essential services during the Stay-at-Home Order, subject to following minimum guidelines for operations outlined in the Industry Guidelines for Professional Office Settings Telecommuting encouraged when possible.	Executive Order 20-26 - Roadmap to Reopen Indiana	Back On Track Indiana - Suggested Guidelines for Professional Office Settings	Suggested guidelines for operations include: • Develop a protocol to screen employees upon entry or before they arrive for work • Require symptomatic employees to stay home and recommend they be tested • Allow as many people as practical to work from home when possible • Ensure 6 feet of distance between employee work stations. If this is not possible, create a barrier between workspaces • Require regular handwashing and cloth face coverings for employees (e.g. masks, scarfs, surgical masks) • Ensure frequent cleaning of high-touch items (e.g. printers, door handles, desks, phones) • Group employees by shifts to reduce exposure to others • Post signage on COVID-19 safety guidelines and best practices in common areas • Place signage stating the requirement of guests to socially distance and to visit when they are not ill • Cancel or postpone in-person events when social distancing guidelines cannot be met • Schedule office areas for deep cleaning • Close cafeterias and gathering spaces if feasible; do not allow self-service buffets in cafeterias

State Reopening Guide

This document is being provided for informational purposes only. It is not meant to provide legal advice. It was created to serve as a guide for locating specific information about state orders with regard to essential and non-essential businesses. If you want to check the status of your state's Order or Proclamation, visit

<https://web.csg.org/covid19/executive-orders/>

State	Stay at Home Expiration	Am I Allowed to Conduct Business in My Office?	References	Resources	Guidelines to Reopen
Iowa	No official order - businesses to begin reopening on May 1st, 2020	Yes - Legal services were not included in the list of businesses required to close. Businesses should refer to the Interim Guidance for Businesses and Employers for operating guidelines	Interim Guidance for Businesses and Employers		Guidelines for operating businesses include (but are not limited to): - Activity encourage sick employees to stay home - Consider conducting daily in-person or virtual health checks - Identify where and how workers might be exposed to COVID-19 at work - Separate sick employees - Take action if an employee is suspected or confirmed to have COVID-19 infection - Give employees, customers, and visitors what they need to clean their hands and cover their coughs and sneezes - Perform enhanced cleaning and disinfection after persons suspected/confirmed to have COVID-19 have been in the facility - Limit travel and advise employees if they must travel to take additional precautions and preparations
Kansas	May 3rd, 2020 - Executive order expires. May 4th, 2020 - Reopen Kansas plan to begin.	Yes - Legal services were deemed essential activities during the Stay-at-Home Order. Businesses should following the general guidelines outlines in the Ad Astra plan when operating. Telecommuting encouraged when possible.	Ad Astra: A Plan to Reopen Kansas		Operating business should adhere to the following guidelines: - Develop and implement appropriate policies in accordance with federal, state, and local regulations and guidance and share with employees. - Continue to use telework if possible and consider use of variable work schedules. - Use nonmedical cloth masks. - Frequent handwashing of employees and/or use of gloves. - Incorporate engineering controls such as physical barriers where possible. Reconfigure space to enable people to be located at least 6 feet apart. - Support and enable employees to remain at home if they are unwell or have been in close contact with someone who is sick. - Establish strict routine cleanings by sanitizing frequently touched surfaces in between customer exchanges. - Provide signage at public entrances to inform all employees and customers of social distancing guidelines mandated within your business. - Create a plan for a potential outbreak or exposure in your community. - If an employee tests positive for the virus, immediately contact your local health department and follow their instructions
