

**Bills, Regulations, and Official Guidance and Declarations of Policy in Response to COVID-19**

This document will be updated on an ongoing basis to reflect new developments. **NOTE:** Because the COVID-19 situation is dynamic, with new governmental measures each day, employers should consult with counsel for the latest developments and updated guidance on this topic.

**Leave-Related Information**

**Bills**

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| **Jurisdiction and Bill Text** | **Current Status** | **Summary** | **Last Updated** |
| [California AB 2887](http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB2887) | Introduced; Referred to Committee 3/17/2020 | Amends the paid sick leave law to provide, in the event of a state-declared public health state of emergency including the COVID-19 pandemic, an employee with paid sick days for immediate use, regardless of how long the employee has been employed. | 3/23/2020 |
| [California AB 3123](http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB3123) | Introduced; Referred to Committee 5/4/2020 | Prohibits retaliation against an employee for cooperating with a quarantine or isolation order of a public health official such as for COVID-19; permits use of paid sick leave if an employee’s place of business is closed by order of a public official due to a public health emergency, or if the employee is providing care or assistance to their child, whose school or childcare provider is closed by order of a public official due to a public health emergency. | 5/5/2020 |
| [California AB 3216](http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB3216) | Passed House Committee 5/21/2020 | Amends the CFRA to make it an unlawful employment practice for an employer to refuse to grant a request by an eligible employee to take family and medical leave due to the coronavirus. | 5/22/2020 |
| [California SB 943](http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200SB943) | Passed Senate Committee 5/18/2020 | Authorizes FTDI wage replacement benefits to workers who take time off work to care for a minor child whose school has been closed due to the COVID-19 virus outbreak. | 5/19/2020 |
| [California SB 1383](http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200SB1383) | Passed Senate Committee 5/18/2020 | Expands school activities leave to cover employers of all sizes and to allow time off in excess of 40 hours in the case of a school closure due to an emergency declaration by a federal, state, or local government agency. | 5/19/2020 |
| [California: Long Beach Ordinance No. 20-0429](http://longbeach.legistar.com/View.ashx?M=F&ID=8440622&GUID=7EB2C03C-E7F5-41FD-9946-C70D38FD9525) | Enacted 5/19/2020 | Requires an employer of 500 or more employees to provide supplemental paid sick leave to employees taking time off from work for COVID-19-related reasons. | 5/20/2020 |
| [California: Los Angeles Ordinance No. 186590](http://clkrep.lacity.org/onlinedocs/2020/20-0147-S39_ORD_186590_04-10-2020.pdf) | Enacted 4/8/2020 | Note: this ordinance has been superseded by the mayor's executive order of 4/7/2020.  Requires employers that are not already doing so to provide all employees with supplemental paid sick leave for COVID-19-related reasons. Effective 4/10/2020. | 4/8/2020 |
| [California: Los Angeles Ordinance No. 186591](http://clkrep.lacity.org/onlinedocs/2020/20-0147-S44_ORD_186591_04-10-2020.pdf) | Enacted 4/8/2020 | Requires employers to provide workers of grocery, drug retail, and food delivery platforms with flexible scheduling during the COVID-19 pandemic. | 4/8/2020 |
| [California: Los Angeles County Supplemental Paid Sick Leave Ordinance](http://file.lacounty.gov/SDSInter/bos/supdocs/145450.pdf) | Enacted 4/28/2020 | Establishes supplemental paid sick leave for employees at businesses that employ  500 or more employees nationally in response to the COVID-19 pandemic. | 4/28/2020 |
| [California: Oakland COVID-19 Emergency Paid Sick Leave Ordinance](https://oakland.legistar.com/View.ashx?M=F&ID=8293520&GUID=93C67FE9-9E9D-4944-BF4F-07ED49E8054F) | Enacted 5/12/2020 | Requires employers to provide 80 hours of paid sick leave if an employee is unable to work or telework for reasons related to the COVID-19 pandemic. | 5/15/2020 |
| [California: San Francisco Ordinance No. 200355](https://sfgov.org/olse/sites/default/files/Public%20Health%20Emergency%20Leave%20-%20FINAL_0.pdf) | Enacted 4/17/2020 | Requires certain employers to provide public health emergency leave. | 4/18/2020 |
| [California: San Francisco Ordinance No. 200576](https://sfgov.legistar.com/View.ashx?M=F&ID=8582201&GUID=83742876-A23B-414E-B484-BB2EA61BB88E) | Enacted 6/12/2020 | Extends the effective period of the Public Health Emergency Leave Ordinance. | 6/15/2020 |
| [California: San Jose Urgency Ordinance No. 30390](https://records.sanjoseca.gov/Ordinances/ORD30390.pdf) | Enacted 4/7/2020 | Requires employers to provide workers with one hour of paid sick leave for every 30 hours worked, plus additional paid sick leave during a public health emergency such as COVID-19. | 4/10/2020 |
| [California: San Jose Temporary Paid Sick Leave Ordinance](https://sanjose.legistar.com/View.ashx?M=F&ID=8241620&GUID=59452FD0-7DA3-45E3-AEF1-0619B10924B2) | Passed by Council 4/7/2020 | Requires employers to provide workers with one hour of paid sick leave for every 30 hours worked, plus additional paid sick leave during a public health emergency such as COVID-19. (Must pass final reading 4/21) | 4/13/2020 |
| [Colorado SB 205](https://leg.colorado.gov/sites/default/files/documents/2020A/bills/2020a_205_01.pdf) | Passed Senate; Passed House 6/13/2020 | Requires employers to provide paid sick leave to their employees, accrued at one hour of paid sick leave for every 30 hours worked, up to a maximum of 48 hours, and requires employers to provide additional paid sick leave during a public health emergency such as COVID-19. | 6/15/2020 |
| [District of Columbia B23-0718](http://lims.dccouncil.us/Download/44469/B23-0718-SignedAct.pdf) | Enacted 3/17/2020 | Expands DCFMLA leave to permit use of leave during a declared public health emergency. | 3/22/2020 |
| [District of Columbia B23-0733](https://lims.dccouncil.us/Legislation/B23-0733) | Enacted 4/10/2020 | (Emergency measure) Provides leave for an employee who is unable to work as a result of the circumstances giving rise to a declared public health emergency. | 4/13/2020 |
| [District of Columbia B23-0734](http://lims.dccouncil.us/Download/44544/B23-0734-Amendment1.pdf) | Enacted 5/29/2020 | (Temporary measure) Provides leave for an employee who is unable to work as a result of the circumstances giving rise to a declared public health emergency. | 6/4/2020 |
| [District of Columbia B23-757](https://lims.dccouncil.us/downloads/LIMS/45020/Introduction/B23-0757-Introduction.pdf) | Enacted 6/9/2020 | (Temporary measure) Provides leave for an employee who is unable to work as a result of the circumstances giving rise to a declared public health emergency. | 6/4/2020 |
| [District of Columbia B 758](https://lims.dccouncil.us/downloads/LIMS/45021/Introduction/B23-0758-Introduction.pdf) | Passed Council 6/9/2020 | (Temporary measure) Provides leave for an employee who is unable to work as a result of the circumstances giving rise to a declared public health emergency. | 6/11/2020 |
| [District of Columbia B 759](https://lims.dccouncil.us/downloads/LIMS/45023/Introduction/B23-0759-Introduction.pdf) | Introduced 5/18/2020 | Provides leave for an employee who is unable to work as a result of the circumstances giving rise to a declared public health emergency. | 5/19/2020 |
| [District of Columbia B 776](https://lims.dccouncil.us/downloads/LIMS/45110/Introduction/B23-0776-Introduction.pdf) | Passed Council 6/9/2020 | Expands the amount of paid leave provided by employers during the COVID-19 pandemic. | 6/11/2020 |
| [Illinois: Chicago Ordinance No. O2020-2343](https://chicago.legistar.com/View.ashx?M=F&ID=8262994&GUID=0CE94EE4-C67F-4CFD-B273-4A04B0F1A5CA) | Enacted  5/20/2020 | Prohibits an employer from demoting or terminating an employee for obeying a public health order or a healthcare provider's recommendation to quarantine or self-isolate. | 5/26/2020 |
| [Kentucky SB 282](https://apps.legislature.ky.gov/recorddocuments/bill/20RS/sb282/orig_bill.pdf) | Introduced; Referred to Committee 3/6/2020 | Requires employers to provide paid sick leave. Introduced in response to COVID-19. |  |
| [Louisiana HB 832](http://www.legis.la.gov/legis/ViewDocument.aspx?d=1168180) | Introduced; Referred to Committee 3/31/2020 | Requires employers of 20 or more employees to provide paid sick leave, including for use due to a business closure during a public health emergency. | 4/1/2020 |
| [Massachusetts HB 4700](https://malegislature.gov/Bills/191/H4700/House/Bill/Text) | Introduced; Referred to Committee  5/7/2020 | Requires employers to provide paid sick time under certain circumstances during a declared state of emergency, such as COVID-19. | 5/13/2020 |
| [Massachusetts HB 4740](https://malegislature.gov/Bills/191/H4740/House/Bill/Text) | Introduced; Referred to Committee  5/21/2020 | Provides hazard pay for essential workers in the COVID-19 emergency and requires employers to provide leave to essential employees unable to perform work. | 5/27/2020 |
| [Massachusetts HD 5039](https://malegislature.gov/Bills/191/HD5039/House/Bill/Text) | Introduced; Referred to Committee  5/7/2020 | Requires an employer to provide emergency paid sick time in response to COVID-19 in the amount of 80 hours for employees who work 40 hours or more a week and the average amount of time worked over a two-week period for employees who work less than 40 hours a week. | 5/8/2020 |
| [Massachusetts HD 5104](https://malegislature.gov/Bills/191/HD5104/House/Bill/Text) | Introduced; Referred to Committee 6/2/2020 | Requires an employer to make reasonable accommodations to for vulnerable employees during a public health or safety emergency such at COVID-19, and prohibits discrimination against vulnerable employees. | 6/3/2020 |
| [Massachusetts SB 2701](https://malegislature.gov/Bills/191/S2701/Senate/Bill/Text) | Introduced; Referred to Committee  5/22/2020 | Requires employers to provide paid sick time under certain circumstances during a declared state of emergency, such as COVID-19. | 5/26/2020 |
| [Massachusetts SD 2918](https://malegislature.gov/Bills/191/SD2918/Senate/Bill/Text) | Introduced; Referred to Committee  5/11/2020 | Requires employers to provide paid sick time under certain circumstances during a declared state of emergency, such as COVID-19. | 5/19/2020 |
| [Michigan HB 5701](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/House/htm/2020-HIB-5701.htm) | Introduced; Referred to Committee 3/17/2020 | Prohibits employers from taking adverse employment action against an employee who is absent from work during a declared emergency. | 3/19/2020 |
| [Michigan HB 5763](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/House/htm/2020-HIB-5763.htm) | Introduced; Referred to Committee 5/5/2020 | Requires employer to provide paid sick leave to workers who responds to a disaster or pandemic such as COVID-19 in the worker's scope of employment. | 5/8/2020 |
| [Michigan HB 5772](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/House/htm/2020-HIB-5772.htm) | Introduced; Referred to Committee 5/20/2020 | Requires employers to provide paid medical leave for essential employees affected by COVID-19. | 5/21/2020 |
| [Michigan HB 5799](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/House/htm/2020-HIB-5799.htm) | Introduced; Referred to Committee 5/21/2020 | Prohibits employers from taking adverse employment action against an employee who is absent from work during a declared emergency such as COVID-19. | 5/26/2020 |
| [Michigan SB 931](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/Senate/htm/2020-SIB-0931.htm) | Introduced; Referred to Committee 5/20/2020 | Prohibits employers from taking adverse employment action against an employee who is absent from work during a declared emergency. | 5/22/2020 |
| [Michigan SB 961](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/Senate/htm/2020-SIB-0961.htm) | Introduced; Referred to Committee 6/4/2020 | Requires employers to provide paid sick leave at the rate of one hour for every 30 hours worked; requires sick leave to be used under certain circumstances during a declared state of emergency, such as COVID-19. | 6/9/2020 |
| [Minnesota HB 3532](https://www.revisor.mn.gov/bills/text.php?number=HF3532&version=0&session=ls91&session_year=2020&session_number=0&format=pdf) | Introduced; Referred to Committee 2/19/2020 | Amends the quarantine leave statute to provide increased protections for quarantined workers, including the option to work from home. |  |
| [Minnesota HB 4414](https://www.revisor.mn.gov/bills/text.php?number=HF4414&type=bill&version=0&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee 3/11/2020 | Permits the use of kin care benefits where the employee or the employee’s family member is in quarantine or isolation, or for a business or school closure due to an outbreak of a communicable disease. |  |
| [Minnesota SB 4194](https://www.revisor.mn.gov/bills/text.php?number=SF4194&version=latest&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee 3/9/2020 | Amends the quarantine leave statute to provide increased protections for quarantined workers, including the option to work from home. |  |
| [New Jersey AB 3846 (SB 2293)](https://www.njleg.state.nj.us/2020/Bills/A4000/3846_I1.HTM) | Vetoed 5/4/2020 | Requires employers to pay wages to workers ordered under quarantine by licensed healthcare practitioner due to COVID-19. | 5/5/2020 |
| [New Jersey AB 3848 (SB 2301)](https://www.njleg.state.nj.us/2020/Bills/A4000/3848_I1.HTM) | Enacted 3/20/2020 | Prohibits an employer from terminating or otherwise penalizing an employee if the employee requests or takes time off from work based on a licensed medical professional's recommendation that the employee take that time off for a specified period of time because the employee has, or is likely to have, an infectious disease. | 3/20/2020 |
