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Last Updated February 1

Snapshot of State COVID Public Health and Masking Orders

As more cities, states and counties issue and revise emergency orders to stop the spread of COVID-19, the International Sign Association is working to help sign, graphics and visual communications companies nationwide assess and understand the implications of these orders and emphasize the essential role of our industry.

The following resource is intended as a snapshot to help navigate this rapidly-changing environment. Please consult with regulators within the appropriate jurisdiction and your own stakeholders including legal counsel before making a determination on how to best proceed with your company's operations.

Alabama

Statewide Mask Order: Yes. Individuals must wear masks in indoor and outdoor public places statewide. The mandatory mask-wearing ordinance has been extended through March 5.

Statewide Travel Restrictions: No

Current Executive Order Status: Safer at Home Order has been extended until March 8th
<https://www.alabamapublichealth.gov/legal/assets/order-adph-cov-gatherings-012121.pdf> Employers are required to practice mitigation policies including social distancing and handwashing; face coverings are only required for businesses where staff come into close contact with customers.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No

Employee Liability Executive Order: A business, health care provider, or other covered entity is not liable for injury, death, or property damage arising from any act or omission related to COVID-19 transmission or a covered COVID-19 response activity, unless a claimant shows by clear and convincing evidence that the injury was caused by wanton, reckless, willful, or intentional misconduct. Unless there is a "serious physical injury," liability is limited to actual economic compensatory damages. Noneconomic and punitive damages are not available. Punitive damages are the only relief in a wrongful death action.

Changes to Workers Compensation Rules: No

Alaska



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Statewide Mask Order: Yes. Face masks and social distancing are now mandatory at State work sites for both employees and visitors. Multiple localities have implemented mask orders.

Statewide Travel Restrictions: Yes. All travelers must submit travel declarations and self-isolation plans to the State. Non-Alaska residents must arrive with negative test results or follow work plans employers submit to the State or purchase a test upon arrival and quarantine awaiting results. Alaska residents must do the same but the test option is free. All travelers must get tested and self-isolate if symptoms develop while in the State. Residents who travel outside of Alaska for less than 72 hours do not need to quarantine or test.

<https://covid19.alaska.gov/health-mandates/#10> (**“Critical infrastructure companies and organizations will be asked to provide employees with a letter on company letterhead that states they are a critical infrastructure worker traveling for work purposes. These letters must include travel plans and confirm that the traveler is following the employer’s Community Workforce Protect Plan on file with the state that includes testing and/or quarantine provisions.”**)

Current Executive Order Status: Phase 3/4 Reopen Responsibly. The reopening effort has been paused by the Governor. Businesses, organizations, and local governments that can operate remotely are urged to send their employees home as soon as possible.

Require Paid Sick Leave for COVID-19 Symptoms or Positive Test: No

Guidance for Non-Public-Facing Businesses: <https://covid19.alaska.gov/wp-content/uploads/2020/05/05222020-Phase-III-IV-016-Attachment-H-Non-Essential-Non-Public-Facing-Businesses.pdf>

Changes to Workers Compensation Rules: Yes. The state did enact legislation stipulating first responders and health care workers are entitled to presumption.

Changes to Employer Liability Protections: No

Arizona

Current Executive Order Status: No Defined Phase Plan. The state has paused its reopening efforts.

Statewide Mask Order: No. There is no statewide mask mandate however the Governor issued an order allowing local governments to issue such mandates. Dozens of localities have implemented a mask order.

Statewide Travel Restrictions: No. The 14-day quarantine requirement for out-of-state travelers was rescinded on May 12.

Requirement for Paid Sick Leave for COVID-19 Symptoms or Positive Test: No



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Changes to Employer Liability Protections: Yes. An Executive Order was issued for civil liability protections for licensed health care professionals and volunteer health professionals who are registered and recruited through the Arizona Emergency System for the Advance Registration of Volunteer Health Professionals Liability Protections.

Changes to Workers Compensation Rules: No

Arkansas

Statewide Mask Order: Yes. Individuals must wear masks in indoor and outdoor public places statewide.

Statewide Travel Restrictions: No. Effective June 15, 2020, there is now no quarantine requirement for travelers entering Arkansas based on the location they traveled from. This includes both domestic and international travel.

Current Executive Order Status: Phase 2. Arkansas never shut down public activities, so no reopening plan was announced or implemented.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No

Changes to Employer Liability Protections: Yes. All persons in the state and person's employees, agents, and officers are immune from civil liability for damages or injuries caused by or resulting from exposure of an individual to COVID-19 on the premises owned or operated by those persons or during any activity managed by those persons. Immunity is effective until the emergency is terminated.

Changes to Workers Compensation Rules: Yes. Any worker who can establish that they contracted COVID-19 because of their job is entitled to presumption. COVID-19 is considered an occupational disease under the law and COVID-19 will be an exception to prohibition on compensation for ordinary diseases of life.

California

Temporary Workplace Health/Safety Rules: As of November 2020, California has enacted temporary emergency rules to protect employees from exposure to COVID-19.

<https://www.dir.ca.gov/dosh/coronavirus/COVID19FAQs.html>

Statewide Mask Order: Yes. On June 18, Gov. Newsome issued an order for all Californians to wear face coverings while in public or high-risk settings, including when shopping, taking public transit or seeking medical care. The state mandate exempts children 2 years old and younger, and people with a medical, mental health or developmental disability that prevents them from wearing a face covering. Face coverings also are not required for the hearing impaired, or those communicating with them, or for workers whose health may be put at risk or who may need to temporarily remove a mask to perform a task or service.



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Statewide Travel Restrictions: Yes. Persons arriving in California from other states or countries, including returning California residents, should practice self-quarantine for 14 days after arrival. These persons should limit their interactions to their immediate household. This recommendation does not apply to individuals who cross state or country borders for essential travel. If a region has to go under the Regional Stay At Home Order, all individuals shall stay home except as necessary to conduct activities associated with critical infrastructure.

Current Executive Order Status: “Early” Phase 2 Resilience Roadmap. California now is in early **Stage 2**, where retail, related logistics and manufacturing, office workplaces, limited personal services, outdoor museums, child care, and essential businesses can open with modifications.

Regional order will be triggered if Intensive Care Unit (ICU) capacity drops below 15% in a given region. State health officials are tracking the state by five regions: Northern California, Bay Area, Greater Sacramento, San Joaquin Valley and Southern California. Regions will remain in the Regional Stay at Home Order status for at least three weeks once triggered. Counties are eligible to come off the Regional Stay at Home Order after three weeks if their hospital ICU capacity projected four weeks out reaches 15%. Counties will return to the Blueprint for a Safer Economy tier determined by their case rate and test positivity after they are eligible to exit the Regional Stay at Home Order.

Stage 2 expansion will be phased in gradually. Some communities may move through Stage 2 faster if able to show greater progress. Counties that have met the readiness criteria and worked with the California Department of Public Health can open more workplaces as outlined on the County Variance page.