Kentucky	Indefinite Healthy at Home Order.	Yes - Legal services were deemed essential activities during the Stay-at-Home Order. Businesses should following the general guidelines outlines in the Healthy at Work Requirements. Telecommuting encouraged when possible.	Healthy at Work	Healthy at Work Requirements for Office-Based Businesses	Select nonessential businesses may begin reopening May 11th, 2020, subject to restrictions. Each business reopening must meet certain Minimum Requirements in addition to industry specific guidance: - - -Businesses should conduct business via phone or Internet to the greatest extent practicable. • Businesses must ensure that no more than 50% of employees are physically present in the office on any given day. • Businesses must ensure that employees wear face masks for any interactions between co-workers or while in common travel areas of the office. Employees are not required to wear face masks while alone in personal offices or if doing so would pose a serious threat to their health or safety. • Businesses should ensure that employees use digital files rather than paper formats to the greatest extent practicable. • Businesses must conduct meetings with customers over the phone or Internet to the greatest extent practicable. Where in-person meetings with customers cannot be avoided, the employees must wear face masks and remain six feet apart from the customers. • Businesses should, to the greatest extent practicable, modify the office's traffic flow to minimize contacts between employees. • Businesses should ensure that offices and workstations are properly cleaned and ventilated. • Businesses should encourage employees to frequently wash their hands or use hand sanitizer, which should be provided by the business.
Louisiana	May 15th, 2020 - Stay-at-Home order expires.	Yes - subject to strict standards outlined in the Open Safely guidelines for Businesses. Telecommuting encouraged when possible.	Stay-at-Home Order Extended	Open Safely Louisiana - Phase 1 Business/Organization (download)	Businesses in operations must adhere to the following guidelines: o Do not exceed the maximum building capacity of 25% o Make arrangements to allow for the minimum of 6 feet distance between occupants. o Reduce employee area capacity to allow for 6-foot distancing between employees. o Do not allow physical contact between employees and clients. o One occupant per private individual office is allowed. o Open office areas shall be arranged such that a minimum of 6 feet distance between other persons is maintained. o Conference rooms shall be limited to a maximum of 10 persons. A 6-foot distance shall be maintained within the conference room between unrelated small groups. o Break rooms shall be limited to temporary access by one employee at a time. o Teleworking of employees should continue wherever and whenever possible. o Do not permit interior waiting areas. Waiting may be provided outside of the facility while following social distancing guidelines or persons shall wait in cars. o Avoid gatherings in the building while entering, exiting, or moving about.
Maine	May 31st, 2020 - Stay-at-Home order expires	Yes - Legal services were deemed essential services during the Stay-at-Home Order. Businesses should following the general guidelines outlines in the Ad Astra plan when operating. Telecommuting encouraged when possible.	An Order to Stay Safer at Home	COVID-19 Prevention Checklist	Businesses in operation should refer to the COVID-19 Prevention Checklist for a list of operational guidelines.
Maryland	Indefinite Stay at Home Order	Yes - Legal services were permitted to remain open during the Stay-at-Home order.	Roadmap to Recovery	General Business Best Practices	Operating Businesses should follow the General Business Best Practices while open.