| [New Jersey AB 3900](https://www.njleg.state.nj.us/2020/Bills/A4000/3900_I1.HTM) | Died/Killed 3/25/2020 | Permits the use of paid sick leave during a quarantine or a school or business closure due to a state of emergency. | 3/26/2020 |
| [New Jersey AB 3924 (SB 2351)](https://www.njleg.state.nj.us/2020/Bills/A4000/3924_I1.HTM) | Vetoed 5/28/2020 | Prohibits employers from terminating an employee who fails to report to work because the employee is serving as an emergency medical responder during the COVID-19 pandemic. | 5/29/2020 |
| [New Jersey AB 3976](https://www.njleg.state.nj.us/2020/Bills/A4000/3976_I1.HTM) | Introduced; Referred to Committee 5/4/2020 | Requires business that resume operations during the COVID-19 health crises to implement a paid sick leave policy and other safety guidance. | 5/6/2020 |
| [New Jersey AB 4209](https://www.njleg.state.nj.us/2020/Bills/A4500/4209_I1.HTM) | Introduced; Referred to Committee 6/1/2020 | Increases the amount of sick leave an employee may accrue from 40 to 56, and provides additional sick leave to essential employees during a public health emergency such as COVID-19. | 6/3/2020 |
| [New Jersey SB 2279](https://www.njleg.state.nj.us/2020/Bills/S2500/2279_I1.HTM) | Introduced; Referred to Committee 3/18/2020 | Protects reinstatement rights of workers who take family leave during public health emergencies. | 3/19/2020 |
| [New Jersey SB 2304](https://www.njleg.state.nj.us/2020/Bills/S2500/2304_I1.HTM) | Enacted 3/25/2020 | Expands eligibility for family leave insurance benefits, temporary disability benefits, and earned sick leave during a state of emergency or because of quarantine or isolation due to a communicable disease such as COVID-19. | 3/26/2020 |
| [New Jersey SB 2310](https://www.njleg.state.nj.us/2020/Bills/S2500/2310_I1.HTM) | Introduced; Referred to Committee 4/9/2020 | Prohibits an employer from refusing to reinstate an employee after use of Family Leave Act leave, including for COVID-19-related reasons. | 4/13/2020 |
| [New Jersey SB 2374](https://www.njleg.state.nj.us/2020/Bills/A4000/3913_I1.HTM) | Enacted 4/14/2020 | Expands the Family Leave Act 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. | 4/15/2020 |
| [New Jersey SB 2453](https://www.njleg.state.nj.us/2020/Bills/S2500/2453_I1.HTM) | Introduced; Referred to Committee 5/7/2020 | Increases the number of hours of earned sick leave a worker may annually accrue and use from 40 hours to 56 hours in response to the COVID-19 pandemic. | 5/12/2020 |
| [New Mexico: Bernalillo County Ordinance 2020-07](https://www.bernco.gov/uploads/files/Planning/Emergency%20Management%20Powers%20Ordinance%20Declaration.pdf) | Enacted 6/12/2020 | Delays the effective date of the Employee Wellness Act from July 1 to October 1, 2020. | 6/16/2020 |
| [New York AB 10153 (SB 8091)](https://nyassembly.gov/leg/?default_fld=&leg_video=&bn=A10153&term=2019&Summary=Y&Actions=Y) | Enacted 3/18/2020 | Provides job-protected, paid leave during a quarantine or isolation. | 3/19/2020 |
| [New York AB 10344 (SB 8172)](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10344) | Introduced; Referred to Committee 4/29/2020 | Requires employers to provide sick leave when an employee is subject to a mandatory or precautionary order of quarantine or isolation due to COVID-19. | 5/1/2020 |
| [New York AB 10466](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10466) | Introduced; Referred to Committee 5/24/2020 | Provides requirements for sick leave of certain employee benefits when such employee is subject to a mandatory or precautionary order of quarantine or isolation due to COVID-19. | 5/26/2020 |
| [New York SB 8172](https://assembly.state.ny.us/leg/?default_fld=&leg_video=&bn=S08172&term=2019&Actions=Y&Text=Y) | Introduced; Referred to Committee 4/13/2020 | Provides that an employee subject to an order or quarantine or isolation is entitled to take sick leave for the duration of the order and is eligible for paid family leave benefits. | 4/15/2020 |
| [New York SB 8292](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8292) | Introduced; Referred to Committee 5/6/2020 | Provides requirements for sick leave of certain employee benefits when such employee is subject to a mandatory or precautionary order of quarantine or isolation due to COVID-19. | 5/7/2020 |
| [New York SB 8318](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8318) | Introduced; Referred to Committee 5/11/2020 | Changes the definition of the term "family leave" to include family members for purposes of sick leave and employee benefits when such employee is subject to a mandatory or precautionary order of quarantine or isolation due to COVID-19. | 5/12/2020 |
| [New York: NYC Int. No. 1926-2020](https://legistar.council.nyc.gov/View.ashx?M=F&ID=8263697&GUID=1E24A9E3-05C5-4A7D-9C12-F6F53D2C9A52) | Introduced  4/22/2020 | Modifies the definition of "employee" under the Earned Safe and Sick Time Act to extend coverage to independent contractors. | 4/23/2020 |
| [North Carolina HB 1046](https://www3.ncleg.gov/Sessions/2019/Bills/House/HTML/H1046v1.HTML) | Introduced; Referred to Committee 4/28/2020 | Requires employers to provide at least two weeks of COVID‑19 paid sick leave to each full‑time employee and the equivalent hours of a typical two‑week period for part‑time employees. | 4/30/2020 |
| [Ohio HB 593](https://www.legislature.ohio.gov/legislation/legislation-summary?id=GA133-HB-593) | Introduced; Referred to Committee 3/25/2020 | Requires paid leave for an employee who is unable to work due to quarantine or mandatory isolation; creates a grant program to compensate contract workers who cannot perform services during public health emergencies. | 3/27/2020 |
| [Ohio SB 299](https://www.legislature.ohio.gov/legislation/legislation-summary?id=GA133-SB-299) | Introduced; Referred to Committee 3/25/2020 | Requires paid leave for an employee who is unable to work due to quarantine or mandatory isolation; creates a grant program to compensate contract workers who cannot perform services during public health emergencies. | 3/27/2020 |
| [Oklahoma SB 1](http://webserver1.lsb.state.ok.us/cf_pdf/2019-20%20INT/SB/SB1X%20INT.PDF) | Introduced  4/22/2020 | Encourages employers to provide sick leave to employees affected by COVID-19. | 4/24/2020 |
| [Pennsylvania HB 1189](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=H&billTyp=B&billNbr=1189&pn=3565) | Passed House; In Senate Committee 4/20/2020 | Prohibits employers from discriminating against volunteer emergency responders and provides a tax credit to private employers who offer volunteer emergency responders paid time off to respond to an emergency, including those due to COVID-19. | 4/21/2020 |
| [Pennsylvania HB 1822](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=H&billTyp=B&billNbr=1822&pn=3595) | Passed House  4/21/2020 | Prohibits an employer from terminating or threatening an employee who is complying with an isolation or quarantine due to COVID-19. | 4/22/2020 |
| [Pennsylvania HB 2391 (SB 1109)](https://www.legis.state.pa.us/cfdocs/billInfo/billInfo.cfm?syear=2019&sind=0&body=H&type=B&bn=2391) | Introduced; Referred to Committee 4/14/2020 | Requires employers to provide public health emergency leave during COVID-19, which is calculated as paid sick time. | 4/15/2020 |
| [Pennsylvania HB 2495](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=H&billTyp=B&billNbr=2495&pn=3744) | Introduced; Referred to Committee 5/13/2020 | Requires employers with 500 or more employees to provide 80 hours of emergency paid sick leave during the COVID-19 pandemic. | 5/19/2020 |
| [Pennsylvania SB 1101](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=S&billTyp=B&billNbr=1101&pn=1618) | Introduced; Referred to Committee 4/3/2020 | Requires expanded protections for food establishment workers. | 4/6/2020 |
| [Pennsylvania SB 1102](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=S&billTyp=B&billNbr=1102&pn=1619) | Introduced; Referred to Committee 4/3/2020 | Requires expanded protections for grocery workers. | 4/6/2020 |
| [Pennsylvania SB 1103](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=S&billTyp=B&billNbr=1103&pn=1620) | Introduced; Referred to Committee 4/3/2020 | Provides guidelines under which a closed business due to COVID-19 may reopen, including providing paid sick leave. | 4/6/2020 |
| [Puerto Rico PC 2428](https://sutra.oslpr.org/osl/SUTRA/anejos/135465/PC2428.doc) | Enacted 4/9/2020 | Allows for 5 working days of special paid leave for use by employees during an epidemic that triggers a government-declared state of emergency. | 4/14/2020 |
| [Puerto Rico PS 1550 (PC 2447)](https://sutra.oslpr.org/osl/SUTRA/anejos/135660/ps1550-20.doc) | Introduced 3/18/2020 | Provides that during an emergency declared by the governor or the Department of Health, during which business operations are shut down and employees may not work, employees must be paid up to two weeks of their full salary for the duration of the closure. | 3/23/2020 |
| [Puerto Rico PC 2459](https://sutra.oslpr.org/osl/SUTRA/anejos/135590/PC2459.docx) | Introduced 3/26/2020 | Creates the Act of Wage Subsidy for employers who are obliged to close down their operations in whole or in part due to closures in response to COVID-19. | 3/31/2020 |
| [Puerto Rico RCS 566](https://sutra.oslpr.org/osl/SUTRA/anejos/135990/rcs0566-20.doc) | Introduced; Referred to Committee 6/5/2020 | Requires employers to provide reasonable accommodations in employment for working mothers who have children age 14 and younger and who do not have childcare due to COVID-19. | 6/11/2020 |
| [United States HR 6150](https://www.congress.gov/bill/116th-congress/house-bill/6150?s=1&r=1) | Introduced; Referred to Committee 3/9/2020 | Requires employers to provide paid sick leave, and would also require employers to give workers 14 days of paid sick leave during a public health emergency. |  |
| [United States HR 6189](https://www.congress.gov/bill/116th-congress/house-bill/6189) | Introduced; Referred to Committee 3/11/2020 | Limits employers from requiring employees to use vacation leave before using sick leave. |  |
| [United States HR 6198](https://www.congress.gov/bill/116th-congress/house-bill/6198?s=1&r=1) | Introduced; Referred to Committee 3/11/2020 | Provides emergency paid leave benefits to certain individuals affected by COVID-19, and for other purposes. |  |
| [United States HR 6201](https://www.congress.gov/bill/116th-congress/house-bill/6201/text) | Enacted 3/18/2020 | Establishes a federal emergency paid sick leave program to provide payments to employees taking unpaid leave due to the coronavirus outbreak; expands the FMLA to allow use of leave for COVID-19. | 3/18/2020 |
| [United States H.Res. 904](https://www.congress.gov/bill/116th-congress/house-resolution/904/text) | Enacted 3/18/2020 | Makes certain corrections to the engrossed text of HR 6201. | 3/23/2020 |
| [United States HR 6220](https://www.congress.gov/bill/116th-congress/house-bill/6220?s=1&r=1) | Introduced; Referred to Committee 3/12/2020 | Amends the FMLA to provide for leave due to a public health emergency. |  |
| [United States HR 6221](https://www.congress.gov/bill/116th-congress/house-bill/6221/text?r=50&s=1) | Introduced; Referred to Committee 3/12/2020 | Allows a tax credit for employers under the Internal Revenue Code of 1986 for certain mandated paid sick leave. | 3/19/2020 |
| [United States HR 6800](https://www.congress.gov/bill/116th-congress/house-bill/6800/text#toc-H6FBE7BA01A6D4A229EC897F24F94E9D5) | Passed House; In House Committee 5/20/2020 | Extends unemployment benefits through January 2021, expands FFCRA coverage to employers of all sizes, and provides hazard pay to certain essential workers. | 5/21/2020 |
| [United States HR 6827](https://www.congress.gov/bill/116th-congress/house-bill/6827/text) | Introduced; Referred to Committee 5/12/2020 | Requires all corporations receiving federal aid related to COVID-19 to provide paid leave to all workers, a minimum wage of $15 per hour, and limit CEO and executive pay. | 6/9/2020 |
| [United States S 3415](https://www.congress.gov/bill/116th-congress/senate-bill/3415/all-info?r=1&s=1) | Died/Killed 3/11/2020 | Requires employers to provide paid sick leave, and would also require employers to give workers 14 days of paid sick leave during a public health emergency. |  |
| [United States S 3491](https://www.congress.gov/bill/116th-congress/senate-bill/3491/text) | Introduced; Referred to Committee 3/12/2020 | Prohibits adverse employment actions against quarantined or isolated individuals due to COVID-19. |  |
| [United States S 3513](https://www.congress.gov/bill/116th-congress/senate-bill/3513/all-info) | Introduced; Referred to Committee 3/19/2020 | Provides for paid sick leave. | 3/19/2020 |
| [United States S 3548](https://www.congress.gov/bill/116th-congress/senate-bill/3548/text#toc-idDA3463BE06A54B34AA3FC864102DF1BC) | Introduced; Referred to Committee 3/19/2020 | Caps the amount in wages that an employee may receive under the Families First Coronavirus Response Act. | 3/20/2020 |
| [Washington: Seattle Council Bill 119754](http://seattle.legistar.com/LegislationDetail.aspx?ID=4390801&GUID=38710260-D527-4C23-991C-8B7944642BC2&FullText=1) | Enacted 3/18/2020 | Amends the paid sick leave ordinance to relax provisions on using leave due to a closure of a family member’s school or place of care. | 3/18/2020 |
| [Washington: Seattle Council Bill 119793](http://seattle.legistar.com/LegislationDetail.aspx?ID=4538824&GUID=D6D81875-E8F2-4C8D-B9B1-4B623D196828&Options=ID|Text|&Search=gig+workers) | Enacted 6/12/2020 | Requires covered employers to provide gig workers with paid sick leave for use related to the COVID-19 pandemic. | 6/15/2020 |

