



# STATE EMPLOYMENT POLICY CHANGES DUE TO CORONAVIRUS

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## Gathering Size Restrictions

State	Limit	Status
Alabama <a href="#">May 21 State Health Officer Order</a>	No set limit, but most businesses must operate at only 50% capacity	05/21 – issued, effective until 07/03
Alaska <a href="#">Reopening Plan</a> and <a href="#">Phase 3/4 Guidance</a>	No set limit	05/22 – effective
Arkansas <a href="#">Department of Health Directive</a>	10 people	03/26 – issued, expires until revoked
Colorado <a href="#">EO 2020-044</a>	10 people	04/26 – updated
District of Columbia <a href="#">Mayor’s Order 2020-053</a>	10 people	03/25 – issued

State	Limit	Status
Florida <a href="#">Executive Order 20-112</a>	10 people	04/29 - updated
Illinois <a href="#">Executive Order 2020-10</a>	10 people	03/20 – issued
Indiana <a href="#">Executive Order 20-08</a>	10 people	03/23 – issued
Iowa Reopening Proclamation <a href="#">Update</a>	No Limit	06/10 – issued
Kansas <a href="#">Reopening Plan (Phase 3)</a>	45 people	06/08 – effective
Kansas <a href="#">Healthy at Work Guidance</a>	50 people	06/16 – issued 06/29 – effective

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State	Limit	Status
Louisiana <a href="#">Proclamation 33 JBE 2020</a>	10 people	03/23 – issued
Maine <a href="#">Executive Order 14</a>	10 people	03/18 – issued, valid through 03/31
Maryland <a href="#">Executive Order 2020-03-19-01</a>	10 people	03/19 – issued
Massachusetts <a href="#">Reopening Plan</a>	10 people	05/18 – issued
Michigan Executive Order <a href="#">2020-116</a>	Indoors – 50 people Outdoors – 250 people	05/07 - updated
Minnesota <a href="#">Emergency Executive Order 20-56</a> and <a href="#">Stay Safe MN Plan</a>	Indoors – 10 people Outdoors – 25 people	06/10– updated
Mississippi <a href="#">Executive Order 1492</a>	Social distancing not possible: Indoors – 20 people Outdoors – 50 people Social distancing possible: Indoors – 50 people Outdoors – 100 people	05/28 – issued 06/15 – effective

State	Limit	Status
Montana Phase 2 Reopening <a href="#">Directive</a>	50 people	05/19 – issued, effective 06/01 – until revoked
Nebraska <a href="#">Directed Health Measure 2020-11</a>	10 people	04/30 - updated
New Hampshire <a href="#">Executive Order 17</a>	10 people	03/27 - issued
New Jersey <a href="#">Executive Order 156</a>	Indoors – 25% capacity of a room but no more than 100 people. If a room’s capacity is 40 or less, gatherings up to 10 people are allowed.  Outdoors – 250 people	06/22 – issued
New Mexico <a href="#">June 1 Public Health Order</a>	5 people	06/01 – issued, effective until 06/30
New York <a href="#">Executive Order 202.45</a>	50 people or 50% capacity of an area, whichever is less	06/26 – issued, effective until 07/26
North Carolina Executive Orders <a href="#">141</a> and <a href="#">147</a>	Indoors – 10 people Outdoors – 25 people	05/20 – issued, effective 05/22 – 07/17 (extended)

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State	Limit	Status
North Dakota Executive Order <a href="#">2020-06.7</a> <a href="#">ND Smart Restart Standards</a>	Depends on business risk level	05/22 – issued, effective until end of state of emergency
Ohio Department of Health Orders: <a href="#">05/29</a> and <a href="#">06/30</a>	10 people	05/29 – issued, effective until 07/07
Oregon <a href="#">Reopening Plan</a>	10 or 25 people, depending on the county	05/15 – issued
Rhode Island <a href="#">Executive Order 20-50</a>	Indoors (general) – 25 people Indoors (restaurants or catered events) – 50 people Outdoors (general) – 50 people Outdoors (restaurants or catered events) – 100 people	06/30 – issued, effective until revoked