State Reopening Guide

This document is being provided for informational purposes only. It is not meant to provide legal advice. It was created to serve as a guide for locating specific information about state orders with regard to essential and non-essential businesses. If you want to check the status of your state's Order or Proclamation, visit

<https://web.csg.org/covid19/executive-orders/>

State	Stay at Home Expiration	Am I Allowed to Conduct Business in My Office?	References	Resources	Guidelines to Reopen
Massachusetts	May 18th, 2020 - Stay-at-Home order expires	Yes - Legal services were deemed essential when assisting in compliance with legally mandated activities. Businesses must following the Mandatory Safety Standards when in operation.	COVID-19 Order No 21 - Extended Until May 18th	Reopening Mandatory Safety Standards for Workplaces	Businesses in operation should refer to the Mandatory Safety Standards for Workplaces for operating guidelines.
Michigan	May 28th, 2020 - Stay-at-Home order expires	Yes - Law offices are permitted to reopen, but ONLY if telecommuting is not possible	Executive Order No 2020-59 - Extended Until May 28th	MI Safe Start	Businesses in operations should follow guidelines outlines in the five best practices categories: 1. Access Control: Implementing best practices to quickly identify and catalogue potential introductions of COVID-19 into the workplace 2. Social distancing: Minimizing levels of close contact within the workplace to limit the spread of COVID-19 among workers 3. Sanitation / Hygiene: Increasing both the frequency and vigor of common cleaning practices as well as implementing new ones to reduce the amount of time COVID-19 can live on surfaces 4. PPE: Ensuring all employees have access to personal protective equipment to keep them from both contracting and transmitting the COVID-19 virus 5. Contact tracing / Isolation: Designing and imparting to employees important procedures and protocols on what occurs if an employee is suspected to have and/ or diagnosed with COVID-19
Minnesota	May 18th, 2020 - Stay-at-Home order expires	Yes - Legal services were permitted to remain open to provide essential legal services and telecommute when possible. Telecommuting is still required when possible.	Minnesota's Stay Safe Plan		Businesses must following the guidelines laid out in Minnesota's Stay Safe plan, including: - Using facial coverings - Social distance and stay six-feet away from others -Telework when possible
Mississippi	May 25th, 2020 - Stay-at-Home order expires.	Yes - Legal services were deemed essential services during the Stay-at-Home Order	Executive Order No. 1477	Safe Return Mississippi FAQ	All businesses and nonprofits operating within Mississippi are allowed to open following guidelines to minimize person-to-persn interactions and transmission of COVID-19. No more than 50% capacity in a store at one time to ensure social distancing protocols. Additional guidelins provided in the FAQ based on industry.
Missouri	May 3rd, 2020 - Stay-at-Home order expired. May 4th, 2020 - all businesses allowed to reopen.	Yes - All businesses are able to reopen as long as long as social distancing remains in place.	