**Regulations**

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| **Jurisdiction and Text** | **Current Status** | **Summary** | **Last Updated** |
| [California: Los Angeles Regulations Implementing Supplemental Paid Sick Leave](https://wagesla.lacity.org/sites/g/files/wph471/f/COVID19-SPSL-RR-20200526.pdf) | Adopted 4/11/2020  Amended 4/30/2020  Amended 5/26/2020 | Creates procedures for determining the number of employees, requesting and using leave, and payment for use of leave, among other things. | 5/27/2020 |
| [California: San Francisco Amended Rules re Paid Sick Leave](https://sfgov.org/olse/san-francisco-paid-sick-leave-coronavirus) | Issued 3/16/2020 | Permits use of sick leave if an employee or family member (1) is under isolation or quarantine or (2) is a member of a vulnerable population; permits use of sick leave for absence due to closure of business, school or childcare provider, or senior care provider. |  |
| [Colorado Emergency Rules re Health Emergency Leave with Pay (“Colorado HELP”)](https://www.colorado.gov/pacific/sites/default/files/Colorado%20HELP%20Rules%207%20CCR%201103-10%20%28Temp%29_0.pdf) | Adopted 3/11/2020 | Provides four paid sick days for those with flu-like symptoms who are being tested for COVID-19.  Applies to workers in leisure and hospitality, food services, community living facilities, child care, and home health workers. |  |
| [Colorado Amended Emergency Rules re COVID-19 Health Emergency Leave with Pay](https://www.colorado.gov/pacific/sites/default/files/7%20CCR%201103-10%20Colorado%20Health%20Emergency%20Leave%20with%20Pay%20%28%E2%80%9CColorado%20HELP%E2%80%9D%29%20Rules%20%28Temporary%20Rule%20effective%20March%2011%2C%202020%2C%20Amended%20March%2026%2C%202020%29%20%282%29.pdf) | Adopted 3/26/2020 | Amends the HELP rules to extend coverage to grocery employees and to provide paid sick leave to employees who are under quarantine or isolation instructions from a healthcare provider due to COVID-19. | 3/26/2020 |
| [Colorado 2nd Amendment to Health Emergency Leave with Pay Rules](https://www.colorado.gov/pacific/sites/default/files/7%20CCR%201103-10%20Colorado%20Health%20Emergency%20Leave%20with%20Pay%20%28%E2%80%9CColorado%20HELP%E2%80%9D%29%20Rules%20%28Clean%29%204.3.20%20%281%29_0.pdf) | Adopted 4/3/2020 | Amends the HELP rules to extend coverage to food and beverage manufacturing employees. | 4/3/2020 |
| [Colorado 3rd Amendment to Health Emergency Leave with Pay Rule](https://www.colorado.gov/pacific/sites/default/files/7%20CCR%201103-10%20Colorado%20Health%20Emergency%20Leave%20with%20Pay%20%28%E2%80%9CColorado%20HELP%E2%80%9D%29%20Rules%20%28Clean%29%204.27.20.pdf)s | Adopted 4/27/2020 | Amends HELP rules to cover additional types of businesses and expands the amount of time off available to a maximum of 80 hours. | 4/28/2020 |
| [New Jersey Emergency Rules re Prohibited COVID-19 Related Employment Discrimination](https://services.statescape.com/ssu/Regs/ss_8586154252651068337.pdf) | Adopted 3/31/2020 | Prohibits an employer from terminating or otherwise penalizing an employee if the employee requests or takes time off from work on a medical professional's recommendation because the employee has, or is likely to have, an infectious disease. | 4/20/2020 |
| [New York Emergency Rules re Paid Family Leave (12 NYCRR 355.9)](http://www.wcb.ny.gov/content/main/wclaws/Covid-19SeriousHealthCondition/text.pdf) | Adopted 3/27/2020 | Clarifies that employees may take family leave to care for a family member diagnosed with the COVID-19 virus. | 3/31/2020 |
| [Oregon Temporary Rule re OFLA Use During a Public Health Emergency (OAR 839-009-0230)](https://www.oregon.gov/boli/WHD/OST/Documents/OARD%20Temporary%20Rule%20Filing%20-%20OAR%20839-009-0230.pdf) | Adopted 3/18/2020 | Permits employees to utilize family leave during a state-ordered public school closure due to a public health emergency. | 3/19/2020 |
| [Pennsylvania: Philadelphia Emergency Rules re Paid Sick Leave and COVID-19](http://regulations.phila-records.com/pdfs/03162020142718-0001.pdf) | Adopted 3/16/2020 | Makes paid sick leave available for diagnosis and treatment related to COVID-19 and periods of quarantine or isolation. |  |
| [United States DOL Temporary Rule re Paid Leave Under the FFCRA](https://www.dol.gov/sites/dolgov/files/WHD/Pandemic/FFCRA.pdf) | Adopted 4/1/2020 | Implements public health emergency leave under the FMLA and emergency paid sick leave to assist working families facing public health emergencies arising out of the COVID-19 pandemic. | 4/1/2020 |
| [Washington: Seattle Emergency Rule re Paid Sick and Safe Time (SHRR 70-080)](http://www.seattle.gov/Documents/Departments/LaborStandards/Clerk_Filling_PSST%20Rule_04082020_Signed.pdf) | Adopted 4/8/2020 | Temporarily amends the requirements for requesting verification to support an employee's request to use paid sick leave. | 4/8/2020 |