State	Limit	Status
Texas <a href="#">Executive Order GA-28</a>	CISA Essential Businesses – no limit Non-Essential Businesses – 50% capacity Outdoors – 100 people, more allowed with city approval	06/26 – issued, no expiration given
Virginia <a href="#">Executive Order 53</a>	10 people	03/23 – issued
Vermont <a href="#">Addendum 16</a> to Executive Order 01-20	25 people	05/29 – issued, effective until 06/15
West Virginia <a href="#">Executive Order 9-20</a>	10 people	03/23 - issued

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# Leave Policies

## Enacted

Action	Notes	Status
<p>Colorado <a href="#">State of Emergency Proclamation</a></p>	<p>Governor Jared Polis announced he directed the Colorado Department of Labor and Employment to create emergency rules that would ensure paid sick leave for workers in food handling, hospitality, childcare, health care and education who are awaiting testing.</p> <p>He has also requested the private sector voluntarily offer paid sick leave for those that don't have it (non-binding)</p>	<p>03/10 – Declared</p>
<p>Nevada Department of Business and Industry <a href="#">Guidance</a></p>	<p>The department is mandating that employers do not count mandatory government quarantine as leave that is counted against the employee or taken from their leave balance if the company is mandated to provide paid sick leave under state law.</p> <p>Employers are encouraged to pay employees for the time they are out on a mandatory government quarantine but are not required to do so.</p> <p>Employees can request to use paid leave during a mandatory government quarantine.</p>	<p>03/11 - issued</p>
<p>New Jersey <a href="#">SB 2374/Ch. 303</a></p>	<p>This law expands the Family Leave Act (FLA) to include leave from employment so that an employee may provide care to a family member made necessary by an epidemic of a communicable disease, a known or suspected exposure to a communicable disease, or efforts to prevent spread of a communicable disease.</p> <p>The amendments to the FLA will allow employees forced to care for family members during the COVID-19 outbreak to take up to 12 weeks of family leave in a 24-month period without losing their jobs.</p> <p>Family leave may be paid, unpaid, or a combination of paid and unpaid leave. If an employer provides paid family leave for fewer than 12 workweeks, the additional weeks of leave added to attain the 12-workweek total required by this act may be unpaid.</p>	<p>04/14 – approved by governor</p>

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## Proposed

Action	Notes	Status
California <a href="#">AB 3216</a>	<p>This bill would make it an unlawful employment practice for any employer to refuse to grant a request by any employee to take family care and medical leave due to the coronavirus (COVID-19).</p> <p>Family care leave includes leave to care for a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner who has been diagnosed with or quarantined because of the coronavirus.</p> <p>Employers are not required to pay the employee for leave taken due to coronavirus if the employee does not have accrued leave.</p>	03/21 – amended in Assembly Labor and Employment Committee
California <a href="#">SB 943</a>	<p>The bill would authorize family leave benefits with wage replacement for workers who take time off work to care for a minor child whose school has been closed due to the COVID-19 virus outbreak.</p>	03/26 – referred to Senate Rules Committee
Kentucky <a href="#">SB 282</a>	<p>This bill would mandate employers to provide sick leave at a minimum 1.5 hours for every thirty hours worked.</p> <p>This leave accrues and carries over after a calendar year, but employers are not obligated to provide more than 48 hours of accrued sick leave.</p> <p>The bill also declares a state of emergency, but the sick leave provisions will continue after the emergency.</p>	03/06 – referred to Senate Economic Development, Tourism, and Labor Committee
Minnesota <a href="#">HF 3532/SF 4194</a>	<p>Among other provisions, these bills would clarify that any quarantine period runs concurrently with paid leave benefits, so the days spent in quarantine expends accrued leave if the employee does not work from home.</p>	<p>HF 3532: 02/19 – referred to House Health and Human Services Policy Committee</p> <p>SF 4149: 03/09 – referred to Senate Health and Human Services Finance and Policy Committee</p>