Economic Reopening Phase 1	Show Me Strong Recovery	Operating business should adhere to the following guidelines: -Businesses should prepare to implement basic infection prevention measures informed by industry best practices, regarding: protective equipment, temperature checks, testing, isolating, and contact tracing, sanitation, including disinfection of common and high-traffic areas - Modify physical workspaces to maximize social distancing. - Minimize business travel. - Develop an infectious disease preparedness and response plan, including policies and procedures for workforce contact tracing when an employee tests positive for COVID-19. - Monitor workforce for indicative symptoms. Do not allow symptomatic people to physically return to work until cleared by a medical provider. -Develop, implement, and communicate about workplace flexibilities and protections, including: encouraging telework whenever possible, returning to work in phases and/or split shifts, limiting access to common areas where personnel are likely to congregate and interact, - Ensuring that sick leave policies are flexible and consistent with public health guidance. - Social distancing requirements shall apply in all situations, including, but not limited to, when customers are standing in line or individuals are using shared indoor or outdoor spaces. - Social distancing requirements do not apply to individuals performing job duties that require contact with other people closer than six feet. They should take enhanced precautionary measures to mitigate the risks of contracting or spreading COVID-19.
Montana	April 24th, 2020 - Stay-at-Home order expires. April 27th, 2020 - Businesses to being reopening.	Yes - Legal services were deemed essential services during the Stay-at-Home Order. Businesses in operation should adhere to the employer guidelines outlined in Montana's Reopening the Big Sky Plan	Extension of Executive Orders 2-2020 and 3-2020	Montana: Reopening the Big Sky	Businesses in operation must adhere to the following guidelines: - Develop and implement appropriate policies, in accordance with Federal, State, and local regulations and guidance, and informed by industry best practices, regarding: social distancing and protective equipment, temperature checks and/or symptom screening, collaborate with public health on testing, isolating, and contact tracing, sanitation, use and disinfection of common and high-traffic areas. - Monitor workforce for indicative symptoms. Do not allow people with symptoms of COVID-19 to work. - Collaborate with public heath when implementing policies and procedures for workforce contact tracing following an employee COVID+ test
Nebraska	No Official Order	Yes - Nebraska never implemented an official Stay-at-Home order.	Steps to Get Nebraska Growing	US Camper Business Reopening Playbook	Businesses are encourgaed to take the following steps to ensure a safe return to work: - General hygiene practices: Consult the CDC's guidelines for proper, frequent handwashing and respiratory hygiene. Assess your business's current cleaning and sanitation practices against the CDC's recently released recommendations. - Personal protective equipment (PPE): If your business was subject to the Occupational Health and Safety Administration's general requirements for employee PPE use, make sure you continue to adhere to those guidelines when you reopen. - Social distancing: Consider how your current workspace can be reconfigured to encourage social distancing if telework is not possible. The CDC recommends installing physical barriers, changing layouts to put at least six feet of distance between work stations, closing communal spaces, staggering shifts and breaks and refraining from large events. - Employee health monitoring: Develop a plan for monitoring your employees' health, with a particular focus on COVID-19 symptoms. - Positive cases: Decide how you will handle a positive case of COVID-19 in your workplace after you reopen. OSHA's guidelines give specific steps on how to manage and isolate employees displaying COVID-19 symptoms.