[\(https://covid19.ca.gov/roadmap-counties/\)](https://covid19.ca.gov/roadmap-counties/)

Stage 2 Guidance for Manufacturing <https://files.covid19.ca.gov/pdf/guidance-manufacturing--en.pdf>

Stage 2 Guidance for Construction: <https://files.covid19.ca.gov/pdf/guidance-construction--en.pdf>

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: Yes. Legislation that was passed expands paid sick days to employees in the food sector at the beginning of this crisis, and means that every California employee that has been exposed to or tests positive for COVID-19 will have access to paid sick days for the rest of the 2020 calendar year.

Changes to Employer Liability Protections: No

Changes to Workers Compensation Rules: Yes. Any worker who tests positive and is not exclusively working from home is entitled to presumption.

Colorado

Statewide Mask Order: Yes. The Governor of Colorado amended an Executive Order requiring individuals to wear a mask in a public indoor space, even if standing or sitting still. Individuals who are completely alone in a room do not need to wear a mask.



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Statewide Travel Restrictions: No.

Current Executive Order Status: Varies by County. This state has implemented a county by county COVID-19 dial for the phased reopening. There are five levels and each level has its own set of metrics and restrictions. As of February 1, 2021, one county is in Level Blue; five counties are in Level Yellow, one county is in Level Red, and the remaining counties are in Level Orange.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: Yes. Workers in certain industries are eligible for up to four days of paid sick leave when experiencing flu-like symptoms and awaiting test results for COVID-19 or under instructions from a health care provider to quarantine or isolate.

Changes to Employer Liability Protections: No

Changes to Workers Compensation Rules: Yes. Emergency regulation was adopted by the Director of the Division of Workers' Compensation to establish the procedures for Workers' Compensation applicable during the state of emergency declared by the Governor.

Connecticut

Statewide Mask Order: Yes. Individuals are required to wear face masks in public places statewide. A fine will be issued of \$100 for a person who fails to wear a mask or cloth face covering as required.

Statewide Travel Restrictions: Yes. The state will now require all travelers to complete the Connecticut Travel Health Form (available at ct.gov/travel form) and self-quarantine for a period of 10 days or until a negative COVID-19 test result. New Jersey, New York, and Rhode Island are exempt from the order. Travelers can be exempt if they receive a negative test in 72-hours prior to arrival; if they are traveling for essential work purposes; or if they have previously tested positive within 90 days of arrival and has clinically recovered or has not been symptomatic for 10 days.

Current Executive Order Status: Reopen Connecticut Phase 2.1. On November 6, the state moved backwards to Phase 2.1 as cases have steadily risen. Restrictions on specific sectors will be put into place. <https://reopen.ct.gov/>

Guide for Businesses: https://portal.ct.gov/-/media/DECD/Covid_Business_Recovery/general-reopen-051920.pdf

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: Yes. For covered service workers and employers with 50 or more employees, paid sick leave will cover certain absences caused by COVID-19. Paid sick leave provides up to 40 hours of leave for certain workers per year.

Changes to Employer Liability Protections: No



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Changes to Workers Compensation Rules: Yes. Workers who contracted COVID-19 between March 10 and May 20 are entitled to a rebuttable presumption.

Delaware

Statewide Mask Order: Yes. Governor John Carney issued a modified State of Emergency declaration that requires Delawareans to wear face coverings in public settings, including in grocery stores, convenience stores, pharmacies, doctor's offices, and on public transportation.

Statewide Travel Restriction: No, the out-of-state self-quarantine ended on June 1, 2020. Those traveling to Delaware from out of state no longer need to self-quarantine for 14 days upon arrival.

Current Executive Order Status: Delaware's Economic Reopening Phase 2. Governor John Carney and the Delaware Division of Public Health announced a new Stay-at-Home advisory, strongly advising all Delawareans to avoid gathering indoors with anyone outside the household. The advisory does not apply to Delawareans in workplaces, and traveling to and from their places of work.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No

Changes to Employer Liability Protections: No

Changes to Workers Compensation Rules: No

District of Columbia

Citywide Mask Order: Yes. Under the Mayor's Order, people must wear a mask when they leave their homes if they are likely to come into contact with another person for more than a fleeting moment. Exceptions are listed including: children under the age of three; a person who is in an enclosed office that no one else is allowed to enter; a person who is actively eating or drinking; and a person who is engaged in vigorous outdoor exercise and is maintaining social distance of at least six feet from other people.

Citywide Travel Restriction: Yes. There is a mandatory 14-day quarantine in place for travelers coming to DC from high-risk states as listed online. Maryland and Virginia are exempt. Visitors coming to D.C. from a state classified as high-risk will be required to take a COVID-19 test and receive a negative result within 72 hours before traveling. They will be asked to take another test locally if they plan on staying here more than three days.

Current Executive Order Status: Phase 2 Modified. Mayor Bowser (D) had implemented a pause on various activities from December 23 until January 22, 2021. The District's public emergency and public health emergency has been extended through March 17. <https://coronavirus.dc.gov/phasetwo>



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Construction Guidance:

https://coronavirus.dc.gov/sites/default/files/dc/sites/coronavirus/page_content/attachments/0727_UPDATED_DC%20Health_%20Phase-Two-Guidance_for-Construction_Sites.pdf

Require Paid Sick Leave for COVID-19 Symptoms or Positive Test: Yes. An employee is entitled to up to 16 weeks family and medical leave if the employee is unable to work due to COVID-19. Provides for small grants to businesses for expenses during the coronavirus pandemic, and can be used for such things as employee wage and benefits, operating costs, repayment of loans.

Changes to Employer Liability Protections: No

Changes to Workers Compensation Rules: No

Florida

Statewide Mask Order: No. Dozens of localities have implemented face mask orders.

Statewide Travel Restrictions: No. Travel restrictions for people coming from New York, New Jersey, and Connecticut have been lifted. A 14-day self-quarantine is no longer mandatory.

Current Executive Order Status: Safe. Smart. Step-by-Step. Phase 3. The State of Emergency has been extended through February 26th. Florida has moved into Phase 3, lifting the state's restrictions of restaurant capacity. Certain restrictions will likely still be in place in South Florida.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No

Changes to Employer Liability Protections: No

Changes to Workers Compensation Rules: No

Georgia

Statewide Mask Order: No. Local governments can impose limited mask mandates.

Statewide Travel Restrictions: No.

Current Executive Order Status: No Defined Phase Plan. Public Health State of Emergency extended until February 7th.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No



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Changes to Employer Liability Protections: Yes. No healthcare facility or other entity (broadly defined) will be held liable for damages in an action involving a COVID-19 liability claim unless the claimant proves that the actions showed gross negligence, willful and wanton misconduct, reckless infliction of harm, or intentional infliction of harm.

Changes to Workers Compensation Rules: No

Hawaii

Statewide Mask Order: Yes. Individuals are required to wear face masks inside businesses. Multiple localities have implemented additional face mask orders.