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# Unemployment Benefits

## Enacted

Action	Notes	Status
Alaska <a href="#">HB 308/Chapter 4 SLA 20</a>	The law waives the mandatory waiting period for workers to collect unemployment benefits. It also establishes an allowance for eligible dependents of \$75/week.	03/26 – signed by governor, effective immediately
Arizona <a href="#">SB 1694/Chapter 48</a>	The law gives the Department of Economic Security power to modify alternative benefit eligibility and employer contribution requirements for the federal-state unemployment insurance program.	03/27 – signed by governor, effective immediately
California <a href="#">Executive Order N-25-20</a>	This order waives the one week waiting period for unemployment insurance applicants who are unemployed as a result of the coronavirus.	03/04 -issued
District of Columbia <a href="#">B B3-0718/Act A23-0247</a>	The law allows workers that have become unemployed or partially unemployed due to the coronavirus to receive unemployment insurance and waives work-search requirements.’ It also creates a public health emergency grant program for small businesses affected by the outbreak.	03/20 – published in DC register, effective immediately
Florida <a href="#">Executive Order 20-104</a>	The order waives the requirement that unemployment benefit claimants must be “actively seeking work” to qualify for benefits.	04/16 – issued, effective until revoked
Kansas <a href="#">Executive Order 20-38</a>	The order allows workers that have become unemployed or partially unemployed due to the coronavirus to receive unemployment insurance immediately and waives work-search requirements.’	05/26 – issued, effective until 06/30
Michigan <a href="#">Executive Order 2020-10</a>	The order extends unemployment benefits to individuals who become unemployed because of self-isolation or self-quarantine and individuals who become unemployed because of an executive order requiring their employer to close or limit operations.	03/16 – issued, valid until 04/14
Minnesota <a href="#">Executive Order 20-05</a>	The order waives the non-payable week requirement to become eligible for unemployment benefits, allowing workers to gain eligibility as quickly as possible.	03/16 - issued

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Action	Notes	Status
New York <a href="#">SB 8091/Chapter 25</a>	<p>The law provides various unemployment benefits to private-sector employees that are subject to mandatory or precautionary quarantine or isolation due to COVID-19, depending on the size of the company:</p> <ul style="list-style-type: none"> <li>• For employees working for small employers (1-10 employees) - unpaid sick days, immediate paid family leave, and temporary disability benefits.</li> <li>• For employees working for medium sized employers (11-99 employees) and small employers (1-10 employees) with a net income of \$1 million a year – five paid sick days, paid family leave and temporary disability benefits after the five sick days.</li> <li>• For employees working for large employers (100 or more employees) – paid sick days for the entirety of the quarantine (up to 14 days).</li> </ul> <p>All employees will be eligible for full job protection.</p>	03/18 – signed by governor, effective immediately
Ohio <a href="#">Executive Order 2020-03D</a>	<p>The governor ordered that individuals who are quarantined or totally or partially employed will be able to immediately claim unemployment benefits.</p> <p>Workers can only claim unemployment benefits if they do not have access to leave benefits from their employer.</p>	03/16 – issued, effective until end of state of emergency
Ohio <a href="#">Executive Order 2020-24D</a>	<p>The order allows certain individuals who refuse to return to work due to COVID-19 receive unemployment benefits. This includes individuals with a medical professional’s recommendation to not return to work, those over age 65, and those who must care for family members suffering from COVID-19.</p>	06/16 – issued, effective until end of state of emergency
Utah <a href="#">SB 3003</a>	<p>The law waives the one week waiting period to receive unemployment benefits during a national state of emergency</p>	04/20 – signed by governor, effective immediately

## Proposed

Action	Notes	Status
Massachusetts <a href="#">SB 2618</a>	<p>This bill would waive the one-week waiting period for unemployment benefits.</p>	04/02 - passed Senate Ways and Means Committee

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Action	Notes	Status
New Jersey <a href="#">AB 3846</a>	<p>The bill would appropriate \$20 million to create a “Temporary Lost Wage Unemployment Program, which would allow affected workers to claim for lost wages due to COVID-19 if they do not have fully paid leave.</p> <p>It would also require employers to pay wages to workers ordered under quarantine by licensed healthcare practitioner.</p>	03/19 – passed Senate

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