State Reopening Guide

This document is being provided for informational purposes only. It is not meant to provide legal advice. It was created to serve as a guide for locating specific information about state orders with regard to essential and non-essential businesses. If you want to check the status of your state's Order or Proclamation, visit

<https://web.csg.org/covid19/executive-orders/>

State	Stay at Home Expiration	Am I Allowed to Conduct Business in My Office?	References	Resources	Guidelines to Reopen
Nevada	May 15th, 2020 - Stay-at-Home order expires.	Yes - Legal services were deemed essential services during the Stay-at-Home Order. Businesses can continue to operate and are encouraged to follow the guidelines outlined in the Roadmap to recovery.	Directive 018 - Phase One Reopening Plan	Roadmap to Recovery for Nevada	All businesses and employers are encouraged to adopt and/or take the following actions: - Businesses should encourage customers to wear face coverings - Continue to encourage telework, whenever possible or have employees return to work in phases - Close common areas where personnel are likely to congregate and interact, or enforce strict social distancing protocols. - Follow guidance from the Nevada Labor Commissioner regarding sick leave policies. - Strongly consider special accommodations for employees who are members of a vulnerable population. - Consider encouraging employees to do a self-assessment each day to check if they have any COVID-19 symptoms - Remind employees to stay home when sick, use cough and sneeze etiquette, and practice hand hygiene. - Frequently perform enhanced environmental cleaning of commonly touched surfaces. - Social Distancing & Sanitation Practices in Businesses - All businesses should consider proactive measures to help protect staff and customers, including but not limited to: implementing separate operating hours for the elderly and vulnerable customers, designating with signage, tape or by other means, six feet of spacing for employees, customers, clients or members to maintain appropriate distance, having hand sanitizer, and sanitizing products, readily available for employees and customers.
New Hampshire	May 4th, 2020 - Original Stay-at-Home expires and Stay at Home 2.0 goes into effect.	Yes - Legal services were deemed essential services during the Stay-at-Home Order when assisting in compliance with legally mandated activities. Employers must follow Universal Guidelines outlined in Stay at Home 2.0. Telecommuting encouraged when possible.	Stay at Home 2.0 - Universal Guidelines		Businesses in operation must adhere to the following guidelines (including, but not limited to): - Employers must require all employees who are sick or not feeling well to stay home, and employees must notify their supervisor by phone - Employers must develop a process for screening all employees reporting for work for COVID-19 related symptoms - Employers must strongly promote frequent hand hygiene and alcohol-based hand sanitizer must be made readily available - Implement workplace cleaning and disinfection practices - Mitigate exposure - Allow Employees to work from home as much as practical - Plan for potential COVID-19 cases - Update the Employee Illness Policy - Communicate frequently with both employees and customers about steps being taken to prevent spread of COVID-19 in the workplace
New Jersey	Indefinite Stay at Home Order	Yes - Non-essential businesses that are able to easily safeguard work activities in physical locations can open if they meet safeguarding and modification guidelines. All employees who can work from home should continue to do so.	The Road Back: Multi-Stage Approach	The Roadback: Restoring Economic Health through Public Health	Business should take the following precautions throughout all phases of New Jersey's reopening: Precautions that apply across all stages include: - Work that can be done from home should continue to be done from home. - Clinically high-risk individuals who can stay at home should continue to do so. - All residents and businesses should follow state and federal safeguarding guidelines: wash hands, wear masks in public, respect social distancing, minimize gatherings, disinfect workplace and businesses, and minimize gatherings No mass gatherings
New Mexico	May 15th, 2020 - Stay-at-Home order expires. May 1st -	Yes - Legal services were deemed essential services during the Stay-at-Home Order when assisting in compliance with legally mandated activities. Businesses should implement the COVID-Safe Practice outlined in the Reopening Plan	Amending the March 23, 2020, April 6, 2020, and April 11 Public Health Emergency Orders	New Mexico Reopening Plan Preview	Businesses should implement the following COVID-Safe Practices: 1. Limit operations to remote work to the greatest extent possible 2. Arrange workplace to provide for 6 feet of distance between individuals wherever possible 3. Close common areas where personnel are likely to congregate wherever possible, or modify them to minimize contact 4. Provide for all meetings to take place remotely whenever possible 5. All employees should be provided with appropriate face coverings and should wear them in the workplace 6. Train all employees on daily cleaning and disinfecting protocol, hygiene, and respiratory etiquette 7. Make handwashing, sanitizer, and other hygiene support available to employees 8. Screen employees before they enter the workplace each day. Send employees home who are experiencing symptoms related to COVID-19 and direct them to obtain free testing through DOH 9. Prohibit employees with known close contact to a person who is lab-confirmed to have COVID-19 to return to work until the end of the 14-day self-isolation period 10. Minimize non-essential travel. Adhere to CDC guidelines and state orders regarding isolation following out-of-state travel 11. Adhere to all CDC and OSHA guidelines
New York	May 15th, 2020	Yes - Legal services were deemed essential services during the Stay-at-Home Order when assisting in compliance with legally mandated activities. Businesses may continue to operate remotely.	New York Forward		New York is releasing specific operational guidelines for each industry.
North Carolina	May 8th, 2020 - Stay-at-Home order expires.	Yes - Legal services were deemed essential services during the Stay-at-Home Order. Telecommuting is still encouraged when possible.	Executive Order No. 135	Staying Ahead of the Curve	Businesses in operation should adhere to North Carolina's guidance regarding the following topics: • Social Distancing and Minimizing Exposure • Cloth Face Coverings • Cleaning and Hygiene • Monitoring for Symptoms • Protecting Vulnerable Populations • Combatting Misinformation • Water and Ventilation Systems • Additional Resources