Statewide Travel Restrictions: Yes. Governor Ige announced that the state's mandatory self-quarantine period for travelers entering the state and traveling between counties will be reduced from 14 to 10 days. Travelers that submit a negative test result into the state's Safe Travels Program within 72 hours of the final leg of departure can still bypass this quarantine.

Current Executive Order Status: Act With Care. An emergency proclamation has extended the COVID-19 emergency period through February 14.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: Yes. Full-time employees will be entitled to 80 hours of Emergency Paid Sick Leave.

Changes to Employer Liability Protections: No

Changes to Workers Compensation Rules: No

Idaho

Statewide Mask Order: No.

Statewide Travel Restrictions: No.

Current Executive Order Status: Modified Stage 2. Idaho is moving back into a modified Stage 2 of the Idaho Rebounds plan. Under Stage 2 at-risk Idahoans should self-isolate and all Idahoans are encouraged to telework whenever possible and feasible with business operations.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No

Changes to Employer Liability Protections: No



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Changes to Workers Compensation Rules: No

Illinois

Statewide Mask Order: Yes. Anyone who is over the age of 2 and medically able to wear a mask must do so in a public place when unable to maintain 6-foot distancing.

Statewide Travel Restrictions: No. The Illinois Department of Public Health is asking individuals arriving in the state from a country with a Level 3 Travel Health Notice from the Centers for Disease Control and Prevention (CDC) to self-quarantine for 14 days. While there aren't other statewide travel restrictions in place in Illinois, *its largest city—Chicago—has a travel order mandating visitors from states experiencing a surge in COVID-19 cases self-quarantine upon arrival.* There are currently 18 states the city requires a quarantine from: Alabama, Arkansas, Arizona, California, Florida, Georgia, Idaho, Iowa, Kansas, Louisiana, Mississippi, North Carolina, Nevada, Oklahoma, South Carolina, Tennessee, Texas, and Utah. The Chicago Department of Public Health says that anyone entering the city from a state on the list must self-quarantine "for a 14-day period from the time of last contact within the identified state." The list is reviewed and updated by officials each week.

Current Executive Order Status: Varies by Region. As of January 19, Regions 8, 9, 10, and 11 have moved from the most restrictive Tier 3 to Tier 2. In addition, Region 1 and 6 have met the metrics to move to Tier 1, and Regions 3 and 5 have met the metrics to return to Phase 4 of the Restore Illinois Plan. (<https://coronavirus.illinois.gov/sfc/servlet.shepherd/document/download/069t000000BadS0AAJ?operationContext=S1>) Manufacturers must ensure all employees practice social distancing and must take appropriate additional public health precautions, which includes providing face coverings to all employees who are not able to maintain a minimum six-foot social distance at all times.

Require Paid Sick Leave for COVID-19 Symptoms or Positive Test: Yes. An employee suffering from COVID-19 is entitled to 60 days of paid sick leave.

Changes to Employer Liability Protections: No

Changes to Workers Compensation Rules: Yes. The state did enact legislation stipulating frontline workers are entitled to rebuttable presumption.

Indiana

Statewide Mask Order: Yes. The statewide mask mandate will remain in place until March 1. All businesses are required to place clearly visible signs at their public and employee entrances notifying all that face coverings are required.



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Statewide Travel Restrictions: No.

Current Executive Order Status: Phase 5. Governor Holcomb has moved Indiana into Stage 5 of the Back on Track reopening plan. Manufacturing was permitted in Phase 2 and “Guidelines for Manufacturing” were provided with health and safety protocols regarding social distancing, employee checks and overall safety.

https://www.backontrack.in.gov/files/BackOnTrack-IN_IndustryGuidelines.pdf#page=3;

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No

Changes to Employer Liability Protections: No

Changes to Workers Compensation Rules: No

Iowa

Statewide Mask Order: Yes. When people are in an indoor public space, and unable to social distance for 15 minutes or longer, masks are required to be worn.

Statewide Travel Restrictions: No

Current Executive Order Status: No Defined Phase Plan. Governor Kim Reynolds has signed a proclamation continuing the Public Health Disaster Emergency until February 6. Iowa has paused its reopening efforts and has implemented additional mitigation measures as of November 17.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No

Changes to Employer Liability Protections: No

Changes to Workers Compensation Rules: No

Kansas

Statewide Mask Order: Yes. Individuals must wear masks in indoor and outdoor public places statewide.

Statewide Travel Restrictions: Yes. The Kansas Department of Health and Environment mandated a 14-day home quarantine for anyone in Kansas if you have: 1. Traveled to or from Aruba on or after August 27; 2. Traveled to or attended a mass gathering/event outside of Kansas in which 500 or more people were in attendance, on or after August 11; 3. Traveled to or from countries with a CDC Level 3 Travel Health Notice and restrictions on entry into the United States between July 14 - August 27, including: China, Iran, European Schengen area, United Kingdom, Republic of Ireland and Brazil; 4. Traveled on a cruise ship or river cruise on or after March 15



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Current Executive Order Status: Phase 3. Counties have the authority to maintain previous restrictions based on county health data. The Governor has urged all localities to pause reopening efforts. Manufacturing is open with social distancing and safe practice guidelines. (<https://covid.ks.gov/wp-content/uploads/2020/05/Reopen-Kansas-Framework-v6.2-5.19.20.pdf>)

- Manufacturing Guidance <https://www.osha.gov/Publications/OSHA4002.pdf>
- Construction Guidance <https://www.osha.gov/Publications/OSHA4000.pdf>

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No

Changes to Employer Liability Protections: No

Changes to Workers Compensation Rules: No

Kentucky

Statewide Mask Order: Yes. Individuals must wear masks in indoor and outdoor public places statewide. This order was extended December 13.

Statewide Travel Restrictions: No. A 14-day self-quarantine is recommended, but not required, for travelers coming to Kentucky from any of eight states reporting positive testing rate equal to or greater than 15% for COVID-19 testing.

Current Executive Order Status: No Defined Phase Plan. Governor Andy Beshear has allowed the mitigation measures put into place during the state's pause to expire on December 14.

Requirements for Manufacturing, Distribution, and Supply Chain Businesses: https://govsite-assets.s3.amazonaws.com/s47CFNaSK6YhJMGPBgb_Healthy%20at%20Work%20Reqs%20-%20Manufacturing%20Distribution%20Supply%20Chain%20-%20Final%20Version%203.0.pdf

Requirements for Construction Businesses https://govsite-assets.s3.amazonaws.com/fl1JIQ9ITqiNKedyS84P_Healthy%20at%20Work%20Reqs%20-%20Construction%20-%20Final%20Version%203.0.pdf

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No

Changes to Employer Liability Protections: No

Changes to Workers Compensation Rules: Yes. First responders, grocery workers, child care workers, health care workers, postal workers, domestic violence shelter workers, rape crisis center staff, and military and guard have presumption.