**Executive Orders**

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| **Jurisdiction** | **Summary** | **Last Updated** |
| California: Governor Newsom's [Executive Order](https://www.gov.ca.gov/wp-content/uploads/2020/04/4.16.20-EO-N-51-20-text.pdf) of April 16, 2020 | Provides for paid sick leave for food sector workers during the COVID-19 pandemic beyond what is provided under the state's paid sick leave law. | 4/16/2020 |
| California: Los Angeles [Executive Order](https://www.lamayor.org/sites/g/files/wph446/f/page/file/SUPPLEMENTALPAIDSICKLEAVE.pdf) of April 7, 2020 | Provides for COVID-19 supplemental paid sick leave. | 4/8/2020 |
| California: Los Angeles [Executive Order](https://www.lamayor.org/sites/g/files/wph446/f/page/file/GroceryPharmacy%26DeliveryWorkers.pdf) of April 7, 2020 | Establishes flexible scheduling protections for grocery, retail drug, and food delivery workers. | 4/8/2020 |
| Colorado: Governor Polis’s [Executive Order](https://www.colorado.gov/governor/news/gov-polis-provides-update-states-response-covid-19) of March 11, 2020 | Directs the Colorado Department of Labor and Employment to engage in emergency rulemaking to ensure workers in food handling, hospitality, child care, health care, and education can get paid sick leave to miss work if they exhibit flu-like symptoms and have to miss work awaiting testing results for COVID-19. For workers who test positive and lack access to paid leave, directs CDLE to identify additional supports and wage replacement such as access to unemployment insurance. |  |
| Michigan: Governor Whitmer's [Executive Order](https://content.govdelivery.com/attachments/MIEOG/2020/04/03/file_attachments/1418576/EO%202020-36.pdf) of April 3, 2020 | Prohibits employers from discharging, disciplining, or otherwise retaliating against an employee for staying home from work because the employee tests positive for COVID-19, displays consistent symptoms, or has had close contact with an individual who has tested positive/has symptoms, such that quarantine is necessary. Employers must treat these employees as if they were taking medical leave under the state's paid medical leave statute. | 4/3/2020 |
| Oklahoma: Governor Stitt's [Executive Order](https://www.sos.ok.gov/documents/executive/1929.pdf) of April 8, 2020 | Provides for up to 80 hours of paid sick leave for correctional officers, law enforcement, firefighters, and other first responders for use due to quarantine or closure of a child's school or daycare. | 4/10/2020 |
| Washington: Governor Inslee's [Executive Order](https://www.governor.wa.gov/sites/default/files/proclamations/20-46%20-%20COVID-19%20High%20Risk%20Employees.pdf) of April 13, 2020 (Executive Order 20-46 | Requires employers to provide accommodation to high-risk workers, as defined by the CDC, to protect them from workplace exposure to COVID-19. If an employer determines that alternative work arrangements are not feasible, the employer is prohibited from failing to permit an employee to utilize all available accrued leave options free from risk of adverse employment action. | 4/14/2020 |
| Washington: Governor Inslee's [Executive Order](https://www.governor.wa.gov/sites/default/files/20-46.1%20-%20COVID-19%20High%20Risk%20Ext%20%28tmp%29.pdf?utm_medium=email&utm_source=govdelivery) of June 9, 2020 (Executive Order 20-46.1) | Extends through 8/1 the right of “high-risk workers” (as defined by the CDC and includes people 65 or older and those with underlying medical conditions) the following rights and protections: (1) the choice of “an alternative work assignment, including telework, alternative or remote work locations if feasible, and social distancing measures”; (2) the ability to use any accrued leave or unemployment benefits if an alternative work assignment is not feasible and the employee is unable to safely work (and employers must maintain health insurance benefits while high-risk employees are off the job); and (3) employers are prohibited from permanently replacing high-risk employees. | 6/10/2020 |

**Agency Guidance**

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| **Jurisdiction and Agency** | **Summary and Links** | **Last Updated** |
| Industrial Commission of Arizona | [FAQ About COVID-19 and Earned Paid Sick Time](https://www.azica.gov/sites/default/files/media/03-25-20%20FREQUENTLY%20ASKED%20QUESTIONS%20RE%20COVID-19_MasterwTOC%20FINAL.pdf) | 4/1/2020 |
| California Division of Labor Standards Enforcement | [FAQs](https://www.dir.ca.gov/dlse/FAQ-for-PSL.html) and [Workplace Poster](https://www.dir.ca.gov/dlse/COVID-19-Food-Sector-Workers-poster.pdf) on Executive Order Concerning Supplemental Paid Sick Leave for Food Sector Workers | 4/24/2020 |
| California Employment Development Department | Workers (1) unable to work due to infection from or exposure to COVID-19 may apply for temporary disability benefits; (2) unable to work due to caring for an ill or quarantined family member may apply for paid family leave benefits; and (3) whose employers have shut down or reduced operations due to COVID-19 may apply for unemployment benefits. [EDD Coronavirus (COVID-19) Guidance](https://edd.ca.gov/about_edd/coronavirus-2019.htm) |  |
| California: Emeryville City Manager | [COVID-19 (Coronavirus Disease) and Emeryville’s Paid Sick Leave Law](http://www.ci.emeryville.ca.us/DocumentCenter/View/12614/Emeryville-PSL-GuidanceCoronavirus-final) | 3/20/2020 |
| California: Los Angeles Office of Wage Standards, Bureau of Contract Administration | [Paid Sick Leave and COVID-19](https://wagesla.lacity.org/sites/g/files/wph471/f/PSLCOVID20200611.pdf) | 6/16/2020 |
| California: Oakland Office of the City Administrator, Contracts & Compliance Division | [Oakland’s Sick Leave LawCOVID-19 (Coronavirus Disease) and Oakland’s Sick Leave Law](https://cao-94612.s3.amazonaws.com/documents/3-12-20_Guidance-to-employees-and-employers-_-COVID-19-KB-with-logo.pdf) |  |
| California: San Diego | [Earned Sick Leave COVID-19 Guidelines](https://www.sandiego.gov/sites/default/files/esl_covid_faq.pdf) | 4/16/2020 |
| California: San Francisco Office of Labor Standards Enforcement | [San Francisco Paid Sick Leave and the Coronavirus](https://sfgov.org/olse/san-francisco-paid-sick-leave-coronavirus-0) | 3/24/2020 |
| California: San Francisco Office of Labor Standards Enforcement | [San Francisco Public Health Emergency Leave Ordinance Implementation Guidance](https://sfgov.org/olse/sites/default/files/PHEL%20FAQ%2004.17.20.pdf) | 4/18/2020 |
| California: San Jose Office of Equality Assurance | [COVID-19 Paid Sick Leave Ordinance FAQ](https://www.sanjoseca.gov/home/showdocument?id=56820) | 4/16/2020 |
| Colorado Department of Labor & Employment | [Colorado Health Emergency Leave with Pay Rules (“Colorado HELP”) Resource Page and FAQ](https://www.colorado.gov/pacific/cdle/colorado-health-emergency-leave-pay-%E2%80%9Ccolorado-help%E2%80%9D-rules) |  |
| Colorado Department of Labor & Employment | [Paid Leave and Unemployment FAQ](https://covid19.colorado.gov/sites/covid19/files/FAQs-CDLE-042720.pdf) | 5/11/2020 |
| Connecticut Department of Labor | [Paid Sick Leave and Other Absences](https://www.ctdol.state.ct.us/psl.pdf) | 4/16/2020 |
| District of Columbia Office of Human Rights | [COVID-19 Response Emergency Amendment Act (CREA) Preliminary Guidance](https://ohr.dc.gov/sites/default/files/dc/sites/ohr/publication/attachments/OHR%20Enforcement%20Guidance%20-%20COVID-19%20Response%20Amendment%20Act_DCFMLA_042020.pdf) | 4/20/2020 |
| Illinois: Chicago Department of Business Affairs & Consumer Protection | [Paid Sick Leave During the COVID-19 Outbreak: Know Your Rights FAQ](https://www.chicago.gov/content/dam/city/depts/bacp/general/COVID-19/FAQs%20KnowYourRtsfinal_3-26-20v2.pdf) | 3/29/2020 |
| Illinois: Chicago Department of Business Affairs & Consumer Protection | Mandatory COVID-19 Anti-Retaliation [Workplace Poster](https://www.chicago.gov/content/dam/city/depts/bacp/general/COVID-19/industrynoticeantiretaliationordinance52120.pdf) | 5/22/2020 |
| Illinois: Cook County Human Rights Commission | [Cook County Earned Sick Leave Ordinance and COVID-19](https://www.cookcountyil.gov/service/cook-county-earned-sick-leave-ordinance-and-covid-19) | 3/20/2020 |
| Minnesota: Minneapolis Department of Civil Rights | Provides that protection under the paid sick and safe time ordinance includes, but is not limited to coronavirus screening; care or quarantine due to coronavirus symptoms or infection; testing or quarantine following close personal contact with an infected or symptomatic person; covered family members' school or place-of-care closure; and a workplace closure by order of a public official. [Sick and Safe Time Guidance](http://sicktimeinfo.minneapolismn.gov/uploads/9/6/3/1/96313024/covid-19_and_sst_3_17_20.pdf) |  |
| Minnesota: Duluth Human Rights Office | [Earned Sick and Safe Time and COVID-19 FAQ](https://duluthmn.gov/media/9458/covid19-info.pdf) | 3/18/2020 |
| Minnesota: St. Paul Labor Standards Enforcement Division | [Earned Sick and Safe Time - COVID-19 Frequently Asked Questions and Answers](https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education-4) | 6/10/2020 |
| Nevada Labor Commissioner | Guidance on impact of mandatory, government-ordered quarantines on state leave laws. [COVID-19 Leave Guidance](http://labor.nv.gov/uploadedFiles/labornvgov/content/Employer/COVID-19%20Leave%20Guidance.pdf) |  |
| New Jersey Department of Labor | [NJDOL Benefits and the Coronavirus (COVID-19): What You Should Know](https://www.nj.gov/labor/worker-protections/earnedsick/covid.shtml) |  |
| New York State Department of Labor | [Emergency COVID-19 Paid Sick Leave](https://www.governor.ny.gov/paid-sick-leave-covid-19-impacted-new-yorkers/emergency-covid-19-paid-sick-leave) | 3/20/2020 |
| New York State Department of Labor | [New York Paid Family Leave COVID-19 FAQ](https://paidfamilyleave.ny.gov/new-york-paid-family-leave-covid-19-faqs) | 4/16/2020 |
| New York State Department of Labor | [COVID-19 Paid Leave Guidance for Employers](https://paidfamilyleave.ny.gov/covid-19-paid-leave-guidance-employers) | 4/16/2020 |
| New York: New York City Department of Health | [Order of the Commissioner of Health for Isolation](https://www1.nyc.gov/assets/doh/downloads/pdf/imm/covid-19-paid-sick-leave-order.pdf) and [FAQ's](https://www1.nyc.gov/assets/doh/downloads/pdf/imm/covid-19-paid-sick-leave-order-faq.pdf): Provides a process for NYC residents who have tested positive for coronavirus disease 2019 (COVID-19) or have symptoms of COVID-19, to receive the documentation necessary to claim paid sick leave from their employer under New York State’s COVID-19 paid sick leave law. | 4/27/2020 |
| New York: Westchester County Human Rights Commission | [COVID-19 & Your Rights](https://humanrights.westchestergov.com/covid-19-and-your-rights), which includes a section on paid sick leave | 5/4/2020 |
| Oregon Bureau of Labor and Industries | [Paid Sick Time and COVID-19 FAQ](https://www.oregon.gov/BOLI/WHD/OST/Pages/index.aspx) |  |
| Puerto Rico Department of Labor & Human Resources | [Opinion Letter 2020-02](https://www.trabajo.pr.gov/docs/Opiniones_de_la_Secretaria/Opinio%CC%81n_Secretaria_2020-02,_Disposiciones_Aplicables_al_Toque_de_Queda_y_Nuevas_Licencias_con_Paga.pdf) addresses wage payment for exempt and non-exempt employees, and interplay with statutory leaves and contractual vacation policies, during COVID-19-related lockdown. Littler ASAP [here](https://www.littler.com/publication-press/publication/puerto-rico-department-labor-issues-new-opinion-regarding-employee). | 3/25/2020 |
| Puerto Rico Department of Labor & Human Resources | Sick leave may be used by employees (1) who are sick, disabled or exposed to a contagious disease that will require their absence from work and (2) for preventive care, routine and diagnostic medical appointments and, accordingly, that they can use it “for any meritorious absence related to COVID-19.” [Opinion 2020-01](https://www.trabajo.pr.gov/docs/Opiniones_de_la_Secretaria/Opini%C3%B3n_Secretaria_2020-01,_COVID-19.pdf) | 3/20/2020 |
| United States Internal Revenue Service, Department of the Treasury, and Department of Labor | Announcement of payroll tax credits that small and mid-sized businesses to reimburse them for providing paid leave to employees under the Families First Coronavirus Response Act. [Press release](https://www.irs.gov/newsroom/treasury-irs-and-labor-announce-plan-to-implement-coronavirus-related-paid-leave-for-workers-and-tax-credits-for-small-and-midsize-businesses-to-swiftly-recover-the-cost-of-providing-coronavirus) | 3/20/2020 |
| United States Internal Revenue Service | [COVID-19-Related Tax Credits for Required Paid Leave Provided by Small and Midsize Businesses FAQs](https://www.irs.gov/newsroom/covid-19-related-tax-credits-for-required-paid-leave-provided-by-small-and-midsize-businesses-faqs) | 4/21/2020 |
| United States Department of Labor Wage & Hour Division | [Families First Coronavirus Response Act: Questions and Answers](https://www.dol.gov/agencies/whd/pandemic/ffcra-questions) | 3/29/2020 |
| United States Department of Labor Wage & Hour Division | Families First Coronavirus Response Act [required workplace poster](https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Non-Federal.pdf) and [FAQ](https://www.dol.gov/agencies/whd/pandemic/ffcra-poster-questions) about posting requirements | 3/27/2020 |
| United States Department of Labor Wage & Hour Division | DOL will not bring enforcement actions against any public or private employer for violations of the Families First Coronavirus Response Act occurring within 30 days of the enactment (ie. through 4/17/20) provided that the employer has made reasonable, good faith efforts to comply. [Field Assistance Bulletin 2020-1](https://www.dol.gov/agencies/whd/field-assistance-bulletins/2020-1) | 3/27/2020 |
| United States Department of Labor Wage & Hour Division | [COVID-19 or Other Public Health Emergencies and the Family and Medical Leave Act Questions and Answers](https://www.dol.gov/agencies/whd/fmla/pandemic) |  |
| Washington State Department of Labor & Industries | [Paid Sick Leave and Coronavirus (COVID-19) Common Questions](https://www.lni.wa.gov/agency/outreach/paid-sick-leave-and-coronavirus-covid-19-common-questions) |  |
| Washington: Seattle Office of Labor Standards | [Paid Sick and Safe Time Ordinance and COVID-19 FAQ](https://www.seattle.gov/Documents/Departments/LaborStandards/QA_PSST_03312020(0).pdf?utm_medium=email&utm_source=govdelivery) (revised) and [guidance page](https://www.seattle.gov/laborstandards/ordinances/paid-sick-and-safe-time?utm_medium=email&utm_source=govdelivery) | 4/1/2020 |