State Reopening Guide

This document is being provided for informational purposes only. It is not meant to provide legal advice. It was created to serve as a guide for locating specific information about state orders with regard to essential and non-essential businesses. If you want to check the status of your state's Order or Proclamation, visit

<https://web.csg.org/covid19/executive-orders/>

State	Stay at Home Expiration	Am I Allowed to Conduct Business in My Office?	References	Resources	Guidelines to Reopen
North Dakota	April 30th, 2020 - Business restrictions outlined in Executive Order 2020-6.3 expire.	Yes - Law offices were not included in the list of businesses required to close their physical locations. All businesses that remained open are encouraged to adopt the ND Smart Restart: Standards For All Industries	Executive Order 2020-06.4	Universal Protocols - Standards For All Industries	North Dakota businesses that remained open throughout the pandemic or businesses that voluntarily closer for a period of time, are strongly encouraged to adopt the ND Smart Restart: Standards For All Industries
Ohio	May 1st, 2020	Yes - Legal services were deemed essential services during the Stay-at-Home Order. Telecommuting is still encouraged when possible.	Stay Safe Order	Responsible RestartOhio: General Office Environment Guidelines	Business must follow the mandatory guidelines outlined in the General Office Environment operating requirements and are also encouraged to adopt the recommended best practices including : <ul style="list-style-type: none"> • Ensure minimum 6 feet between people, if not possible, install barriers • Personnel should work from home when possible and feasible with business operations • Limit travel as much as possible • Stagger arrival of all employees and guests • Businesses must require all employees to wear facial coverings • Employees must perform daily symptom assessment • Require employees to stay home if symptomatic • Require regular handwashing by employees • Place hand sanitizers in high-contact locations *Additional mandates outlines in Responsible RestartOhio: General Office Environment Guidelines
Oklahoma	April 24th, 2020 - lifting restrictions on barber shops, nail salons, spas, elective surgeries and state parks. May 1st - movie theatres, gyms, restaurants to reopen	Yes - Law office can begin reopening April 24th as long as businesses adhere to the sanitation, disinfecting, and social distancing guidelines from the CDC (and outlined in the Administrative Office Guidelines).	Open Up and Recover Safely	Administrative Office Guidance	Businesses who resume in person operations should adhere to the following guidelines: <ul style="list-style-type: none"> • Developing policies for temperature checks, sanitation, use and disinfection of common areas, ii and business travel • Monitoring workforce for indicative symptoms; not allowing symptomatic people to physically return to work and consider implementing flexible sick leave and supportive policies and practices. • Developing and implementing policies and procedures for workforce contact tracing following employee COVID-19 testing • and implementing appropriate policies regarding social distancing and PPE • Create plans to allow employees to return to work in phases. • Close common areas or enforce social distancing protocols. • Minimize non-essential travel and adhere to CDC guidelines and Executive Orders regarding isolation following travel. • Honor requests of personnel who are members of a vulnerable population for special accommodations
Oregon	May 4th, 2020 - Reopening plan in place	No - Law Office may be able to reopen their physical offices once Oregon moves into Phase 2 of their reopening plan.	Reopening Oregon		Guidelines will be released once the state determines it is safe to begin reopening office workspaces.
Pennsylvania	May 8th, 2020 - phases reopening with some outdoor recreation opening on May 1st.	Yes - Legal services were deemed essential when performing court functions deemed necessary. Teleworking must continue when possible. Businesses must also follow the guidelines in place outlines in the Business Guidance.	Process to Reopen Pennsylvania	COVID-19 Business Guidance	All businesses conducting in-person operations must do the following (among other guidelines outlined in the COVID-19 Business Guidance): <ul style="list-style-type: none"> - Clean and disinfect high-touch areas frequently and continue to regularly clean all other areas of the building(s) - Establish and implement a plan in case the business is exposed to a probable or confirmed case of COVID-19 - Identifying employees who were in close contact with a person with a probable or confirmed case of COVID-19 from the period 48 hours before symptom onset to the time at which the patient isolated. - Notify employees who were close contacts of any known exposure to COVID19 at the business premises, consistent with applicable confidentiality laws. - Take employee's temperature before they enter the business and send home those who have a temperature of 100.4 degrees Fahrenheit, or higher. - Inform employees that if they have symptoms, they should notify their supervisor and stay home; - Prevent large groups from entering or leaving the building by staggering work start and stop times; - Limit the number of people in employee common areas, like locker rooms or break rooms, and ensure these areas are cleaned frequently; - Conduct meetings and trainings virtually. If a meeting needs to be held in person, limit the number of employees to 10 and maintain a social distance of six feet; - Make sure employees have access to soap and water to wash their hands, hand sanitizer and disinfectant wipes; - Provide non-medical masks for employees to wear at all times and make it mandatory to wear masks while on the work site.
Rhode Island	May 8th, 2020 - Stay-at-Home order expires.	Yes - Law offices can utilize their workspaces on a limited basis. Those who can work from home should continue to do so.	Reopening RI: Testing the Waters		During Phase 1, everyone who can work from home should continue to work from home. Employees of office-based businesses who need to go to the office may do so on a very limited basis. To reopen safely, businesses should: <ul style="list-style-type: none"> • Providing additional cleaning guidelines. • Screen employees for symptoms. • Signage with guidance for employees, customers, and visitors. • Plus, developing setting-specific guidelines

State Reopening Guide

This document is being provided for informational purposes only. It is not meant to provide legal advice. It was created to serve as a guide for locating specific information about state orders with regard to essential and non-essential businesses. If you want to check the status of your state's Order or Proclamation, visit