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Louisiana

Statewide Mask Order: Yes. Individuals must wear masks in indoor and outdoor public places statewide.

Statewide Travel Restrictions: No

Current Executive Order Status: Modified Phase 2 - Pause. Governor John Bel Edwards has extended the state's pause on reopening again, until February 10. (<https://gov.louisiana.gov/assets/docs/covid/Roadmap-to-Resilient-Louisiana-FINAL.pdf>)

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No

Changes to Employer Liability Protections: Yes. The state enacted multiple pieces of legislation providing liability protections to private and public schools, persons who provide relief or recovery equipment, restaurants, health care providers, certain real estate owners, and certain private persons, firms, or corporations.

Changes to Workers Compensation Rules: No.

Maine

Statewide Mask Order: Yes. Governor Janet Mills announced that face coverings must now be worn in public settings regardless of how far apart you are from other people. Beginning December 11, 2020, owners and operators of all indoor public spaces must not allow those who refuse to wear masks to enter or remain inside the space.

Statewide Travel Restriction: Yes. Maine has three options for visitors to or from other states: 1) getting a recent negative COVID-19 test (further defined below); 2) maintaining compliance with a 14-day quarantine (PDF) upon arrival in Maine; 3) being exempted from the testing or quarantine requirement if you are a resident of the following states: New Hampshire, Vermont.

Current Executive Order Status: Stage 4. Governor Janet Mills (D) extended the State of Civil Emergency through February 17. <https://www.maine.gov/covid19/restartingmaine>

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No

Changes to Employer Liability Protections: No

Changes to Workers Compensation Rules: No.



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Maryland

Statewide Mask Order: Yes. All Marylanders over the age of five are required to wear face coverings in the public spaces of all businesses across the state. Face coverings will also be required in outdoor public areas, whenever it is not possible to maintain physical distancing. The expanded order continues to provide certain exceptions, including for medical conditions.

Statewide Travel Restriction: Yes. All Marylanders who do travel outside of Maryland or any individuals who do travel to Maryland must either obtain a negative COVID-19 test result or self-quarantine for 10 days. This applies to all states, with the exception of Delaware, Pennsylvania, Virginia, West Virginia, and Washington, DC. Residents must limit travel to essential purposes only.

Current Executive Order Status: Phase 3. Governor Larry Hogan (R) announced a series of actions to slow the spread of COVID-19. <https://governor.maryland.gov/recovery/>

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No

Changes to Employer Liability Protections: No

Changes to Workers Compensation Rules: No.

Massachusetts

Statewide Mask Order: Yes. Beginning November 6, all persons are required to wear face-coverings in all public places, even where they are able to maintain 6 ft. of distance from others. This order allows for an exception for residents who cannot wear a face-covering due to a medical or disabling condition, but allows employers to require employees to provide proof of such a condition. The order allows schools to require that students participating in in-person learning provide proof of such a medical or disabling condition.

Statewide Travel Restriction: Yes. The Department of Public Health has removed Maine and New Hampshire as lower-risk states effective November 21. Travelers arriving from Vermont or Hawaii are the only travelers who do not need to fill out the state's travel forms and do not need to quarantine at this time, unless the traveler meets one of the previously established criteria, including the state's 72-hour testing rule and those persons commuting for work or school.

Current Executive Order Status: Reopening Massachusetts Phase III Step 1 Governor Charlie Baker announced that the state will implement new capacity restrictions on most industries and sectors beginning at 12:01AM December 26. These restrictions have been extended until February 8. (<https://www.mass.gov/doc/reopening-massachusetts/download>)

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No



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Changes to Employer Liability Protections: No

Changes to Workers Compensation Rules: No.

Michigan

Temporary Workplace Health/Safety Rules: As of October 2020, Michigan has enacted temporary emergency rules to protect employees from exposure to COVID-19. These rules remain in effect through April 14, 2021.

https://www.michigan.gov/documents/leo/Emergency_Rules_10.14_705109_7.pdf?utm_medium=email&utm_source=govdelivery

Statewide Mask Order: Yes. The MDHHS announced an emergency order that requires face masks to be worn in public. Exceptions to the face mask order include those who cannot medically tolerate a face covering, are exercising outdoors and are able to social distance.

Statewide Travel Restrictions: Yes. The Michigan Department of Health and Human Services have issued additional guidance on how to travel safely during the holidays. The guidelines include wearing a mask, social distancing, washing your hands, avoiding contact with someone who is sick and avoiding touching your eyes, nose and mouth.

Current Executive Order Status: Varies by Locality. The Department of Health and Human Services has eased some restrictions that were in place during its pause; it has also extended other restrictions that were in place during its pause until February 21, 2021.

https://www.michigan.gov/documents/whitmer/MI_SAFE_START_PLAN_689875_7.pdf

Construction Guidelines:

https://www.michigan.gov/documents/leo/leo_miosha_c19_workplace_guidelines_construction_690394_7.pdf

Manufacturing Guidelines:

https://www.michigan.gov/documents/leo/leo_miosha_c19_workplace_guidelines_manufacturing_690395_7.pdf

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No. Employers are prohibited from discharging, disciplining, or otherwise retaliating against certain employees for staying home from work for certain periods. Leave is not required to be paid.

Changes to Employer Liability Protections: No

Changes to Workers Compensation Rules: Yes. Workers in the medical industry, including hospitals, medical care facilities, and emergency medical services, as well as law enforcement, fire safety, and others are presumed eligible for compensable personal injuries under the Workers' Disability Compensation Act if they are diagnosed with COVID-19, either by a physician or as the result of a presumed positive test result.



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Minnesota

Temporary Workplace Health/Safety Rules: All Minnesota businesses are required to develop a COVID-19 Preparedness Plan https://www.dli.mn.gov/sites/default/files/pdf/COVID_19_business_plan_template.pdf; https://www.dli.mn.gov/sites/default/files/pdf/MN_worker_protections_related_to_COVID_19.pdf

Statewide Mask Order: Yes. Individuals must wear masks in indoor and outdoor public places statewide.

Statewide Travel Restrictions: No. Persons arriving in Minnesota from other states or countries, including returning Minnesota residents, are strongly encouraged to practice self-quarantine for 14 days after arrival by limiting their interactions to their immediate household. This is a recommendation.

Current Executive Order Status: Stay Safe Phase 3. Beginning January 11, the state will ease some restrictions on businesses.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: No

Changes to Workers Compensation Rules: Yes. Emergency first responders and front-line workers have presumption if they test positive for COVID-19.