**Unemployment- and Business Restructuring-Related Information**

**Bills**

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| **Jurisdiction and Bill Text** | **Current Status** | **Summary** | **Last Updated** |
| [Alaska HB 308](http://www.akleg.gov/basis/Bill/Text/31?Hsid=HB0308A) | Enacted 3/27/2020 | Modifies eligibility for unemployment benefits during a period of state or national emergency resulting from a novel coronavirus disease (COVID-19) outbreak. | 3/27/2020 |
| [Alaska SB 240](http://www.akleg.gov/basis/Bill/Detail/?Root=SB%20240) | Introduced 3/18/2020 | Modifies eligibility for unemployment benefits during a period of state or national emergency resulting from a novel coronavirus disease (COVID-19) outbreak. | 3/19/2020 |
| [Arizona HB 2911](https://www.azleg.gov/legtext/54leg/2R/bills/HB2911P.htm) | Passed House Committee 3/19/2020 | Implements alternative benefit eligibility and employer contribution requirements during an emergency declaration period. | 3/23/2020 |
| [Arizona SB 1694](https://www.azleg.gov/legtext/54leg/2R/bills/SB1694P.htm) | Enacted 3/27/2020 | Implements alternative benefit eligibility and employer contribution requirements during an emergency declaration period. | 3/30/2020 |
| [California AB 1107](http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB1107) | Introduced; Referred to Committee  4/22/2020 | Provides that once the temporary federal unemployment increase due to the coronavirus outbreak has ceased, an individual's weekly benefit amount will increase, notwithstanding the weekly benefits cap. | 4/24/2020 |
| [California AB 2457](http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB2457) | Introduced; Referred to Committee 5/4/2020 | Prohibits an employer from being subject to a monetary or penalty for violations with respect to an applicant who has applied for unemployment benefits and has previously acted as an independent contractor. | 5/5/2020 |
| [California AB 3329](http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB3329) | Introduced; Referred to Committee 5/5/2020 | Increases an individual’s weekly unemployment benefit amount due to COVID-19. | 5/6/2020 |
| [California: Long Beach Ordinance No. 20-0427](http://longbeach.legistar.com/View.ashx?M=F&ID=8440620&GUID=B4622DD2-F87A-4954-B32F-7ED52BA28EFF) | Enacted 5/19/2020 | Provides a right of recall and priority rehire to certain janitorial and hotel workers laid off due to the impact of COVID-19 on the employer's operations. | 5/20/2020 |
| [California: Long Beach Ordinance No. 20-0428](http://longbeach.legistar.com/View.ashx?M=F&ID=8440621&GUID=B725D8CB-52A4-4D59-A586-B83E8ADE184E) | Enacted 5/19/2020 | Provides retention protections to janitorial and hotel employees after a change of ownership or control that occurs following the declaration of emergency resulting from the COVID-19 pandemic. | 5/20/2020 |
| [California: Los Angeles County Ordinance No. 20-2566](http://file.lacounty.gov/SDSInter/bos/supdocs/145786.pdf) | Enacted 5/26/2020 | Provides a right of recall to certain janitorial, maintenance, security service, and hotel workers laid off due to the impact of COVID-19 on the employer's operations. | 5/27/2020 |
| [California: Los Angeles County Ordinance No. 20-2567](http://file.lacounty.gov/SDSInter/bos/supdocs/145787.pdf) | Enacted 5/26/2020 | Provides retention protections to janitorial, maintenance, security service, and hotel employees after a change of ownership or control that occurs following the declaration of emergency resulting from the COVID-19 pandemic. | 5/27/2020 |
| [California: Los Angeles Council File 20-0147-S15](http://clkrep.lacity.org/onlinedocs/2020/20-0147-S15_ord_draft_03-25-2020.pdf) | Passed by Council  4/23/2020 | Requires a successor employer to extend certain retention protections to employees after a change of ownership or control that occurs within two years following the declaration of emergency resulting from the COVID-19 pandemic. | 4/27/2020 |
| [California: Los Angeles Council File 20-0147-S35](http://clkrep.lacity.org/onlinedocs/2020/20-0147-S35_ord_draft_03-25-2020.pdf) | Passed by Council  4/23/2020 | Requires a successor hotel employer to extend certain retention protections to employees after a change of ownership or control that occurs within two years following the declaration of emergency resulting from the COVID-19 pandemic. | 4/27/2020 |
| [California: Los Angeles Council File 20-0147-S42](http://clkrep.lacity.org/onlinedocs/2020/20-0147-S42_ord_draft_03-25-2020.pdf) | Passed by Council  4/23/2020 | Requires a successor hospitality employer to extend certain retention protections to employees after a change of ownership or control that occurs within two years following the declaration of emergency resulting from the COVID-19 pandemic. | 4/27/2020 |
| [California: Los Angeles Ordinance No. 186602](http://clkrep.lacity.org/onlinedocs/2020/20-0147-S35_ORD_186602_06-14-2020.pdf) | Enacted 5/4/2020 | Provides a right of recall to an airport, commercial property, event center, or hotel employee after a layoff or reduction in force due to the COVID-19 pandemic. | 5/5/2020 |
| [California: Los Angeles Ordinance No. 186603](http://clkrep.lacity.org/onlinedocs/2020/20-0147-S42_ORD_186603_06-14-2020.pdf) | Enacted 5/4/2020 | Provides retention protections to an airport, commercial property, event center, or hotel employee after a change of ownership or control that occurs following the declaration of emergency resulting from the COVID-19 pandemic. | 5/5/2020 |
| [California: San Francisco Ordinance No. 200455](https://sfgov.legistar.com/View.ashx?M=F&ID=8330732&GUID=4CC2F1C7-B668-4A64-BB75-92D2880348A2) | Introduced 5/5/2020 | Provides a right of recall to certain workers laid off due to the impact of COVID-19 on the employer's operations. | 5/19/2020 |
| [Colorado SB 207](https://leg.colorado.gov/sites/default/files/documents/2020A/bills/2020a_207_01.pdf) | Passed Senate; Passed House  6/13/2020 | Provides for partial unemployment benefits in response to COVID-19. | 6/15/2020 |
| [District of Columbia B23-0718](http://lims.dccouncil.us/Legislation/B23-0718) | Enacted 3/17/2020 | (Emergency measure) Assists District residents who may face work stoppage due to a quarantine or actual sickness by providing wage replacement; allows for businesses to request up to a 90-day extension in filing tax returns; creates a grant program for small businesses to help cover employee salaries and benefits, operating costs or loan repayments. | 3/19/2020 |
| [District of Columbia B23-0719](https://lims.dccouncil.us/Legislation/B23-0719) | Passed by Council 3/17/2020 | (Temporary measure) Assists District residents who may face work stoppage due to a quarantine or actual sickness by providing wage replacement; allows for businesses to request up to a 90-day extension in filing tax returns; creates a grant program for small businesses to help cover employee salaries and benefits, operating costs or loan repayments. | 3/19/2020 |
| [District of Columbia B 750](http://lims.dccouncil.us/Download/44622/B23-0750-Introduction.pdf) | Enacted 5/19/2020 | Creates the Coronavirus Omnibus Emergency Amendment Act of 2020; amends provisions regarding shared work plans. | 5/21/2020 |
| [District of Columbia B 751](http://lims.dccouncil.us/Download/44623/B23-0751-Introduction.pdf) | Introduced; Referred to Committee 5/4/2020 | Create the Coronavirus Omnibus Temporary Amendment Act of 2020; amends provisions regarding shared work plans. | 5/7/2020 |
| [District of Columbia B23-757](https://lims.dccouncil.us/downloads/LIMS/45020/Introduction/B23-0757-Introduction.pdf) | Passed Council 5/19/2020 | Requires employers to provide paid leave for COVID-19 illnesses, and provides unemployment insurance to employees whose job is affected by COVID-19. | 2119/2020 |
| [District of Columbia B 758](https://lims.dccouncil.us/downloads/LIMS/45021/Introduction/B23-0758-Introduction.pdf) | Passed Council 6/9/2020 | (Temporary measure) Assists District residents who may face work stoppage due to a quarantine or actual sickness by providing wage replacement; creates a grant program for small businesses to help cover employee salaries and benefits, operating costs or loan repayments. | 6/11/2020 |
| [District of Columbia B 759](https://lims.dccouncil.us/downloads/LIMS/45023/Introduction/B23-0759-Introduction.pdf) | Enacted 6/11/2020 | Assists District residents who may face work stoppage due to a quarantine or actual sickness by providing wage replacement; creates a grant program for small businesses to help cover employee salaries and benefits, operating costs or loan repayments. | 6/15/2020 |
| [Illinois SB 3986](http://www.ilga.gov/legislation/fulltext.asp?DocName=10100SB3986lv&SessionID=108&GA=101&DocTypeID=SB&DocNum=3986&print=true) | Introduced; Referred to Committee 5/19/2020 | Provides that no employer is charged for any benefit charges that result from the payment of benefits to any individual when unemployment is directly or indirectly attributable to COVID-19. | 5/21/2020 |
| [Kansas HB 2154](http://www.kslegislature.org/li/b2019_20/measures/documents/hb2154_01_0000.pdf) | Died/Killed 5/21/2020 | Amends the work search requirements due to COVID-19; requires employers to provide notification of unemployment benefits. | 6/2/2020 |
| [Kansas HB 2016](http://www.kslegislature.org/li_2020s/b2020s/measures/documents/hb2016_01_0000.pdf) | Enacted 6/8/2020 | Amends the work search requirements due to COVID-19; requires employers to provide notification of unemployment benefits. | 6/10/2020 |
| [Kansas HB 2020](http://www.kslegislature.org/li_2020s/b2020s/measures/documents/hb2020_00_0000.pdf) | Died/Killed 6/4/2020 | Suspends the civil penalty during COVID-19 for knowingly making a false statement or representation in regards to unemployment benefits. | 6/9/2020 |
| [Kansas HB 2396](http://www.kslegislature.org/li/b2019_20/measures/documents/hb2396_02_0000.pdf) | Died/Killed 5/21/2020 | Amends the work search requirements due to COVID-19; requires employers to provide notification of unemployment benefits. | 6/2/2020 |
| [Kansas SB 7](http://www.kslegislature.org/li_2020s/b2020s/measures/documents/sb7_00_0000.pdf) | Died/Killed 6/4/2020 | Amends the work search requirements due to COVID-19; requires employers to provide notification of unemployment benefits. | 6/8/2020 |
| [Kansas SB 8](http://www.kslegislature.org/li_2020s/b2020s/measures/documents/sb8_00_0000.pdf) | Died/Killed 6/4/2020 | Amends the work search requirements due to COVID-19; requires employers to provide notification of unemployment benefits. | 6/8/2020 |
| [Kentucky SB 150](https://apps.legislature.ky.gov/record/20rs/sb150.html) | Enacted 3/30/2020 | Waives the one week waiting period for unemployment benefits. | 3/31/2020 |
| [Louisiana HB 833](http://www.legis.la.gov/legis/ViewDocument.aspx?d=1168186) | Introduced; Referred to Committee 3/31/2020 | Provides that first through third quarter wages and tax reports for unemployment are deferred until two months after the regular quarterly due dates. | 4/1/2020 |
| [Louisiana SB 461](http://www.legis.la.gov/legis/ViewDocument.aspx?d=1168070) | Passed Senate; Passed House; To Governor  6/1/2020 | Provides that first through third quarter wages and tax reports for unemployment are deferred until two months after the regular quarterly due dates. | 6/8/2020 |
| [Maine LD 2167](http://www.mainelegislature.org/legis/bills/bills_129th/chapters/PUBLIC617.asp) | Enacted 3/18/2020 | Provides that an individual who is on a temporary leave of absence due to a medical quarantine or isolation restriction, a demonstrated risk of exposure or infection or a need to care for a dependent family member as a result of COVID-19 is not disqualified from receiving benefits during this absence as long as the individual continues to remain able and available to work for, and maintains contact with, the relevant employer. | 3/18/2020 |
| [Maryland HB 1663 (SB1080)](http://mgaleg.maryland.gov/2020RS/bills/hb/hb1663T.pdf) | Enacted 3/19/2020 | Authorizes the Secretary of Labor to determine that an individual is eligible for benefits as a result for certain circumstances due to COVID-19. | 3/20/2020 |
| [Maryland SB 1080 (HB1663)](http://mgaleg.maryland.gov/2020RS/bills/sb/sb1080T.pdf) | Enacted 3/19/2020 | Authorizes the Secretary of Labor to determine that an individual is eligible for benefits as a result for certain circumstances due to COVID-19. | 3/20/2020 |
| [Maryland: Baltimore Ordinance 20-0543](https://baltimore.legistar.com/LegislationDetail.aspx?ID=4571190&GUID=1234E5E0-67F4-4AF5-8328-8054CD7F9F40&Options=ID%25Text%25&Search=20-0543&FullText=1) | Introduced 6/15/2020 | Requires certain successor employers to extend retention protections after a change of ownership or control due to COVID-19. | 6/16/2020 |
| [Maryland: Baltimore Ordinance 20-0544](https://baltimore.legistar.com/LegislationDetail.aspx?ID=4571191&GUID=9817966B-0FFD-4F8E-95E2-14F90EAF1F71&Options=ID%7CText%7C&Search=20-0544&FullText=1) | Introduced 6/15/2020 | Requires certain employers to recall employees who have been laid off during the COVID-19 state of emergency. | 6/16/2020 |
| [Massachusetts HB 4625](https://malegislature.gov/Bills/191/H4625.pdf) | Died/Killed 5/14/2020 | Expands COVID-19 emergency unemployment insurance to independent contractors. | 5/20/2020 |
| [Massachusetts HB 4648](https://malegislature.gov/Bills/191/H4648) | Introduced 4/16/2020 | Provides that benefits paid to that individual whose unemployment was caused by COVID-19 will not be charged to the account of any employer nor included in the calculation of an employer’s experience rate. | 4/20/2020 |
| [Massachusetts HB 4713](https://malegislature.gov/Bills/191/H4713/House/Bill/Text) | Passed House Committee 5/14/2020 | Provides that individuals are not ineligible for federal assistance even if they are already receiving other benefits or assistance due to COVID-19. | 5/20/2020 |
| [Massachusetts HB 4748](https://malegislature.gov/Bills/191/H4748/House/Bill/Text) | Introduced; Referred to Committee 5/51/2020 | Provides for an additional 13 weeks of unemployment benefit eligibility during public health emergencies such as COVID-19. | 5/28/2020 |
| [Massachusetts HD 4958](https://malegislature.gov/Bills/191/HD4958/House/Bill/Text) | Died/Killed 5/14/2020 | Makes certain individuals eligible for unemployment benefits if they are directly impacted by the COVID-19 state of emergency declarations of March 2020, including independent contractors, sole proprietors, partners in a partnership, freelance, and tipped employees. | 5/19/2020 |
| [Massachusetts HD 4962](https://malegislature.gov/Bills/191/HD4962/House/Bill/Text) | Introduced; Referred to Committee  6/1/2020 | Provides for an additional 13 weeks of unemployment benefit eligibility during public health emergencies such as COVID-19. | 6/4/2020 |
| [Massachusetts SD 2874 (SB 2598)](https://malegislature.gov/Bills/191/S2598/Senate/Bill/Text) | Passed Senate Committee 3/18/2020 | Waives the one-week waiting period for any person making a claim for unemployment benefits who has become separated from work as a result of any circumstance relating to or resulting from the outbreak of COVID-19 or the effects of the Governor’s March 10, 2020 declaration of a state of emergency. | 3/20/2020 |
| [Massachusetts SB 2599](https://malegislature.gov/Bills/191/S2599/Senate/Bill/Text) | Enacted 3/18/2020 | Waives the one-week waiting period for any person making a claim for unemployment benefits who has become separated from work as a result of any circumstance relating to or resulting from the outbreak of the 2019 novel Coronavirus or the effects of the Governor’s March 10, 2020 declaration of a state of emergency. | 3/18/2020 |
| [Massachusetts SB 2618](https://malegislature.gov/Bills/191/S2618) | Enacted  5/26/2020 | Provides employer accounts will not be charged for the unemployment benefits covered by federal funds. | 6/1/2020 |
| [Massachusetts SB 2651](https://malegislature.gov/Bills/191/S2651/Senate/Amendment/Text) | Introduced 4/23/2020 | Provides that employer accounts will not be charged the unemployment benefits covered by federal funds as a result of COVID-19. | 4/28/2020 |
| [Michigan HB 5725](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/House/htm/2020-HIB-5725.htm) | Introduced; Referred to Committee  4/24/2020 | Provides that any benefit paid to a claimant due to COVID-19 is not charged against the account of the employer. | 4/28/2020 |
| [Michigan SB 886](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/Senate/htm/2020-SIB-0886.htm) | Introduced; Referred to Committee  4/24/2020 | Provides that any benefit paid to a claimant due to COVID-19 is not charged against the account of the employer. | 4/27/2020 |
| [Minnesota HB 60](https://www.revisor.mn.gov/bills/text.php?number=HF60&type=bill&version=0&session=ls91&session_year=2020&session_number=1) | Introduced; Referred to Committee 6/12/2020 | Temporarily modifies unemployment eligibility for secondary students 18 years and older in response to COVID-19. | 6/16/2020 |
| [Minnesota HB 63](https://www.revisor.mn.gov/bills/text.php?number=HF63&type=bill&version=0&session=ls91&session_year=2020&session_number=1) | Introduced; Referred to Committee 6/12/2020 | Modifies shared work plan eligibility to include employees hired at least three months before the plan is submitted and are not a seasonal, temporary, or intermittent workers. | 6/16/2020 |
| [Minnesota HB 4531](https://www.revisor.mn.gov/bills/text.php?number=HF4531&type=bill&version=0&session=ls91&session_year=2020&session_number=0) | Enacted 3/28/2020 | Provides for unemployment insurance eligibility for certain employees affected by COVID-19; suspends one-week waiting period for benefits. | 3/30/2020 |
| [Minnesota HB 4646](https://www.revisor.mn.gov/bills/text.php?number=HF4646&type=bill&version=0&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee 5/9/2020 | Repeals the Social Security old age insurance benefit deduction from unemployment insurance benefits in response to COVID-19. | 5/12/2020 |
| [Minnesota HB 4647](https://www.revisor.mn.gov/bills/text.php?number=HF4647&type=bill&version=0&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee 5/9/2020 | Suspends the deduction of Social Security benefits from unemployment benefits during COVID-19 pandemic. | 5/12/2020 |
| [Minnesota SB 42](https://www.revisor.mn.gov/bills/text.php?number=SF42&version=latest&session=ls91&session_year=2020&session_number=1) | Introduced; Referred to Committee 6/12/2020 | Provides that high school students are eligible for federal COVID-19 pandemic unemployment assistance. | 6/15/2020 |
| [Minnesota SB 53](https://www.revisor.mn.gov/bills/text.php?number=SF53&version=latest&session=ls91&session_year=2020&session_number=1) | Introduced; Referred to Committee 6/12/2020 | Modifies shared work plan eligibility to include employees hired at least three months before the plan is submitted and are not a seasonal, temporary, or intermittent workers. | 6/16/2020 |
| [Minnesota SB 74](https://www.revisor.mn.gov/bills/text.php?number=SF74&version=latest&session=ls91&session_year=2020&session_number=1) | Introduced; Referred to Committee 6/12/2020 | Repeals the Social Security old age insurance benefit deduction from unemployment insurance benefits in response to COVID-19. | 6/16/2020 |
| [Minnesota SB 75](https://www.revisor.mn.gov/bills/text.php?number=SF75&version=latest&session=ls91&session_year=2020&session_number=1) | Introduced; Referred to Committee 6/12/2020 | Suspends the deduction of Social Security benefits from unemployment benefits during COVID-19 pandemic | 6/16/2020 |
| [Minnesota SB 90](https://www.revisor.mn.gov/bills/text.php?number=SF90&version=latest&session=ls91&session_year=2020&session_number=1) | Introduced; Referred to Committee 6/15/2020 | Temporarily modifies unemployment eligibility for secondary students 18 years and older in response to COVID-19. | 6/16/2020 |
| [Minnesota SB 4451](https://www.revisor.mn.gov/bills/text.php?number=SF4451&version=latest&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee 3/26/2020 | Provides for unemployment insurance eligibility for certain employees affected by COVID-19; suspends one-week waiting period for benefits. | 3/27/2020 |
| [Minnesota SB 4464](https://www.revisor.mn.gov/bills/text.php?number=SF4464&version=latest&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee 4/16/2020 | Modifies the effect of other earnings on unemployment benefits during the COVID-19 pandemic. | 4/24/2020 |
| [Minnesota SB 4569](https://www.revisor.mn.gov/bills/text.php?number=SF4569&version=latest&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee 5/6/2020 | Suspends the deduction of Social Security benefits from unemployment benefits during COVID-19 pandemic. | 5/8/2020 |
| [Minnesota SB 4570](https://www.revisor.mn.gov/bills/text.php?number=SF4570&version=latest&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee 5/6/2020 | Repeals the Social Security old age insurance benefit deduction from unemployment insurance benefits in response to COVID-19. | 5/8/2020 |
| [Minnesota SB 4578](https://www.revisor.mn.gov/bills/text.php?number=SF4578&version=latest&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee 5/7/2020 | Removes any delay for unemployment insurance based on the applicant receiving severance pay during the COVID-19 pandemic. | 5/7/2020 |