<https://web.csg.org/covid19/executive-orders/>

State	Stay at Home Expiration	Am I Allowed to Conduct Business in My Office?	References	Resources	Guidelines to Reopen
South Carolina	May 4th, 2020 - Stay-at-Home order expires.	Yes - Law office may resume operations but should continue to telecommute when possible.	Accelerate SC	COVID-19 Re-Opening Guidance for Businesses	All employers have to determine how best to minimize the spread of COVID-19 in the workplace. In order to re-open and successfully remain open for business, employers should adhere to the following guidelines: 1. Encourage employees to wear masks or cloth face coverings, especially when in settings in which social distancing is not feasible. 3. Continue to encourage telework when feasible with business operations. Consider alternate work schedules such as staggering start times or shifts for employees who are on site. 4. People who have symptoms should stay at home until symptoms resolve. Be sure your leave policies reinforce this as well as encourage self-isolation when symptoms are present 5. Stay at least 6 feet apart or when that is not possible, wearing a cloth face covering or respirator 6. Washing hands frequently with soap & water or use of approved hand sanitizers, c. Regularly clean frequently touched surfaces (door handles, phones, keyboards, etc.) d. Remove frequently touched surfaces that can be removed (for example trash can lids) e. Increase ventilation air exchanges and percent outdoor air where possible.
South Dakota	No Official Order	Yes - South Dakota did not have a state-wide stay-at-home order in place.	South Dakota's Back to Normal Plan		Employers operating in physical locations should adhere to the following guidelines: - Encourage good hygiene and sanitation practices, especially in high-traffic areas - Encourage employees to stay home when sick - If previously operating via telework, begin transitioning employees back to the workplace - Where appropriate, screen employees for symptoms prior to entering the workplace
Tennessee	April 29th, 2020 - Stay-at-Home order expires. Safer-at-Home in effect until May 29th.	Yes - Legal services were deemed essential services during the Stay-at-Home Order. Businesses are encouraged to follow the Office Building Guidelines when in operation.	Reopening Guidelines	Economic Recovery Office Building Guidelines	Businesses in operation should adhere to the following guidelines (additional guidelines included in Economic Recovery Office Building Guidelines): - Equip, encourage, allow, or require employees to work remotely or via telework to the greatest extent practicable - Screen all employees reporting to work for COVID-19 symptoms - Take temperatures onsite with a no-touch thermometer each day upon arrival at work. Normal temperature should not exceed 100.4 degrees Fahrenheit - Require employees to wear cloth face coverings (not N-95 or medical masks, which should be reserved for healthcare workers) where close proximity is anticipated, and use other personal protection items as recommended by the CDC - Practice recommended social distancing to the greatest extent possible — “Further is safer” - Prohibit congregating in break rooms or common areas and limit capacity of such areas to allow for safe social distancing, with a minimum of 6 feet between employees. - Consider the use of modified schedules, staggered shifts or arrival/departure times, and staggered break times and meals in compliance with wage and hour laws. - Increase hygiene practices—wash hands more frequently, avoid touching face, practice good respiratory etiquette when coughing or sneezing
Texas	May 1st, 2020 - Stay-at-Home order expires.	Yes - Employers may operate their offices at limited capacity and subject to following the minimum recommended health protocols in the Open Texas Checklist.	Open Texas	Open Texas Checklist - Office Based Employers	Effective May 18, 2020, employers may operate their offices with up to the greater of 10 individuals or 25% of the total office workforce, provided the individuals maintain appropriate social distancing. The minimum recommended health protocols for office work employers are outlined in the Open Texas Checklist.
Utah	No Official Order	Yes - Utah did not have a state-wide stay-at-home order in place. Employer are encouraged to follow the best practices outlined in the Phased Health Guidelines (General Guidelines for Employees).	Phased Health Guidelines		Business who are open for business should follow the protocols outlined in the Phased Health Guidelines.
Vermont	May 15th, 2020 - Stay-at-Home order expires.	Yes - Lawyers may operate if they can comply with the mandatory health and safety requirements listed in the Be Smart Stay Safe order. Telecommuting is encouraged when possible.	Be Smart Stay Safe Order		Operating businesses must follow the mandatory health & safety requirements outlines in the Be Smart Stay Safe order, which includes (but is not limited to): - Employees shall not report to, or be allowed to remain at, work or job site if sick or symptomatic - Employees must observe strict social distancing of 6 feet while on the job - Employees must wear face coverings over their nose and mouth when in the presence of others - Employees must have easy and frequent access to soap and water or hand sanitizer during duration of work, and handwashing or hand sanitization is required frequently including before entering, and leaving, job sites. - Prior to the commencement of each work shift, pre-screening and health survey shall be required to verify each employee has no symptoms of respiratory illness - Signs must be posted at all entrances clearly indicating that no one may enter if they have symptoms of respiratory illness - All business, non-profit and government operations must use remote work whenever possible. *For full list of mandates, refer to the Be Smart Stay Safe Order

State Reopening Guide

This document is being provided for informational purposes only. It is not meant to provide legal advice. It was created to serve as a guide for locating specific information about state orders with regard to essential and non-essential businesses. If you want to check the status of your state's Order or Proclamation, visit