Mississippi

Statewide Mask Order: No. A facemask is effective until February 3 for the following counties: Alcorn; Amite; Attala; Bolivar; Calhoun; Carroll; Chickasaw; Choctaw; Claiborne; Clarke; Clay; Coahoma; Copiah; Covington; De Soto; Forrest; Franklin; Grenada; Harrison; Hinds; Holmes; Itawamba; Jackson; Jefferson Davis; Jones; Kemper; Lafayette; Lamar; Lauderdale; Lee; Leflore; Noxubee; Oktibbeha; Panola; Pearl River; Perry; Pontotoc; Prentiss; Rankin; Scott; Simpson; Stone; Tate; Tippah; Tishomingo; Union; Washington; Webster; Winston; Yalobusha; Yazoo; Benton; George; Greene; Hancock; Humphreys; Jasper; Lake; Newton; Pike; Smith; Sunflower; Tallahatchie; Walthall; Warren; Wayne; and Tunica.

Statewide Travel Restrictions: No.

Current Executive Order Status: No Defined Phase Plan. Governor Tate Reeves (R) has issued a new Safe Recovery Order to be effective from 5:00PM December 11 until 5:00PM February 3.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.



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Changes to Employer Liability Protections: Yes. A person who attempts follow public health guidance may not be held liable for injuries related to exposure to COVID-19. An individual also may not be held liable in the time before applicable public health guidance was available.

Changes to Workers Compensation Rules: No.

Missouri

Statewide Mask Order: No. The state Department of Health and Senior Services recommends wearing a face covering in public. Gov. Mike Parson has said he does not intend to implement a statewide requirement. Several cities and counties have enacted mask mandates, including Kansas City and St. Louis.

Statewide Travel Restrictions: No.

Current Executive Order Status: Show Me Strong Recovery Phase 2 (<https://showmestrong.mo.gov/>)

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: No.

Changes to Workers Compensation Rules: No. First responders diagnosed with COVID-19 are entitled to presumption.

Montana

Statewide Mask Order: Yes. Facemasks are required in most indoor public settings.

Statewide Travel Restrictions: No.

Current Executive Order Status: No defined plan. Newly sworn in Governor Greg Gianforte has repealed most statewide mitigation orders and restrictions. He has extended the state of emergency to align with the federal dates.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: No.

Changes to Workers Compensation Rules: No.



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Nebraska

Statewide Mask Order: Yes. Some localities have implemented mask orders. While there is not technically a statewide mask order, masks are required for staff and patrons at any indoor businesses where staff and patrons are within 6 ft. of each other for 15 consecutive minutes or more.

Statewide Travel Restrictions: No.

Current Executive Order Status: Blue. Nebraska has transitioned to a phased approach to public health restrictions based on the percentage of staffed hospital beds occupied by coronavirus patients. Currently, Nebraska is in the Blue phase, under an updated DHM. (<http://dhhs.ne.gov/Pages/COVID-19-Directed-Health-Measures.aspx>)

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: No.

Changes to Workers Compensation Rules: No.

Nevada

Temporary Workplace Health/Safety Rules: <https://nvhealthresponse.nv.gov/community-resources/business/>

Statewide Mask Order: Yes. Nevadans must wear a mask whenever around someone who is not part of their immediate household.

Statewide Travel Restrictions: No. Travel advisories have been issued. These are not mandates.

Current Executive Order Status: Nevada United: Roadmap to Recovery Phase 2. Governor Steve Sisolak (D) and the Nevada Health Response announced that the statewide pause on reopening efforts will be extended through January 15, 2021. The Governor announced an extension through February 15.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No. Hospitality workers who have been exposed to or contracted COVID-19 must be provided with paid sick leave.

Changes to Employer Liability Protections: Yes. Enacted legislation extends liability immunity to health facilities and other businesses, except in cases of gross negligence.

Changes to Workers Compensation Rules: No.



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New Hampshire

Statewide Mask Order: Yes. New Hampshire has adopted a statewide face mask requirement.

Statewide Travel Restrictions: Yes. There is a mandatory 14-day quarantine in place for travelers coming to and residents returning from travel outside of New England. Travelers may quarantine for 14 days before their visit instead or may test out of the self-quarantine requirement by receiving a negative COVID test seven days after arrival. Certain essential travel is excepted.

Current Executive Order Status: “Stay at Home 2.0”. Governor Chris Sununu (R) extended the state of emergency until March 26. <https://www.governor.nh.gov/news-media/press-2020/20200501-stay-at-home.htm>

Manufacturing Guidance: <https://www.covidguidance.nh.gov/sites/g/files/ehbemt381/files/files/inline-documents/guidance-manufacturing.pdf>

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: No.

Changes to Workers Compensation Rules: Yes. First responders are entitled to presumption.

New Jersey

Statewide Mask Order: Yes. Individuals must wear masks in indoor and outdoor public places statewide.

Statewide Travel Restrictions: Yes. Travelers and residents returning from any U.S. state or territory beyond the immediate region (New York, Connecticut, Pennsylvania, and Delaware) should self-quarantine at their home, hotel, or other temporary lodging following recommendations from the CDC: 1) If travel is unavoidable, travelers should consider getting tested with a viral test (not an antibody test) 1-3 days before the trip and again 3-5 days after the trip; 2) If travelers test positive, they should self-isolate for at least 10 days and should postpone travel during that time; 3) If travelers test negative, they should quarantine for a full 7 days after travel; and, 4) If testing is not available (or if the results are delayed), travelers should quarantine for 10 days after travel.

Current Executive Order Status: “The Road Back: Restoring Economic Health Through Public Health” Stage 2. Governor Phil Murphy (D) has extended the public health state of emergency through February 20. (http://d31hzhlk6di2h5.cloudfront.net/20200518/ff/c9/8c/41/1917eaf623c02595b9225209/Strategic_Restart_Plan.jpg)

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: Yes. The state's temporary disability insurance and family leave insurance policies has been expanded to include workers impacted by epidemics of communicable diseases. This also includes workers who need to care for effected family members.



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Changes to Employer Liability Protections: Yes. The legislation provides civil immunity to healthcare facilities and providers.

Changes to Workers Compensation Rules: Yes. The enacted legislation creates a rebuttable presumption that COVID-19 infections contracted by essential employees are work-related for the purpose of employment benefits provided for work-related injuries and illnesses, including but not limited to, workers' compensation benefits.

New Mexico

Statewide Mask Order: Yes. Individuals must wear masks in indoor and outdoor public places statewide.

Statewide Travel Restrictions: Yes. There is a mandatory 14-day self-quarantine order for individuals arriving from high-risk states. High-risk states are ones with a 5% positivity rate or greater over a 7-day rolling average, or a positive test rate greater than 80 per 1 million residents. Currently, 44 states are deemed high-risk.

Current Executive Order Status: Red Level. The New Mexico Department of Health announced the updated statewide COVID-19 map for the two-week period beginning January 13, with 30 counties at the most restrictive level: the Red Level. One county (Union) is now at the Yellow level. One county (Harding) is now at the Green level.

Guidance for Construction: <https://cv.nmhealth.org/covid-safe-practices/construction-and-field-operations/>

Guidance for Manufacturing: <https://cv.nmhealth.org/covid-safe-practices/construction-and-field-operations/>

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: No.