| [New Jersey AB 3846 (SB 2293)](https://www.njleg.state.nj.us/2020/Bills/A4000/3846_I1.HTM) | Vetoed 5/4/2020 | Allows persons to claim for lost wages due to coronavirus disease 2019, and employers must pay wages to workers ordered under quarantine. | 5/5/2020 |
| [New Jersey AB 4132 (SB 2350)](https://www.njleg.state.nj.us/2020/Bills/A4500/4132_I1.HTM) | Passed House; Passed Senate 5/14/2020 | Increases the maximum amount which a laid off worker may earn in employment without a reduction in unemployment insurance (UI) benefits from 20% to 40% of the worker’s weekly UI benefit amount in response to COVID-19. | 5/15/2020 |
| [New Jersey AB 4135 (SB 2370)](https://www.njleg.state.nj.us/bills/BillView.asp?BillNumber=A4135) | Introduced; Referred to Committee  5/11/2020 | Excludes payments made for unemployment compensation benefits related to layoffs resulting from public health emergency or state of emergency such as COVID-19 from calculation of employer contribution for unemployment compensation benefits. | 5/13/2020 |
| [New Jersey AB 4153 (SB 2454)](https://www.njleg.state.nj.us/2020/Bills/A4500/4153_I1.HTM) | Introduced; Referred to Committee  5/14/2020 | Clarifies the definition of "good cause" during public emergencies such as COVID-19 and requires an employer to provide laid off employees right of first refusal. | 5/15/2020 |
| [New Jersey SB 2338](https://www.njleg.state.nj.us/2020/Bills/S2500/2339_I1.HTM) | Enacted 4/14/2020 | Increases the maximum amount which a laid off worker may earn in unemployment benefits. | 4/15/2020 |
| [New Jersey SB 2350](https://www.njleg.state.nj.us/2020/Bills/S2500/2350_I1.HTM) | Died/Killed 5/14/2020 | Increases the maximum amount which a laid off worker may earn in employment without a reduction in unemployment insurance (UI) benefits from 20% to 40% of the worker’s weekly UI benefit amount in response to COVID-19. | 5/15/2020 |
| [New Jersey SB 2353 (AB 3938)](https://www.njleg.state.nj.us/2020/Bills/S2500/2353_I1.HTM) | Enacted 4/14/2020 | Excludes mass layoffs resulting from the COVID-19 pandemic from severance requirements. | 4/15/2020 |
| [New Jersey SB 2454 (AB 4153)](https://www.njleg.state.nj.us/2020/Bills/S2500/2454_I1.HTM) | Introduced; Referred to Committee 5/7/2020 | Clarifies the definition of "good cause" during public emergencies such as COVID-19 and requires an employer to provide laid off employees right of first refusal. | 5/12/2020 |
| [New Jersey SB 2504](https://www.njleg.state.nj.us/2020/Bills/S3000/2504_I1.HTM) | Introduced; Referred to Committee 6/4/2020 | Excludes unemployment benefits paid during the COVID-19 pandemic from calculation of employer unemployment contributions and payments in lieu of contributions. | 6/5/2020 |
| [New York AB 10297](http://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10297) | Introduced 4/15/2020 | Prohibits the inclusion of claims for unemployment insurance arising from the closure of an employer due to COVID-19 from being included in such employer's experience rating charges. | 4/20/2020 |
| [New York AB 10348](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10348) | Died/Killed 5/28/2020 | Suspends the forfeiture of unemployment benefits imposed under a prior claim based upon a willful false statement or representation during the COVID-19 pandemic. | 5/29/2020 |
| [New York AB 10358](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10358) | Introduced; Referred to Committee 4/29/2020 | Requires employers to provide a written notice of the right to file for unemployment benefits to any employee who has not been scheduled or offered work hours in the past seven days or offered work for the next seven day period in response to COVID-19. | 5/1/2020 |
| [New York AB 10392](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10392) | Introduced; Referred to Committee 5/4/2020 | Allows employers to participate in the shared work program under the unemployment insurance law retroactively to the date of the COVID-19 declared emergency. | 5/6/2020 |
| [New York AB 10400](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10400) | Introduced; Referred to Committee 5/25/2020 | Permits unemployment benefits in the case of voluntary separation from employment during the COVID-19 emergency for persons over age 65 or persons with health conditions which make them at risk. | 5/26/2020 |
| [New York AB 10402](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10402) | Introduced; Referred to Committee 5/4/2020 | Provides that payment for the use of vacation, holiday, personal or sick days shall not affect eligibility for unemployment benefits during the COVID-19 emergency. | 5/6/2020 |
| [New York AB 10414](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10414) | Introduced; Referred to Committee 5/11/2020 | Establishes a worker bailout program providing workers traditionally excluded from wage protection programs access to unemployment benefits in response to COVID-19. | 5/12/2020 |
| [New York AB 10468](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10468) | Introduced; Referred to Committee 5/22/2020 | Provides eligibility for unemployment benefits in cases where the claimant left employment because the employer maintained or refused to cure a health or safety condition that made the environment unsuitable. | 5/28/2020 |
| [New York AB 10507](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10507) | Introduced; Referred to Committee 5/22/202 | Provides unemployment benefits in cases where the claimant left employment due to fear of exposure to COVID-19. | 5/27/2020 |
| [New York SB 8167](https://assembly.state.ny.us/leg/?default_fld=&leg_video=&bn=S08167&term=2019&Actions=Y&Text=Y) | Introduced 4/13/2020 | Provides eligibility for unemployment benefits for certain persons under quarantine for COVID-19. | 4/15/2020 |
| [New York SB 8179](https://assembly.state.ny.us/leg/?default_fld=&leg_video=&bn=S08179&term=2019&Actions=Y&Text=Y) | Introduced 4/13/2020 | Exempts small businesses forced to terminate an employee or employees from any unemployment insurance rate increases. | 4/15/2020 |
| [New York SB 8231](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8231) | Introduced; Referred to Committee 4/27/2020 | Prohibits the inclusion of claims for unemployment insurance arising from the closure of an employer due to COVID-19 from being included in such employer's experience rating charges. | 4/29/2020 |
| [New York SB 8234](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8234) | Introduced; Referred to Committee 4/27/2020 | Requires employers to provide a written notice of the right to file for unemployment benefits to any employee who has not been scheduled or offered work hours in the past seven days or offered work for the next seven day period. | 4/30/2020 |
| [New York SB 8242](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8242) | Introduced; Referred to Committee 4/27/2020 | Allows employers to participate in the shared work program under the unemployment insurance law retroactively to the date of the COVID-19 declared emergency. | 4/29/2020 |
| [New York SB 8246](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8246) | Introduced; Referred to Committee 5/24/2020 | Permits unemployment benefits in the case of voluntary separation from employment during the COVID-19 emergency for persons over age 65 or persons with health conditions which make them at risk. | 5/26/2020 |
| [New York SB 8249](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8249) | Introduced; Referred to Committee 4/27/2020 | Prohibits the inclusion of claims for unemployment insurance arising from the closure of an employer due to COVID-19 from being included in such employer's experience rating charges. | 4/30/2020 |
| [New York SB 8263](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8263) | Introduced; Referred to Committee 5/1/2020 | Provides that payment for the use of vacation, holiday, personal or sick days will not affect eligibility for unemployment benefits relating to COVID-19. | 5/1/2020 |
| [New York SB 8275](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8275) | Enacted 6/13/2020 | Suspends the forfeiture of unemployment benefits imposed under a prior claim based upon a willful false statement or representation during the COVID-19 pandemic. | 6/16/2020 |
| [New York SB 8277](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8277) | Introduced; Referred to Committee 5/2/2020 | Establishes a worker bailout program providing workers traditionally excluded from wage protection programs access to unemployment benefits in response to COVID-19. | 5/5/2020 |
| [New York SB 8309](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8309) | Introduced; Referred to Committee 5/11/2020 | Provides that an individual is not subject to disqualification from receiving benefits for separation from employment in cases where the claimant's employer maintained or refused to cure a health or safety condition that made the environment unsuitable in response to COVID-19. | 5/13/2020 |
| [New York SB 8462](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8462) | Introduced; Referred to Committee 6/3/2020 | Provides unemployment benefits in cases where the claimant left employment due to fear of exposure to COVID-19. | 6/4/2020 |
| [North Carolina HB 1039](https://www3.ncleg.gov/Sessions/2019/Bills/House/HTML/H1039v1.HTML) | Passed House Committee 4/29/2020 | Expands access to unemployment benefits and provides a tax credit to employers for contributions to the Unemployment Insurance Fund. | 4/30/2020 |
| [North Carolina HB 1043](https://www3.ncleg.gov/Sessions/2019/Bills/House/HTML/H1043v3.HTML) | Enacted 5/4/2020 | Note: Unemployment provisions were removed before enactment.  Provides unemployment benefits to workers affected by the COVID-19 pandemic; waives one-week waiting period and work search requirement for benefits. | 5/5/2020 |
| [North Carolina HB 1061](https://www3.ncleg.gov/Sessions/2019/Bills/House/HTML/H1061v1.HTML) | Introduced; Referred to Committee 5/6/2020 | Increases the maximum weekly unemployment benefit amount to $425 and expands the maximum duration of benefits to 26 weeks in response to COVID-19. | 5/8/2020 |
| [North Carolina HB 1075](https://www3.ncleg.gov/Sessions/2019/Bills/House/HTML/H1075v1.HTML) | Introduced; Referred to Committee 5/14/2020 | Increases the maximum weekly unemployment benefit amount to $450 and expands the maximum duration of benefits to 26 weeks in response to COVID-19. | 5/15/2020 |
| [North Carolina SB 704](https://www3.ncleg.gov/Sessions/2019/Bills/Senate/HTML/S704v1.HTML) | Enacted 5/4/2020 | Provides unemployment benefits to workers affected by the COVID-19 pandemic; waives one-week waiting period and work search requirement for benefits. Provides health care employers with immunity from any civil liability for any harm or damages alleged to have been sustained due to COVID-19. | 5/5/2020 |
| [North Carolina SB 792](https://www3.ncleg.gov/Sessions/2019/Bills/Senate/HTML/S792v0.HTML) | Introduced; Referred to Committee  5/18/2020 | Increases the maximum weekly unemployment benefit amount to $450 and expands the maximum duration of benefits to 26 weeks in response to COVID-19. | 5/19/2020 |
| [Ohio HB 584](http://search-prod.lis.state.oh.us/solarapi/v1/general_assembly_133/bills/hb584/IN/00?format=pdf) | Introduced 3/24/2020 | Changes the unemployment eligibility and work search requirements due to COVID-19. | 3/25/2020 |
| [Ohio HB 672](http://search-prod.lis.state.oh.us/solarapi/v1/general_assembly_133/bills/hb672/IN/00?format=pdf) | Introduced; Referred to Committee 5/27/2020 | Allows a claimant who voluntarily separates from employment due to the COVID-19 emergency to receive unemployment benefits. | 5/28/2020 |
| [Pennsylvania HB 68](https://www.legis.state.pa.us/cfdocs/legis/li/uconsCheck.cfm?yr=2020&sessInd=0&act=9) | Enacted 3/27/2020 | Temporarily suspends the one-week waiting period for benefits and waives the active job search requirement. | 4/1/2020 |
| [Pennsylvania HB 2557](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=H&billTyp=B&billNbr=2557&pn=3870) | Introduced; Referred to Committee 5/28/2020 | Provides the grounds for refusal of suitable work or voluntary quitting work for claimants whose unemployment is related to COVID-19. | 5/28/2020 |
| [Pennsylvania SB 1162](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=S&billTyp=B&billNbr=1162&pn=1709) | Introduced; Referred to Committee 5/25/2020 | Extends the date relieving an employer from charges for unemployment compensation due to COVID-19. | 5/28/2020 |
| [Pennsylvania: Philadelphia Emergency WARN Regulations](https://regulations.phila-records.com/pdfs/Commerce%20Department%20-%20WARN%20Chapter%209-1500%20Temporary%20Emergency%20Regulation.pdf) | Adopted 4/20/2020 | Clarifies that the COVID-19 pandemic is a natural disaster and national emergency as those terms are used in the Philadelphia WARN ordinance. | 4/27/2020 |
| [Puerto Rico PC 2491](https://sutra.oslpr.org/osl/SUTRA/anejos/135799/PC2491.docx) | Introduced; Referred to Committee 5/4/2020 | Requires employers to provide a notice of unemployment benefits; waives work search requirement for unemployment benefits during a state of emergency, such as COVID-19. | 5/7/2020 |
| [Puerto Rico PS 1574](https://sutra.oslpr.org/osl/SUTRA/anejos/135749/ps1574a-20CCP.doc) | Enacted 5/26/2020 | Requires employers to provide a notice of unemployment benefits; waives one-week waiting period and work search requirement for unemployment benefits during a state of emergency, such as COVID-19. | 5/29/2020 |
| [South Dakota SB 187](http://sdlegislature.gov/Legislative_Session/Bills/Bill.aspx?File=SB187ENR.html&Session=2020&Version=Enrolled&Bill=187) | Enacted 3/31/2020 | Benefits paid to a claimant unemployed as a direct result of an employer temporarily ceasing operations or instituting a reduction in force in response to COVID-19 or because the claimant has been requested to isolate or quarantine as a result of COVID-19 will not be charged to an employer's experience rating account. | 3/31/2020 |
| [Tennessee HB 2934](http://www.capitol.tn.gov/Bills/111/Bill/HB2934.pdf) | Introduced; Referred to Committee 6/8/2020 | Requires a disqualification for benefits to be waived if it is based on a failure to repay a prior overpayment of benefits if the amount owed by the person is less than the amount that would otherwise be paid to the person. | 6/10/2020 |
| [Tennessee SB 2939](http://capitol.tn.gov/Bills/111/Bill/SB2939.pdf) | Introduced; Referred to Committee 6/11/2020 | Requires a disqualification for benefits to be waived if it is based on a failure to repay a prior overpayment of benefits if the amount owed by the person is less than the amount that would otherwise be paid to the person. | 6/12/2020 |
| [United States HR 748](https://www.appropriations.senate.gov/imo/media/doc/FINAL%20FINAL%20CARES%20ACT.pdf) | Enacted 3/27/2020 | Establishes the CARES Act to enhance eligibility for unemployment benefits and provide material assistance to businesses during the COVID-19 pandemic. | 3/27/2020 |
| [United States HR 6199](https://www.congress.gov/bill/116th-congress/house-bill/6199) | Introduced; Referred to Committee 3/11/2020 | Creates the Emergency Unemployment Insurance Stabilization and Access Act of 2020 to ensure that states can provide earned benefits to those who lose their jobs or are furloughed because of the spread of COVID-19. |  |
| [United States HR 6201](https://docs.house.gov/billsthisweek/20200309/BILLS-116hr6201-SUS.pdf) | Passed House 3/14/2020 | Expands unemployment benefits and provide grants to states for processing and paying claims. |  |
| [United States HR 6205](https://www.congress.gov/bill/116th-congress/house-bill/6205) | Introduced; Referred to Committee 3/11/2020 | Provides adjustment assistance to certain workers adversely affected by disruptions in global supply chains from the Coronavirus Disease (COVID-19). |  |
| [United States HR 6207](https://www.congress.gov/bill/116th-congress/house-bill/6207) | Introduced; Referred to Committee 3/11/2020 | Provides for unemployment benefits to workers affected by COVID-19. |  |
| [United States HR 6271](https://www.congress.gov/bill/116th-congress/house-bill/6271/text) | Introduced; Referred to Committee 3/16/2020 | Provides unemployment assistance for individuals impacted by quarantine order for a national or state public health emergency, including a virus threat or other health pandemic. | 3/20/2020 |
| [United States HR 6379](https://www.congress.gov/bill/116th-congress/house-bill/6379/text#toc-H702AD4704576471C830EE8729BB80BF4) | Introduced; Referred to Committee 3/23/2020 | Expands eligibility for unemployment compensation for claims arising due to COVID-19. | 3/24/2020 |
| [United States HR 6680](https://www.congress.gov/bill/116th-congress/house-bill/6680/text) | Introduced; Referred to Committee 5/1/2020 | Amends the CARES Act to modify certain provisions related to unemployment compensation in response to COVID-19. | 5/5/2020 |
| [United States HR 6687](https://www.congress.gov/bill/116th-congress/house-bill/6687/text) | Introduced; Referred to Committee 5/4/2020 | Pandemic Disaster Assistance Act of 2020. Provides assistance to individuals affected by the COVID-19 pandemic regardless of whether the individual is entitled to any other unemployment compensation. | 5/15/2020 |
| [United States HR 6695](https://www.congress.gov/bill/116th-congress/house-bill/6695/text) | Introduced; Referred to Committee 5/1/2020 | Excludes Federal pandemic unemployment compensation from tax. | 5/8/2020 |
| [United States HR 6805](https://www.congress.gov/bill/116th-congress/house-bill/6805/text) | Introduced; Referred to Committee 5/12/2020 | Ensures that additional unemployment benefits do not result in an individual receiving unemployment compensation that is more than the amount of wages the individual was earning prior to becoming unemployed. | 5/15/2020 |
| [United States HR 6844](https://www.congress.gov/bill/116th-congress/house-bill/6844/text) | Introduced; Referred to Committee 5/12/2020 | Provides expanded unemployment protection for employees and a limitation on liability for employers with respect to exposure to COVID-19. | 5/27/2020 |
| [United States S 3476](https://www.congress.gov/bill/116th-congress/senate-bill/3476?q=%7B%22search%22%3A%5B%22S3476%22%5D%7D&s=1&r=1) | Introduced; Referred to Committee 3/12/2020 | Provides for unemployment benefits to workers affected by COVID-19. |  |
| [United States S 3482](https://www.congress.gov/bill/116th-congress/senate-bill/3482/text) | Introduced; Referred to Committee 3/12/2020 | Provides full federal funding for regular unemployment compensation for the first week of otherwise compensable unemployment. |  |
| [United States S 3497](https://www.congress.gov/bill/116th-congress/senate-bill/3497?q=%7B%22search%22%3A%5B%22S3497%22%5D%7D&s=3&r=1) | Introduced; Referred to Committee 3/12/2020 | Provides for unemployment assistance to individuals affected by COVID-19. |  |
| [United States S 3523](https://www.congress.gov/bill/116th-congress/senate-bill/3523) | Introduced; Referred to Committee 3/18/2020 | Provides for the temporary funding of the expansion of eligibility of unemployment compensation to respond to the COVID-19 public health emergency. | 3/19/2020 |
| [United States S 3555](https://www.congress.gov/bill/116th-congress/senate-bill/3555/text) | Introduced; Referred to Committee 3/20/2020 | Amends the definitions of employer and mass layoff for purposes of the WARN Act. | 4/15/2020 |
| [United States S 3619](https://www.congress.gov/bill/116th-congress/senate-bill/3619/text) | Introduced; Referred to Committee 5/6/2020 | Amends the CARES Act to modify certain provisions related to unemployment compensation in response to COVID-19. | 5/8/2020 |
| [United States S 3857](https://www.congress.gov/bill/116th-congress/senate-bill/3857/text) | Introduced; Referred to Committee 6/1/2020 | Creates a cap on the benefits received under the Federal Pandemic Unemployment Compensation program at prior wages during the COVID-19 pandemic. | 6/4/2020 |
| [Utah SB 3003](https://le.utah.gov/~2020S3/bills/sbillint/SB3003.pdf) | Enacted 4/23/2020 | Authorizes the Department of Workforce Services to waive the one-week waiting period for unemployment benefits during a state of emergency. | 4/24/2020 |
| [Vermont HB 681](https://legislature.vermont.gov/Documents/2020/Docs/BILLS/H-0681/H-0681%20As%20Passed%20by%20the%20House%20Unofficial.pdf) | Enacted 3/25/2020 | Relevant provisions amended out of final version. | 3/27/2020 |
| [Washington HB 2965](http://lawfilesext.leg.wa.gov/biennium/2019-20/Pdf/Bills/House%20Passed%20Legislature/2965.PL.pdf#page=1) | Enacted 3/17/2020 | Establishes a state COVID-19 unemployment account; permits contribution-paying employers to apply to have approved benefits paid to employees reimbursed by the COVID-19 unemployment account instead of charged to the employer’s experience rating account. | 3/18/2020 |
| [Wisconsin AB 1034](https://docs.legis.wisconsin.gov/2019/related/proposals/ab1034) | Died/Killed 4/1/2020 | Suspends the waiting period for unemployment benefits. | 4/2/2020 |
| [Wisconsin AB 1038](http://docs.legis.wisconsin.gov/2019/related/proposals/ab1038.pdf) | Enacted 4/15/2020 | Suspends the one week waiting period for unemployment benefits; allows employers to create a work-share program. | 4/16/2020 |