<https://web.csg.org/covid19/executive-orders/>

State	Stay at Home Expiration	Am I Allowed to Conduct Business in My Office?	References	Resources	Guidelines to Reopen
Virginia	June 10th - Stay-at-Home order expires.	Yes - Law office may resume operations but should continue to telecommute when possible and must adhere to the reopening guidelines.	Forward Virginia	Guidelines for All Business Sectors	Businesses in operation should adhere to the following guidelines: - Establish policies and practices for physical distancing between co-workers and between members of the public. - Provide clear communication and signage for physical distancing in areas where individuals may congregate, especially at entrances, in seating areas, and in check-out lines. - Limit the occupancy of physical spaces to ensure that physical distancing may be maintained. - Encourage telework whenever possible. - For those businesses where telework is not feasible, temporarily move or stagger workstations to ensure six feet of separation between co-workers and between members of the public. - Where possible, employees and customers should utilize face coverings. Where six feet of physical distance is not possible in a given business setting, employers should provide face covering to employees. - Limit in-person work-related gatherings, including conferences, trade shows, and trainings. - When in-person meetings need to occur, keep meetings as short as possible, limit the number of employees in attendance, and use physical distancing practices.
Washington	May 31st, 2020 - Stay-at-Home order expires.	Yes - Legal services were deemed essential services during the Stay-at-Home Order when assisting in compliance with legally mandated activities.	Safe Start	Professional Services COVID-19 Requirements	The professional services establishments must adopt a written procedure for professional services activity that is at least as strict as the Phase 2 safety requirements, including (but not limited to) - Educate employee-service providers in the language they understand best about coronavirus, how to prevent transmission and the owner's COVID-19 policies. - Maintain minimum six-foot separation between employee-service providers and clients in all interactions at all times. - Provide personal protective equipment (PPE) such as gloves, goggles, face shields and face masks as appropriate or required to employees for the activity being performed. All professional service businesses are also required to comply with the COVID-19 facility-specific safety protocols (outlines in Professional Services COVID-19 Requirements)
West Virginia	May 4th, 2020 - Stay-at-Home order replaced with Safer-at-Home order. Encourages people to stay home, but is not required	Yes - Legal services were deemed essential services during the Stay-at-Home order. Teleworking is still encouraged when possible	West Virginia Strong - The Comeback	Guidance for West Virginia Small Businesses	Small businesses, with 10 or fewer employees should consider adopting the rules and regulation outlined below: - Screen employees: Screen all employees reporting to work daily for COVID-19 symptoms - Direct any employee who exhibits COVID-19 symptoms to leave the premises immediately and seek medical care and/or COVID-19 testing, per CDC guidelines - Develop and implement appropriate policies, in accordance with federal, state, and local regulations and guidance, and informed by industry best practices - Train all employees on the importance and expectation of increased frequency of handwashing, the use of hand sanitizers with at least 60% alcohol, and provide clear instruction to avoid touching hands to face - Require employees to wear PPE when appropriate - If possible, return employees to work in phases and spread out shifts to reduce excessive or unnecessary interaction - Allow teleworking wherever possible - Post extensive signage on health policies, including the following documents in the workplace to help educate all on COVID-19 best practices
Wisconsin	May 26th, 2020 - Stay-at-Home order expires.	Yes - Legal services were deemed essential services during the Stay-at-Home Order	Badger Bounce Back	Wisconsin General Guidance for All Businesses	All employers are encouraged to use federal, state, and local regulations and guidance, informed by industry best practices and the Wisconsin Economic Development Corporation, to develop and implement appropriate policies regarding: - Physical distancing and protective equipment - Temperature checks and symptom screening - Testing, isolating, and contact tracing - Sanitation - Use and disinfection of common and high-traffic areas - Business travel
Wyoming	May 1st, 2020 - Gyms, barber shops, hair salons and other personal care services and elective surgeries could resume	Yes - Law offices were not included in the list of businesses required to close their physical locations.	Governor Orders for Reopening	Business Continuity Planning Basics	Businesses should work to maintain a health environment for employees by: - Ensuring adequate air circulation and post tips on how to stop the spread of germs. - Promote hand and respiratory hygiene. - Ensuring wide availability of alcohol based hand sanitizers (not just in places required by law). - Provide sanitizing supplies for frequent cleaning of surfaces and equipment. - Remind employees to report any illness to their manager especially if they are sick with fever, coughing and/or shortness of breath