Changes to Workers Compensation Rules: Yes. State agency employees and volunteers are entitled to presumption.

New York

Statewide Mask Order: Yes. Individuals must wear masks in indoor and outdoor public places statewide.

Statewide Travel Restrictions: Yes. Individuals coming to New York from a non-contiguous state are required to quarantine for 14 days. Alternatively, if an individual receives a COVID-19 test within 72 hours prior to arrival and at least 72 hours after arrival, and both tests are negative, the individual may exit quarantine. Individuals who left New York for less than 24 hours are exempt from the quarantine requirement.



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Current Executive Order Status: “New York Forward” Phase Varies by Locality. <https://forward.ny.gov/>. All regions are in Phase 4, but New York City has additional restrictions. Certain clusters of high COVID-19 positivity rates are designated as red, orange, or yellow zones and have additional restrictions.

Manufacturing and construction are among the industries permitted to resume operations. Companies that wish to reopen are required to complete a form affirming they have reviewed, understand and will implement the reopening guidelines for their industry. <https://forms.ny.gov/s3/ny-forward-affirmation>;

Guidance for Manufacturers

<https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/ManufacturingMasterGuidance.pdf>;

Guidance for Construction

<https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/ConstructionMasterGuidance.pdf>

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: Yes.

Changes to Employer Liability Protections: Yes. Health care workers and facilities are granted civil and criminal liability immunity.

Changes to Workers Compensation Rules: No. State and local governments will provide accidental death benefits for frontline workers who died from COVID-19.

North Carolina

Statewide Mask Order: Yes. Masks must be worn indoors whenever someone not in the same household is present and outdoors whenever physical distancing is not possible.

Statewide Travel Restrictions: No.

Current Executive Order Status: Modified Stay at Home. Governor Roy Cooper announced that the state will be implementing a modified stay at home order which establishes a curfew from 10PM to 5AM effective December 11. This order has been extended until February 28.

Construction Guidance:<https://files.nc.gov/covid/documents/guidance/businesses/NCDHHS-Interim-Guidance-for-Construction-Settings.pdf>

Manufacturing Guidance: <https://files.nc.gov/covid/documents/guidance/businesses/NCDHHS-Interim-Guidance-for-Manufacturing-Facilities.pdf>

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No. Public school employees are granted paid sick leave.

Changes to Employer Liability Protections: Yes. Applies to essential businesses and emergency response entities.



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Changes to Workers Compensation Rules: No. State and local governments will provide accidental death benefits for frontline workers who died from COVID-19.

North Dakota

Statewide Mask Order: No. The facemask mandate has been lifted.

Statewide Travel Restrictions: No.

Current Executive Order Status: Varies by County. North Dakota has transitioned to a county-based reopening system. As of February 1, every county will be in the Green, or low risk, phase.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: No.

Changes to Workers Compensation Rules: Yes. First responders, health care workers, funeral home staff, and direct care providers are covered, but with limited benefits.

Ohio

Statewide Mask Order: Yes. Individuals must wear masks in indoor and outdoor public places statewide.

Statewide Travel Restrictions: Yes. Gov. DeWine issued a travel advisory that asks travelers from states reporting positive coronavirus testing rates of 15% or higher to self-quarantine for 14 days. The advisory was not a mandate.

Current Executive Order Status: Responsible Restart Ohio.

<https://coronavirus.ohio.gov/static/responsible/Manufacturing-Distribution-Construction.pdf>;

<https://coronavirus.ohio.gov/wps/portal/gov/covid-19/responsible-restart-ohio/>

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: Yes. The enacted legislation ensures civil immunity to individuals, schools, health care providers, businesses, and other entities from lawsuits arising from exposure, transmission, or contraction of COVID-19 as long as they were not showing reckless, intentional, or willful misconduct.

Changes to Workers Compensation Rules: Yes. Employees who have an increased risk of exposure to COVID-19 within the scope of their employment may file a claim for workers' compensation.



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Oklahoma

Statewide Mask Order: No. Face masks are required in Oklahoma City and statewide for individuals entering the state from an area with substantial community spread.

Statewide Travel Restrictions: No.

Current Executive Order Status: Open Up and Recover Safety Plan, Phase 3. Governor Kevin Stitt has extended and introduced new mitigation measures as cases rise in the state. (<https://www.okcommerce.gov/covid19/ours-plan/>)

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: Yes. The state enacted legislation providing civil liability protections for businesses where an injury was claimed from exposure or potential exposure to COVID-19.

Changes to Workers Compensation Rules: No.

Oregon

Temporary Workplace Health/Safety Rules: As of November 2020, Oregon has enacted temporary emergency requirements to protect employees from exposure to COVID-19. These requirements remain in effect until May 4, 2021. (**Overview Table**) <https://osha.oregon.gov/rules/advisory/infectiousdisease/Documents/Overview-Table-for-Oregon-OSHA-COVID-19-Temporary-Rule.pdf>; (**Complete rule**) <https://osha.oregon.gov/OSHARules/div1/437-001-0744.pdf>

Statewide Mask Order: Yes. Individuals are required to wear face masks in indoor and outdoor public places and indoor workplaces and businesses.

Statewide Travel Restrictions: Yes. Individuals should self-quarantine for 14 days upon arrival into Oregon. This does not apply to essential travel.

Current Executive Order Status: Building a Safe and Strong Oregon. Phase Varies by Locality. Governor Brown announced updates to county risk levels under the state's new public health framework: Effective January 15 through January 28, there will be 26 counties in the Extreme Risk level, two at High Risk, two at Moderate Risk, and six at Lower Risk. A complete list of counties and their associated risk levels is available. Nothing has changed insofar as restrictions enforced for each level.

Employer Guidance: <https://sharesystems.dhsoha.state.or.us/DHSForms/Served/Ie2342C.pdf>



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Construction Guidance: <https://osha.oregon.gov/covid19/Pages/covid-19-contractors.aspx>

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No. The Oregon COVID-19 Temporary Paid Leave Program provides a \$120 per-day payment for up to 10 working days for eligible applicants who do not have access to COVID-19-related paid sick leave.

Changes to Employer Liability Protections: No.

Changes to Workers Compensation Rules: No.

Pennsylvania

Temporary Workplace Health/Safety Rules: As of November 2020, Pennsylvania has enacted temporary emergency rules to protect employees from exposure to COVID-19. While many of the requirements apply only to public-facing businesses like restaurants and retail stores, all employers must implement telework where possible, administer temperature checks, perform contact tracing, and perform proper cleaning protocols, among other rules. <https://www.health.pa.gov/topics/disease/coronavirus/Pages/Guidance/Targeted-Mitigation-FAQ.aspx>

Statewide Mask Order: Yes. Masks must be worn indoors and outdoors if you are away from your home. The order applies to every indoor facility, including homes, retail establishments, gyms, doctors' offices, public transportation, and anywhere food is prepared, packaged or served.