**Regulations**

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| **Jurisdiction and Text** | **Current Status** | **Summary** | **Last Updated** |
| [Alaska Emergency Rules re Unemployment and COVID-19](https://services.statescape.com/ssu/Regs/ss_8586153290315997507.pdf) | Adopted 4/6/2020 | Requires employers to provide unemployment insurance benefit information to separated employees. | 4/7/2020 |
| [Arkansas Emergency Rule re Unemployment Insurance Notification to Employees](https://services.statescape.com/ssu/Regs/ss_8586141225569301022.pdf) | Adopted 4/17/2020 | Requires employers to notify employees of the availability of unemployment insurance at the time of separation from employment. \*Expires 12/31/2020 | 4/21/2020 |
| [Colorado Emergency Rule re Unemployment and COVID-19](https://services.statescape.com/ssu/Regs/ss_8586136069069441593.htm) | Adopted 4/2/2020 | Waives one week waiting requirement and work search requirements for those claimants affected by COVID-19. \*Expires 7/29/2020 | 4/27/2020 |
| [Colorado Emergency Rule re Unemployment Insurance Notification to Employees](https://services.statescape.com/ssu/Regs/ss_8586123897331025097.htm) | Adopted 4/14/2020 | Requires employers to notify employees of the availability of unemployment insurance at the time of separation from employment. \*Expires 8/12/2020 | 5/11/2020 |
| [Colorado Emergency Rule re Voluntary Terminations and Unemployment](https://www.sos.state.co.us/CCR/eDocketDetails.do?trackingNum=2020-00272) | Adopted 4/27/2020 | Protects the unemployment eligibility of those who leave employment or refuse a suitable offer of work based on an individual's health vulnerability and the objective risks for the individual in the workplace. | 5/6/2020 |
| [Colorado Emergency Rule re Job Separations and COVID-19](https://services.statescape.com/ssu/Regs/ss_8586098099459863587.htm) | Adopted 5/6/2020 | Provides conditions surrounding whether an individual quit their employment due to unsatisfactory or hazardous working conditions or when determining whether an individual refused a suitable offer of work due to the COVID-19 pandemic. | 6/10/2020 |
| [Colorado Emergency Rule re Work Share Program](https://services.statescape.com/ssu/Regs/ss_8586098094468553156.htm) | Adopted 5/8/2020 | Removes the provision governing the percentage reduction of work for employees working under a work share plan. | 6/10/2020 |
| [Delaware Emergency Rule re Unemployment Insurance Notification to Employees](https://services.statescape.com/ssu/Regs/ss_8586105672008182753.pdf) | Adopted 5/14/2020 | Requires employers to notify employees of the availability of unemployment insurance at the time of separation from employment. \*Expires 9/11/2020 | 6/1/2020 |
| [Delaware Proposed Rule re Unemployment Insurance Notification to Employees](https://services.statescape.com/ssu/Regs/ss_8586105662039632232.pdf#page=50) | Proposed 6/1/2020 | Requires employers to notify employees of the availability of unemployment insurance at the time of separation from employment. | 6/1/2020 |
| [Florida Emergency Rule re Employer Assisted Claims](https://services.statescape.com/ssu/Regs/ss_8586141204950231768.pdf) | Adopted 4/20/2020 | Provides for a temporary, emergency process through which an employer may submit mass unemployment filings on behalf of its employees. \*Expires on 7/19/2020 | 4/21/2020 |
| [Georgia Emergency Rules re Unemployment and COVID-19](https://dol.georgia.gov/document/gdol-rules/gdol-emergency-rules-adopted-03-19-20/download) | Adopted 3/16/2020 | Mandates all Georgia employers to file partial claims online on behalf of their employees for any week during which an employee (full-time/part-time) works less than full-time due to a partial or total company shutdown caused by the COVID-19 public health emergency. | 3/18/2020 |
| [Georgia Emergency Rules re Unemployment Benefit Amounts and COVID-19](https://dol.georgia.gov/media/3806/download) | Adopted 3/26/2020 | Adjust weekly unemployment benefit amounts in response to COVID-19. | 3/30/2020 |
| [Illinois Emergency Rules re Work Search and Work Availability (56 ILAC 2865)](https://services.statescape.com/ssu/Regs/ss_8586160119549789915.pdf) | Adopted 3/13/2020 | Amends the work search and availability requirements for unemployment in response to COVID-19. \*Expires 8/24/2020 | 3/30/2020 |
| [Illinois Proposed Rules re Work Search and Work Availability (56 ILAC 2865)](https://services.statescape.com/ssu/Regs/ss_8586160124594169057.pdf) | Proposed 3/13/2020 | Amends the work search and availability requirements for unemployment in response to COVID-19. | 3/30/2020 |
| [Illinois Emergency Rules re Waiver of Penalties (56 ILAC 2765)](https://services.statescape.com/ssu/Regs/ss_8586142075945734255.pdf) | Adopted 4/8/2020 | Provides that penalties are waved for the failure to timely file employer's wage report for the month of February 2020. | 4/20/2020 |
| [Illinois Proposed Rules re Waiver of Penalties (56 ILAC 2765)](https://services.statescape.com/ssu/Regs/ss_8586142079574152262.pdf) | Proposed 4/17/2020 | Provides that penalties are waved for the failure to timely file employer's wage report for the month of February 2020. | 4/20/2020 |
| [Illinois Emergency Rule re COVID-19 and Employment Determination](https://services.statescape.com/ssu/Regs/ss_8586105755260054570.pdf) | Adopted 5/15/2020 | Provides that a determination that an individual is eligible for PUA does not constitute a determination that the services performed by the individual fall within an exemption from the definition of employment. \*Expires 10/12/2020 | 6/1/2020 |
| [Illinois Proposed Rule re COVID-19 and Employment Determination](https://services.statescape.com/ssu/Regs/ss_8586105742060486120.pdf) | Proposed 5/29/2020 | Provides that a determination that an individual is eligible for PUA does not constitute a determination that the services performed by the individual fall within an exemption from the definition of employment. | 6/1/2020 |
| [Kentucky Emergency Rule re Short-Time Unemployment Compensation](https://services.statescape.com/ssu/Regs/ss_8586104867607619140.pdf#page=17) | Adopted 5/1/2020 | Permits employees who have experienced a reduction in work hours of more than 10 percent but less than 60 percent due to COVID-19, to be eligible for unemployment benefits to compensate the employee for the temporary loss of income. \*Expires 10/28/2020 | 6/2/2020 |
| [Louisiana Emergency Rule re Benefits Notification Requirement (LAC 40:IV.381)](https://www.doa.la.gov/osr/EMR/2020/2004EMR057.pdf) | Adopted 4/8/2020 | Requires an employer to provide notification to employees of unemployment claim filing information at the time of separation. | 4/14/2020 |
| [Massachusetts Emergency Unemployment Regulations Related to COVID-19](https://services.statescape.com/ssu/Regs/ss_8586153312778475750.pdf) | Adopted 3/16/2020 | Allows people impacted by COVID-19 to collect unemployment if their workplace is shut down and expects to reopen in four or fewer weeks; allows employers impacted by COVID-19 to request up to a 60-day grace period to file quarterly reports and pay contributions. | 4/7/2020 |
| [Montana Emergency Rules re Unemployment and COVID-19](http://uid.dli.mt.gov/Portals/55/Documents/news/24-11-355adp-emerg.pdf?ver=2020-03-18-112334-213) | Adopted 3/17/2020 | Allows a claimant directed by their employer to leave work or not report to work due to COVID-19 to qualify as being temporarily laid off by the employer and eligible for benefits. Workers who must quarantine or who need to take care of a family member due to COVID-19 are also considered temporarily laid off and eligible for benefits.  Additionally, the emergency rules allow DLI to waive the one week waiting period. | 3/18/2020 |
| [Montana Readoption of Emergency Rules re Unemployment and COVID-19](https://services.statescape.com/ssu/Regs/ss_8586133557876946214.pdf) | Adopted 4/10/2020 | Waives work search requirements except for claimants who refuse to return to work as requested by an employer or accept suitable work that can be performed in compliance with the emergency declarations and directives. | 5/1/2020 |
| [New Mexico Emergency Rule re Wage and Contribution Reports](https://services.statescape.com/ssu/Regs/ss_8586117068293799054.pdf#page=45) | Adopted 4/24/2020 | Extends the deadline for submission of the quarterly wage report and corresponding contributions due for up to one month after the deadlines during a state of emergency such as COVID-19. | 5/19/2020 |
| [New Mexico Emergency Rule re Work Search Requirements](https://services.statescape.com/ssu/Regs/ss_8586117070294974680.pdf#page=45) | Adopted 4/24/2020 | Waives work search requirements at the discretion of the secretary until the emergency declaration for COVID-19 is lifted. | 5/19/2020 |
| [North Carolina Emergency Rule re Notice of Benefits Availability (04-NCAC-24G](http://reports.oah.state.nc.us/ncac/title%2004%20-%20commerce/chapter%2024%20-%20employment%20security/subchapter%20g/subchapter%20g%20rules.pdf) | Adopted 4/14/2020 | Requires employers to provide employees with notice of the availability of unemployment compensation at the time of separation; waives certain eligibility requirements. | 4/17/2020 |
| [North Carolina Proposed Temporary Rule re Notice of Benefits Availability (04-NCAC-24G)](https://files.nc.gov/ncoah/documents/Rules/04-NCAC-24G-.0101-.0102-.0103-proposed-temporary-rules.pdf) | Proposed 4/3/2020 | Requires employers to provide employees with notice of the availability of unemployment compensation at the time of separation; waives certain eligibility requirements. | 4/17/2020 |
| [North Carolina Temporary Proposed Rule re Unemployment and COVID-19](https://services.statescape.com/ssu/Regs/ss_8586110964325345285.pdf) | Proposed 5/14/2020 | Waives work search requirement and one week waiting period for unemployment benefits; waives charging benefit payments to employer accounts during the COVID-19 pandemic. | 5/27/2020 |
| [Oregon Temporary Rule re COVID-19 Related Unemployment Insurance Provisions](https://secure.sos.state.or.us/oard/viewReceiptPDF.action?filingRsn=44144) | Adopted 3/26/2020 | Ensures availability of benefits for people who cannot work because they have been quarantined or due to a business or childcare closure. | 4/3/2020 |
| [Oregon Temporary Rule re Coverage of Services for Unemployment (OAR 471-031-0300)](https://services.statescape.com/ssu/Regs/ss_8586156718415872490.pdf) | Adopted 3/26/2020 | Allows employing units not currently required to be subject to the state unemployment insurance laws to provide written election for coverage by filing quarterly reports covering January 1, 2019, or later and paying all taxes owed. | 4/6/2020 |
| [Rhode Island Emergency TDI/Unemployment Regulations Related to COVID-19 (20-RICR-40-05-2)](https://services.statescape.com/ssu/Regs/ss_8586176553917099567.pdf) | Adopted 3/10/2020 | Waives the seven-day waiting period for unemployment insurance claims; waives the seven-day minimum period that claimants must be out of work to qualify for TDI/TCI benefits. |  |
| [Texas Emergency Rule re COVID-19 and Unemployment](https://services.statescape.com/ssu/Regs/ss_8586138732425685677.pdf) | Adopted 4/14/2020 | Provides for compliance with the waiver, overpayment, and benefit coordination provisions of the Coronavirus Aid, Relief, and Economic Security Act (CARES Act). \*Expires on 8/11/2020 | 4/24/2020 |
| [Texas Emergency Rule re COVID-19 and Unemployment Benefit Extension](https://services.statescape.com/ssu/Regs/ss_8586126642938825258.pdf) | Adopted 4/28/2020 | Provides for additional weeks and extended benefit amounts of unemployment insurance, in excess of the current seven, if provided for by federal law. \*Expires on 8/25/2020 | 5/8/2020 |
| [Washington Emergency Rule re Unemployment Benefits and COVID-19](https://esdorchardstorage.blob.core.windows.net/esdwa/Default/ESDWAGOV/rule-making/emergency-rules-covid-19-standby-removed.pdf) | Adopted 3/9/2020 | Provides support to employees and employers impacted by the COVID-19 virus by amending rules related to leaving work because of illness or disability (WAC 192-150-055); backdating applications for unemployment benefits (WAC 192-110-095);  Isolation and quarantine (WAC 192-100-901); and catastrophic occurrences (WAC 192-320-078), among other amendments. |  |
| [Washington Emergency Rule re Unemployment Standby Eligibility](https://esdorchardstorage.blob.core.windows.net/esdwa/Default/ESDWAGOV/rule-making/ots-2148-3.pdf) | Adopted 3/20/2020 | Expands the number of weeks of standby eligibility for unemployment benefits for periods off work due to COVID-19. | 3/25/2020 |
| [Washington Emergency Rule re Job Separations Related to COVID-19](https://services.statescape.com/ssu/Regs/ss_8586128216549358047.pdf) | Adopted 4/9/2020 | Provides that certain job separations for people who cannot telework and who meet other criteria related to COVID-19 as a lack of work. \*Expires on 8/7/2020 | 5/6/2020 |
| [Washington Emergency Rule re COVID-19 and Unemployment Fraud](https://services.statescape.com/ssu/Regs/ss_8586092956467858928.pdf) | Adopted 5/20/2020 | Suspends weekly benefit payments to individuals when the department suspects the claim has been fraudulently filed until the end of the following week in response to COVID-19. \*expires 9/17/2020 | 6/16/2020 |
| [Wisconsin Emergency Order re Unemployment Benefits and COVID-19 (DWD 127 and 128)](https://docs.legis.wisconsin.gov/code/register/2020/771A4/register/emergency_orders/phe_2020_emergency_order_07/phe_2020_emergency_order_07) | Adopted 3/18/2020 | Note: Supplanted by emergency rule on 5/9/2020. Modifies provisions related to work search actions, work search waivers, and requirement of availability of work for unemployment claimants who are currently laid off but who are job attached, otherwise eligible for unemployment benefits, and who are isolated or quarantined due to COVID-19. | 3/26/2020 |
| [Wisconsin Emergency Rule re Unemployment Benefits and COVID-19](https://docs.legis.wisconsin.gov/code/register/2020/773A2/register/emr/emr2006_rule_text/emr2006_rule_text.pdf) | Adopted 5/9/2020 | Modifies provisions related to work search actions, work search waivers, and requirement of availability of work for unemployment claimants who are currently laid off but who are job attached, otherwise eligible for unemployment benefits, and who are isolated or quarantined due to COVID-19. | 5/13/2020 |
| Wisconsin Proposed Rule re Unemployment Insurance Notification to Employees ([Scope Statement](https://services.statescape.com/ssu/Regs/ss_8586154269454505087.pdf); [Notice of Hearing](https://services.statescape.com/ssu/Regs/ss_8586142187556939500.pdf) - Rules will be drafted after the public hearing and comment period are closed.) | Proposed 4/6/2020 | Requires employers to notify employees of the availability of unemployment insurance at the time of separation from employment. | 4/21/2020 |
| [Wisconsin Emergency Rule re Unemployment Reimbursement Financing for Employers](https://services.statescape.com/ssu/Regs/ss_8586105755050195110.pdf) | Adopted 6/1/2020 | Provides the limited circumstances under which employers subject to reimbursement financing, who are unable to timely pay their reimbursements due to the COVID-19 pandemic, may receive a waiver of interest on their reimbursements. \*Expires 11/2/2020 | 6/1/2020 |
| [Wyoming Emergency Rules re Unemployment Benefits and COVID-19](https://services.statescape.com/ssu/Regs/ss_8586157559874471576.pdf) | Adopted 3/31/2020 | Waives the requirement that a claimant actively seek work during a business closure or self-isolation due to COVID-19. | 4/2/2020 |