Statewide Travel Restrictions: Yes. The DOH has issued an order requiring anyone who visits from another state to have a negative COVID-19 test within 72 hours prior to entering the commonwealth. If someone cannot get a test or chooses not to, they must quarantine for 14 days upon arrival in Pennsylvania. Pennsylvanians visiting other states are required to have a negative COVID-19 test within 72 hours prior to their return to the commonwealth or to quarantine for 14 days upon return to Pennsylvania.

Current Executive Order Status: Plan for Pennsylvania, "Green" phase <https://www.governor.pa.gov/plan-for-pennsylvania/> The limited mitigation orders put into effect December 12 expired on January 4, 2021 as planned. With this expiration, mitigation efforts reverted to orders that were in place prior to the more restrictive measures handed down on 12/12, effective through February 24.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: Yes. Governor Tom Wolf has issued an executive order which establishes liability protection for all businesses that maintain in person operations and are open to the public. Businesses will receive immunity from civil liability only as related to the Secretary's masking order given that individuals and entities are engaged in essential emergency services activities and disaster services activities when enforcing the order.



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Changes to Workers Compensation Rules: No.

Puerto Rico

Statewide Mask Order: Yes. Individuals must wear masks in indoor and outdoor public places island wide.

Statewide Travel Restrictions: Yes. All arriving passengers must complete an online Travel Declaration Form from the Puerto Rico Health Department, show a negative molecular COVID-19 test result taken no more than 72 hours prior, and obtain an Airport Exit Confirmation QR Code, which travelers will automatically receive when uploading their molecular test results to the Puerto Rico Health Department's online portal.

Current Executive Order Status: No Defined Phase Plan. There is an island wide 11PM to 5AM curfew in effect until February 7.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: No.

Changes to Workers Compensation Rules: Yes. All workers infected while performing authorized services are entitled to presumption.

Rhode Island

Statewide Mask Order: Yes. Facemasks must be worn indoors and outdoors at all times. This order has been extended until February 25.

Statewide Travel Restrictions: Yes. International arrivals must quarantine for 14 days if traveling to Rhode Island. Any person coming to Rhode Island for non-work-related purposes from locations with high community spread as set by RIDOH must quarantine for 14 days or until they receive a negative test that was taken no more than 72-hours prior to arrival in the state.

Current Executive Order Status: Reopening Rhode Island, Phase III: Picking Up Speed <https://reopeningri.com/>
Governor Gina Raimondo issued an order easing restrictions put in place during the pause. Effective December 21, the state will be maintaining the Stay At Home Advisory which advises, not requires, residents to stay at home from 10PM to 5AM Sunday through Thursday and 10:30PM to 5AM Friday and Saturday.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.



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Changes to Employer Liability Protections: Yes. "Disaster response workers" will be given liability protections. The definition includes landlords making alternative hospital sites available to the State, their employees, management companies and contractors providing services to construct, operate or decommission the alternative hospital locations. This order has been extended to December 31.

Changes to Workers Compensation Rules: No.

South Carolina

Statewide Mask Order: Yes. Governor Henry McMaster has issued an executive order that requires facial coverings in all state government offices and facilities. Counties and municipalities are still encouraged to implement their own ordinances or orders. All employees and patrons of restaurants must wear face coverings.

Statewide Travel Restrictions: No. A previous self-quarantine for some interstate travelers has been rescinded.

Current Executive Order Status: No Defined Phase Plan. Governor McMaster has issued an executive order extending the State of Emergency until February 7.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: No.

Changes to Workers Compensation Rules: No.

South Dakota

Statewide Mask Order: No. The South Dakota Department of Health recommends "wearing cloth face coverings in public settings where other social distancing measures are difficult to maintain, especially in areas of significant community-based transmission."

Statewide Travel Restrictions: No

Current Executive Order Status: Back to Normal (https://covid.sd.gov/docs/COVID_SDPlan_BackToNormal.pdf) April 28, Gov. Noem announced a "Back to Normal" plan that mandates hygiene and sanitization, leave for sick workers, telework, and employee health screenings where appropriate.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: No.



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Changes to Workers Compensation Rules: No.

Tennessee

Statewide Mask Order: No. Governor Bill Lee has issued an executive order extending the order which gives counties the ability to require face coverings until February 27. The governor still urges people to wear face coverings in public spaces.

Statewide Travel Restriction: No. "Tennessee's Economic Recovery Group issued updated guidance for businesses and other activities under the Tennessee Pledge. Hotels may resume valet and reopen unstaffed gyms.

Current Executive Order Status: Reopening Tennessee Responsibly. No Defined Phase Plan. 89 of 95 Tennessee counties began reopening April 27 via Governor's orders, and remaining counties followed individual reopening plans.

Guidelines for Manufacturers: https://www.tn.gov/content/dam/tn/governorsoffice-documents/covid-19-assets/Pledge_Manufacturing.pdf

Guidelines for Construction: https://www.tn.gov/content/dam/tn/governorsoffice-documents/covid-19-assets/Pledge_Construction.pdf

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No. Governor Bill Lee has issued an executive which prohibits employers from requiring or allowing employees with COVID-19 to work.

Changes to Employer Liability Protections: Yes. The Tennessee COVID-19 Recovery Act states that an individual or legal entity will not be liable for loss, damage, injury, or death that arises from COVID-19 unless the claimant proves that the individual or entity proximately caused the injury by an act or omission constituting gross negligence or willful misconduct..

Changes to Workers Compensation Rules: No.

Texas

Statewide Mask Order: Yes. Individuals must wear masks in indoor and outdoor public places statewide.

Statewide Travel Restriction: No. The quarantine requirement for out-of-state travelers ended on May 21.



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Current Executive Order Status: Open Texas, Phase 3. The state has put its reopening efforts on pause. Governor Abbott renewed the state disaster proclamation.

(<https://open.texas.gov/uploads/files/organization/opentexas/OpenTexas-Report.pdf>)

Checklist for Manufacturers: <https://open.texas.gov/uploads/files/organization/opentexas/OpenTexas-Checklist-Manufacturers.pdf>

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: No.

Changes to Workers Compensation Rules: No.

Utah

Statewide Mask Order: Yes. Governor Herbert tweeted that the state will still be maintaining a statewide mask mandate. An Executive Order is expected to follow.

Statewide Travel Restrictions: No

Current Executive Order Status: Utah Leads Together. Phase Varies by Locality. The Utah Department of Health has released a new public health order which outlines criteria for transmission area determination. A county will be classified as a low, moderate, or high transmission area.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No. Governor Gary Herbert announced a \$2 million grant program to help small businesses continue to pay employees who are required to quarantine or isolate due to a positive COVID-19 test or exposure.

Changes to Employer Liability Protections: Yes. Enacted legislation extends liability immunity to many businesses, particularly in the hospitality industry, except in cases of gross negligence. This measure does not apply to hospitals or schools.

Changes to Workers Compensation Rules: Yes. First responders and health care workers are entitled to presumption.

Vermont

Statewide Mask Order: Yes. Individuals must wear masks in indoor and outdoor public places statewide.



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Statewide Travel Restrictions: Yes. A 14-day quarantine – or 7 days followed by a negative COVID-19 test – is required following any non-essential out-of-state travel by Vermonters and for all travelers entering Vermont from another state.

Current Executive Order Status: Restart Vermont. No Defined Phase Plan. The state of emergency has been extended until March 13. (<https://accd.vermont.gov/covid-19/business/restart>)

Construction Restart Plan: <https://accd.vermont.gov/content/restart-plan-construction>

Manufacturing Restart Plan: <https://accd.vermont.gov/content/restart-plan-manufacturing-distribution-and-warehousing>

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: No.

Changes to Workers Compensation Rules: Yes. Enacted legislation stipulates that, in the case of a front-line worker, disability or death resulting from COVID-19 will be presumed compensable, so long as the worker receives a positive lab test or diagnosis. This provision will be in effect from March 1, 2020 to January 15, 2021. This measure will not apply if (1) it is shown by a preponderance of evidence that the disease was caused by non-employment-related factors or (2) the place of employment was in compliance with health and safety guidelines.

Virginia

Permanent Change to Workplace Safety Standard: In July 2020, Virginia Occupational Safety and Health Program (VOSH) adopted temporary emergency COVID-19 workplace safety regulations. In January 2021, Virginia became the first state to **permanently** strengthen workplace safety regulations. The standards mandate appropriate personal protective equipment, sanitation, social distancing, infectious disease preparedness and response plans, record keeping, training, and hazard communications in workplaces across the Commonwealth.

<https://www.doli.virginia.gov/proposed-permanent-standard-for-infectious-disease-prevention-for-covid-19/>
Infectious disease preparedness and response plan templates and training guidance are available at <https://doli.virginia.gov>.

Statewide Mask Order: Yes. All Virginians will be required to wear face coverings when out in public and around others whether indoors or outdoors.

Statewide Travel Restriction: No.

Current Executive Order Status: Forward Virginia Phase 3. Governor Ralph Northam has issued a modified stay at home order. Virginians will be required to remain at their place of residence between the hours of 12AM and 5AM



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unless they must leave for the essential outlined purposes.

<https://www.governor.virginia.gov/media/governorvirginiagov/governor-of-virginia/pdf/Forward-Virginia-Phase-Three-Guidelines.pdf>

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: Yes. EO-60 provides certain immunity from liability for health care providers.

Changes to Workers Compensation Rules: No.

Washington

Temporary Workplace Health/Safety Rules: As of January 2021, Washington has enacted temporary emergency rules to protect employees from exposure to COVID-19. <https://www.lni.wa.gov/forms-publications/f414-169-000.pdf>

Statewide Mask Order: Individuals must wear masks in indoor public settings and outdoors when 6-foot distancing cannot be maintained, for people age 5 and older. Governor Jay Inslee has announced that face coverings will be required in airports and all institutions of higher education. Gov. Jay Inslee's mask directives also mandate that businesses require employees to wear face coverings and deny entry to unmasked customers.

Statewide Travel Restriction: Yes. There is a 14-day quarantine requirement for anyone returning to Washington state after visiting the United Kingdom, South Africa and other countries where a new variant of the SARS-CoV-2 virus, 501Y.V, has been circulating.

Current Executive Order Status: Four-phase "Safe Start" reopening plan has county-by-county status levels. Beginning January 11, the state will move to a new regional phased recovery plan. The regions are mostly based on Emergency Medical Services (EMS) regions used for evaluating healthcare services. There will be eight regions of four or more counties, divided according to available health care services based on metrics such as hospitalizations, case data and disease mobility. The entire state will begin in Phase 1. <https://coronavirus.wa.gov/what-you-need-know/safe-start>

Phase 1 Construction Guidance:

<https://www.governor.wa.gov/sites/default/files/Phase%201%20Construction%20COVID-19%20Safety%20Requirements%20%28final%29.pdf>

Phase 2 Construction Guidance:

<https://www.governor.wa.gov/sites/default/files/COVID19Phase2ConstructionSafetyGuidance.pdf>



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Phase 2 Manufacturing Guidance:

<https://www.governor.wa.gov/sites/default/files/Phase2ManufacturingGuidance.pdf>

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: Yes. The Washington COVID-19 Food Production Paid Leave Program creates a \$3 million fund to support workers in the food production industry who are unable to obtain paid sick leave through the Families First Coronavirus Response Act.

Changes to Employer Liability Protections: No.

Changes to Workers Compensation Rules: Yes. First responders and health care workers are eligible for workers compensation.

West Virginia

Statewide Mask Order: Yes. Governor Jim Justice has issued an executive order requiring face coverings to be worn at all time in all indoor public places.

Statewide Travel Restriction: No. A quarantine requirement for out-of-state travelers ended on May 21.

Current Executive Order Status: West Virginia Strong – The Comeback. Week 12
(<https://governor.wv.gov/Pages/The-Comeback.aspx>)

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: Yes. West Virginia Senate President Mitch Carmichael says legislation is being drafted to ensure liability protections to protect small business owners and workers and health care workers.

Changes to Workers Compensation Rules: Yes. Governor Jim Justice has issued an executive order allowing employees of WorkForce West Virginia to carry forward all unused annual leave through 2021. Governor Jim Justice has issued an executive order allowing employees of local health departments and the West Virginia DHHS who are directly involved in the pandemic response to carry forward all unused leave until the end of 2021.

Wisconsin

Statewide Mask Order: Yes. Governor Evers has issued an order requiring face coverings indoors when with members of different households.



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Statewide Travel Restrictions: No. Some localities have implemented travel restrictions. The Department of Health Services has issued an order which encourages non-tribal member to avoid travel to a tribal territory

Current Executive Order Status: N/A Governor Tony Evers has issued a new state of emergency

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: Yes. WI Act 185 includes liability protections both charitable organizations and health care facilities.

Changes to Workers Compensation Rules: Yes. First responders are entitled to presumption.

Wyoming

Statewide Mask Order: Yes. The Department of Health has issued an order requiring all members of the public to wear a face covering when outside of their home in any business, government facility, municipal buildings, healthcare facilities, and on any public transit including taxis and ride sharing services. This order excludes federal buildings. This order will remain in effect until February 14, 2021.

Statewide Travel Restrictions: No

Current Executive Order Status: Wyoming never shut down public activities, so no reopening plan was announced or implemented.

Required Paid Sick Leave for COVID-19 Symptoms or Positive Test: No.

Changes to Employer Liability Protections: Yes. Any person or business entity who acts in good faith in responding to the COVID-19 health emergency and follows the instructions of state, city, town, or county health officials is immune from any liability arising from complying with those instructions.

Changes to Workers Compensation Rules: Yes. All workers are eligible for presumption.