**Executive Orders**

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| **Jurisdiction** | **Summary** | **Last Updated** |
| Arizona: Governor Ducey's [Executive Order](https://azgovernor.gov/file/34252/download?token=G5OzVEQ6) of March 20, 2020 | Eliminates seven-day waiting period for benefits and relaxes standards related to ability and availability to work; makes eligible people who cannot work due to quarantine or business closure. | 3/21/2020 |
| Arkansas: Governor Hutchinson's [Executive Order](https://governor.arkansas.gov/news-media/press-releases/governor-hutchinson-expedites-unemployment-benefits-for-those-impacted-by) of March 17, 2020 | Directs the Arkansas Department of Commerce to waive the waiting period for unemployment benefits and to waive current work-search requirements for 30 days. | 3/19/2020 |
| California: Governor Newsom’s [Executive Order](https://www.gov.ca.gov/wp-content/uploads/2020/03/3.12.20-EO-N-25-20-COVID-19.pdf) of March 12, 2020 | Waives the one-week waiting period for people who are unemployed and/or disabled as a result of COVID-19; delays the deadline for state tax filing by 60 days for and businesses unable to file on time based on compliance with public health requirements related to COVID-19 filings. |  |
| California: Governor Newsom's [Executive Order](https://www.gov.ca.gov/wp-content/uploads/2020/03/3.17.20-EO-motor.pdf) of March 17, 2020 | Suspends 60-day advance notice requirement for mass layoffs, relocations, or terminations under CalWARN. | 3/19/2020 |
| California: Governor Newsom's [Executive Order](https://www.gov.ca.gov/wp-content/uploads/2020/04/4.15.20-EO-N-50-20.pdf) of April 15, 2020 | Requires the Employment Development Department to streamline the process for applying for and receiving PUA benefits and facilitate electronic access to the Work Share program. | 4/16/2020 |
| California: Governor Newsom's [Executive Order](https://www.gov.ca.gov/wp-content/uploads/2020/05/5.6.20-EO-N-62-20-text.pdf) of May 6, 2020 | Creates a time-limited rebuttable presumption any COVID-19-related illness of an employee shall be presumed to arise out of and in the course of the employment for purposes of awarding workers’ compensation benefits under certain conditions. | 5/6/2020 |
| Colorado: Governor Polis's [Executive Order](https://drive.google.com/file/d/1mMCRLb6PxMPI680_THFn4nqLGAty1jq9/view) of March 20, 2020 | Suspends the one-week waiting period for benefits; requires charging benefits for claims resulting from the impact of COVID-19 to the state fund rather than to employer experience rating accounts. | 3/23/2020 |
| Colorado: Governor Polis's [Executive Order](https://drive.google.com/file/d/1kbVAUcjhxZhrFvLP-_J3zU5jjGVW_deo/view) of June 14, 2020 (Executive Order D 2020 100) | Requires the expedited processing of unemployment insurance claims. \*Remains in effect for 30 days. | 6/15/2020 |
| Connecticut: Governor Lamont's [Executive Order](https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-7W.pdf) of April 9, 2020 | Provides for no increased experience rating based on COVID-19 unemployment claims. | 4/10/2020 |
| Connecticut: Governor Lamont's [Executive Order](https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-7UU.pdf?la=en) of June 1, 2020 | Provides that work will be deemed to be unsuitable if there is an unreasonable risk due to COVID-19 to an individual's health or the health of a member of that individual's household. | 6/2/2020 |
| Delaware: Governor Carney’s [Executive Order](https://governor.delaware.gov/state-of-emergency_modified-03162020/) of March 16, 2020 | Directs the Delaware Secretary of Labor to develop emergency rules, amending the Delaware Unemployment Insurance Code, to enhance the flexibility of the unemployment insurance program in response to COVID-19, and alleviate some of the burden of temporary layoffs, isolation, and quarantine by ensuring unemployment benefits are available to individuals whose employment has been impacted directly by COVID-19. |  |
| Florida: Governor DeSantis's [Executive Order](https://www.flgov.com/wp-content/uploads/orders/2020/EO_20-104.pdf) of April 16, 2020 | Suspends the requirement that claimants report that they are actively seeking work in order to be eligible for benefits. | 4/17/2020 |
| Florida: Department of Economic Opportunity Executive Director Ken Lawson [Emergency Order 20-019](https://services.statescape.com/ssu/Regs/ss_8586129094448663807.pdf) of May 1, 2020 | Suspends the online work registration requirement and work search requirement for unemployment benefits. | 5/5/2020 |
| Florida: Department of Economic Opportunity Executive Director Ken Lawson [Emergency Order](https://services.statescape.com/ssu/Regs/ss_8586104152178322056.pdf) 20-024 of May 29, 2020 | Continues the suspension of the online work registration requirement and work search requirement for unemployment benefits. | 6/3/2020 |
| Georgia: Governor Kemp's [Executive Order](https://gov.georgia.gov/document/2020-executive-order/03262001/download) of March 26, 2020 | Directs the Commissioner of Labor to suspend certain unemployment regulations related to eligibility and maximum duration of benefits. | 3/27/2020 |
| Hawaii: Governor Ige’s [Executive Order](https://governor.hawaii.gov/wp-content/uploads/2020/03/2003109-ATG_COVID-19-Supplementary-Proclamation-signed.pdf) of March 16, 2020 | Waives the one-week waiting period for  unemployment insurance claimants who are unemployed as a result of COVID-19 and who are otherwise eligible for unemployment insurance benefits for claims beginning March 1, 2020. |  |
| Hawaii: Governor Ige's [Executive Order](https://governor.hawaii.gov/wp-content/uploads/2020/03/2003219-ATG_Executive-Order-No.-20-02-distribution-signed.pdf) of March 30, 2020 | Waives the work search requirements, waiting period, and online registration for work requirement for claimants who are otherwise eligible for unemployment insurance benefits for claims beginning March 1, 2020, through the duration of the emergency. Waives notice requirements and deadlines, requirement for payment of back pay, and other mini-WARN statutory requirements. | 3/31/2020 |
| Idaho: Governor Little's [Proclamation](https://coronavirus.idaho.gov/wp-content/uploads/sites/127/2020/03/proclamation_unemployment-insurance_032720.pdf) of March 27, 2020 | Waives the one-week waiting period for benefits; considers claimants have met the available-for-work criteria if they are isolated and unavailable to work at the request of a medical professional, their employer, or their local health district and they will be returning to their employer. | 4/1/2020 |
| Idaho, Governor Little's [Executive Order](https://gov.idaho.gov/wp-content/uploads/sites/74/2020/06/eo-2020-11.pdf) of June 11, 2020 (Executive Order 2020-11) | Suspends several regulations related to unemployment benefits: no denial of benefits if individual is isolated or quarantined as a consequence of COVID -- even if not diagnosed; no one-week waiting period for application of unemployment benefits, etc. | 6/12/2020 |
| Indiana: Governor Holcomb's [Executive Order](https://www.in.gov/gov/files/EO_20-05.pdf) of March 19, 2020 | Makes employees eligible to receive benefits for temporary shutdowns or layoffs due to COVID-19, provided they have earned enough wages and otherwise meet the eligibility criteria. | 3/25/2020 |
| Indiana: Governor Holcomb's [Executive Order](https://www.in.gov/gov/files/EO_20-12_Further_Directives_Helping_Hoosiers.pdf) of March 26, 2020 | Suspends the one-week waiting period for unemployment benefits retroactive to March 8, 2020. | 4/1/2020 |
| Illinois: Governor Pritzker's [Executive Order](https://www.isbe.net/Documents/EO2020-07.pdf) of March 16, 2020 | Eliminates the one-week waiting period for unemployment benefits. | 3/18/2020 |
| Kansas: Governor Kelly's [Executive Order](https://governor.kansas.gov/wp-content/uploads/2020/03/EO-20-17-Executed.pdf) of March 31, 2020 (Executive Order 20-17) | Waives the one-week waiting period for benefits and the work search requirements; requires employers to provide notification of the potential availability of unemployment benefits at the time of termination. | 4/1/2020 |
| Kansas: Governor Kelly's [Executive Order](https://governor.kansas.gov/wp-content/uploads/2020/05/EO-20-38-Unempl.-Ins.-Waiting-week.pdf) of May 26, 2020 (Executive Order 20-38) | Requires employers to provide notification of unemployment benefits at the time of separation; waives the waiting week and work search requirements. | 5/28/2020 |
| Kansas: Governor Kelly's [Executive Order](https://governor.kansas.gov/wp-content/uploads/2020/05/EO-20-43-Unemp.-Ins.-Shared-Work-1.pdf) of May 26, 2020 (Executive Order 20-43) | Temporary suspend the prohibition that a contributing employer that is a negative account employer cannot participate in a shared work plan. | 5/28/2020 |
| Kentucky: Governor Beshear's [Executive Order](https://governor.ky.gov/attachments/20200316_Executive-Order_2020-235.pdf) of March 16, 2020 | Eliminates seven-day waiting period for benefits and relaxes standards related to ability and availability to work. | 3/18/2020 |
| Kentucky Workforce Cabinet [Order](https://governor.ky.gov/attachments/20200325_ORDER_Unemployment-Insurance.pdf) of March 25, 2020 | Authorizes the Office of Unemployment Insurance to interpret flexibly, or waive, specified provisions of the unemployment insurance law in order to expand eligibility for and expedite claims for unemployment benefits. | 3/30/2020 |
| Louisiana: Governor Edwards’ [Executive Order](https://gov.louisiana.gov/assets/ExecutiveOrders/27-JBE-2020-COVID-19.pdf) of March 13, 2020 | Suspends portions of the unemployment insurance law related to unemployment claims resulting from quarantine, caring for a sick family member, contracting COVID-19, or a school closure. |  |
| Louisiana: Governor Edwards' [Executive Order](https://gov.louisiana.gov/assets/Proclamations/2020/43-JBE-2020-Provisions-for-Unemployment.pdf) of April 7, 2020 | Suspends the one-week waiting period for benefits and the work search requirements; provides that an employer's experience rating account will not be charged for claims arising during the emergency period. | 4/10/2020 |
| Louisiana: Governor Edwards' [Executive Order](https://gov.louisiana.gov/assets/Proclamations/2020/59-JBE-2020.pdf) of May 14, 2020 | Suspends the one-week waiting period for benefits and the work search requirements; provides that an employer's experience rating account will not be charged for claims arising during the emergency period; suspends disqualifications for otherwise eligible candidates. | 6/25/2020 |
| Michigan: Governor Whitmer’s [Executive Order](https://www.michigan.gov/whitmer/0,9309,7-387-90499_90705-523056--,00.html) of March 24, 2020 (Executive Order 2020-24) | Note: Rescinded by Executive Order 2020-57  Treats an individual as laid off or having left work involuntarily medical reasons if they leave work because of self-isolation or self-quarantine in response to elevated risk from COVID-19 due to being immunocompromised, displaying the symptoms of COVID-19, having contact in the last 14 days with someone with a confirmed diagnosis of COVID-19, the need to care for someone with a confirmed diagnosis of COVID-19, or a family care responsibility as a result of a government directive. | 4/27/2020 |
| Michigan: Governor Whitmer's [Executive Order](https://www.michigan.gov/whitmer/0,9309,7-387-90499_90705-526796--,00.html) of April 22, 2020 (Executive Order 2020-57) | Rescinds Executive Order 2020-24. Treats an individual as laid off or having left work involuntarily medical reasons if they leave work because of self-isolation or self-quarantine in response to elevated risk from COVID-19 due to being immunocompromised, displaying the symptoms of COVID-19, having contact in the last 14 days with someone with a confirmed diagnosis of COVID-19, the need to care for someone with a confirmed diagnosis of COVID-19, or a family care responsibility as a result of a government directive. Extends unemployment benefits to workers who voluntarily left a job after accepting new employment but were unable to start their new position due to the pandemic. | 4/27/2020 |
| Minnesota: Governor Walz’s [Executive Order](https://mn.gov/governor/assets/2020_03_16_EO_20-05_Unemployment_Insurance_tcm1055-423379.pdf) of March 16, 2020 | Suspends the nonpayable week requirement; provides that certain leaves of absence related to COVID-19 will be presumed involuntary; provides that benefits paid as a result of the COVID-19 pandemic will not be used in computing the future unemployment tax rate of a taxpaying employer. |  |
| Minnesota: Governor Walz's [Executive Order](https://mn.gov/governor/assets/2a.%20EO%2020-29%20Final%20Filed_tcm1055-426997.pdf) of April 6, 2020 | Further suspends the waiting period for benefits and requires employers to notify separated employees of their right to apply for benefits. | 4/7/2020 |
| Mississippi: Governor Reeves' [Executive Order](https://www.sos.ms.gov/Education-Publications/ExecutiveOrders/1462.pdf) of March 21, 2020 (Executive Order 1462) | Note: This executive order has been superseded by Executive Order 1481.  Waives the waiting period for unemployment benefits and suspends the work search requirements. | 3/25/2020 |
| Mississippi: Governor Reeves' [Executive Order](https://www.sos.ms.gov/content/executiveorders/ExecutiveOrders/1481.pdf) of May 11, 2020 (Executive Order 1481) | Supersedes Executive Order 1462. Waives the waiting period for unemployment benefits; suspends the work search requirements; suspends the date for employers to pay First Quarter 2020 contributions. | 5/13/2020 |
| Nebraska: Governor Ricketts' [Executive Order](https://www.dropbox.com/s/h472p8y2fpdcmtl/EO%2020-04%20-%20Emergency%20Unemployment%20Insurance%20Benefit%20Relief%20.pdf?dl=0) of March 17, 2020 | Eliminates waiting period for benefits; waives charges incurred by employers whose employees are filing claims related to COVID-19; accommodates workers temporarily impacted by COVID-19, including those who are in an unpaid status due to a shutdown, quarantine, or because they are caring for a family member due to illness or a facility closure. | 3/18/2020 |
| Nebraska: Governor Ricketts' [Executive Order](https://govdocs.nebraska.gov/docs/pilot/pubs/eofiles/20-22.pdf) of April 30, 2020 (Executive Order 20-22) | Provides unemployment benefit relief to claimants retroactive to March 15, 2020 and until August 1, 2020. | 5/4/2020 |
| New Hampshire: Governor Sununu's [Executive Order](https://www.governor.nh.gov/news-media/press-2020/documents/emergency-order-5.pdf) of March 16, 2020 | Eliminates waiting period for benefits; waives charges incurred by employers whose employees are filing claims related to COVID-19; makes eligible employees who are in an unpaid status due to a shutdown, quarantine, or because they are caring for a family member due to illness or a facility closure. | 3/18/2020 |
| New Mexico: Governor Grisham’s [Executive Order](https://www.governor.state.nm.us/wp-content/uploads/2020/03/Executive-Order-2020-004.pdf) of March 11, 2020 | Directs the Department of Workforce Solutions to adopt emergency rules to ensure individuals subject to temporary furlough or layoff status due to COVID-19 are eligible for unemployment benefits. |  |
| New York: Governor Cuomo’s [Executive Order](https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/EO_202_1.pdf) of March 12, 2020 and [Executive Order](https://www.governor.ny.gov/news/no-2025-continuing-temporary-suspension-and-modification-laws-relating-disaster-emergency) of March 18, 2020 | Suspends waiting periods for unemployment insurance claimants whose claims arise directly out of COVID-19 outbreak. |  |
| North Carolina: Governor Cooper’s [Executive Order](https://files.nc.gov/governor/documents/files/EO118.pdf) of March 17, 2020 | Removes the one-week waiting period to apply for benefits; removes the requirement that a person must look for another job during period of unemployment; allows employees who lost their jobs or who have had their hours reduced due to COVID-19 issues to apply for unemployment benefits. |  |
| North Carolina: Governor Cooper's [Executive Order](https://files.nc.gov/governor/documents/files/EO131-Retail-Long-Term-Care-Unemployment-Insurance.pdf) of April 9, 2020 | Provides that the Division of Employment Services (1) need not require an employer to pay an amount equal to the full cost of attached UI benefits payable to an employee at the time the claim is filed, (2) need not reject certain partial unemployment attached claims, and (3) may accept claims from employers that do not have a positive credit balance. | 4/10/2020 |
| North Carolina: Governor Cooper's [Executive Order](https://files.nc.gov/governor/documents/files/EO134-UI-Furlough.pdf) of April 20, 2020 | Provides that temporary furloughed employees are eligible for unemployment benefits; requires employers to submit employer-filed claims for each employee receiving COVID-19 Support Payments. | 4/21/2020 |
| North Dakota: Governor Burgum's [Executive Order](https://www.governor.nd.gov/sites/www/files/documents/executive-orders/Executive%20Order%202020-08.pdf) of March 21, 2020 | Removes the requirement that a person must look for another job during period of unemployment or be available for work; provides that benefits paid to claimants who cannot work due to COVID-19 will not be charged against an employer's experience rating. | 3/21/2020 |
| North Dakota: Governor Burgum's [Executive Order](https://www.governor.nd.gov/sites/www/files/documents/executive-orders/Executive%20Order%202020-18.pdf) of April 1, 2020 | Waives the mandatory one-week waiting period for unemployment benefits. | 4/2/2020 |
| Ohio: Governor DeWine's [Executive Order](https://governor.ohio.gov/wps/portal/gov/governor/media/executive-orders/executive-order-2020-03-d) of March 16, 2020 | Provides that unemployed workers will include individuals requested by a medical professional, local health authority, or employer to be isolated or quarantined as a consequence of COVID-19 even if not actually diagnosed with COV-19; and individuals totally or partially unemployed, or who are participating in the SharedWork Ohio Program will not be required to serve a waiting period before receiving benefits. | 3/18/2020 |
| Oklahoma: Governor Stitt's [Executive Order](https://www.sos.ok.gov/documents/executive/1924.pdf) of March 29, 2020 | Suspends the one-week waiting period for unemployment benefits. | 3/29/2020 |
| South Carolina: Governor McMaster's [Executive Order](https://governor.sc.gov/sites/default/files/Documents/Executive-Orders/2020-03-19%20FILED%20Executive%20Order%20No.%202020-11%20-%20Additional%20Emergency%20Measures%20%26%20Regulatory%20Relief%20re%20COVID-19.pdf) of March 19, 2020 | Waives the one-week waiting period for unemployment benefits. | 3/20/2020 |
| South Carolina: Governor McMaster's [Executive Order](https://governor.sc.gov/sites/default/files/Documents/Executive-Orders/2020-04-07%20FILED%20Executive%20Order%20No.%202020-22%20-%20Authorization%20for%20COVID-19%20Support%20Payments%20by%20Employers.pdf) of April 7, 2020 | Allows furloughed workers to qualify for unemployment benefits and classifies COVID-19 support payments as severance pay and not wages. | 4/8/2020 |
| South Carolina: Governor McMaster's [Executive Order](https://governor.sc.gov/sites/default/files/Documents/Executive-Orders/2020-04-16%20eFILED%20Executive%20Order%20No.%202020-25%20-%20Modification%20of%20Emergency%20Restrictions%20for%20Public%20Waters%20%26%20Emergency%20Measures%20for%20Unemployment%20Claims%20%26%20Benefits.pdf) of April 16, 2020 | Waives the one-week waiting period for unemployment benefits. | 4/17/2020 |
| Tennessee: Governor Lee's [Executive Order](https://publications.tnsosfiles.com/pub/execorders/exec-orders-lee15.pdf) of March 19, 2020 | Waives the one-week waiting period for benefits; authorizes payment of benefits to a claimant who left work after being directed by a medical professional to isolate or quarantine during COVID-19. | 3/20/2020 |
| Tennessee: Governor Lee's [Executive Order](https://publications.tnsosfiles.com/pub/execorders/exec-orders-lee36.pdf) of May 12, 2020 | Allows the Commissioner of Labor and Workforce Development discretion to authorize payment of unemployment benefits to a claimant who is unemployed because the claimant left work after being directed by a medical professional to isolate or quarantine due to COVID-19, who intends to return to work, and who is otherwise eligible for benefits. | 5/13/2020 |
| Vermont: Governor Scott’s [Executive Order](https://governor.vermont.gov/sites/scott/files/documents/EO%2001-20%20Declaration%20of%20State%20of%20Emergency%20in%20Response%20to%20COVID-19%20and%20National%20Guard%20Call-Out.pdf) of March 13, 2020 | Direct the Department of Labor to (1) extend unemployment insurance to employees following the instructions of their healthcare providers to self-isolate or quarantine; (2) remove the work search requirement for people affected by temporary business closure; and (3) temporarily suspend any mechanisms that would delay the release of funds to claimants. Directs the Commissioner of Labor to work with the Legislature on other opportunities to extend benefits to workers affected by COVID – 19. |  |
| Virginia: Governor Northam's Executive Directive of March 17, 2020 | Waives the one-week waiting period for benefits; authorizes eligibility to receive unemployment benefits if an employer needs to temporarily slow or cease operations due to COVID-19, if a worker has been issued a notice to self-quarantine by a medical or public health official and is not receiving paid sick or medical leave from their employer, or if the worker must care for a family member with COVID-19. | 3/21/2020 |
| Washington: Governor Inslee's [Proclamation](https://www.governor.wa.gov/sites/default/files/proclamations/20-30%20COVID-19%20-%20ESD-Job%20Requirements%20%28tmp%29.pdf?utm_medium=email&utm_source=govdelivery) of March 25, 2020 | Suspends the work search requirements for eligibility for unemployment benefits. | 3/27/2020 |
| West Virginia: Governor Justice's [Executive Order](https://governor.wv.gov/Documents/2020%20Executive%20Orders/Executive-Order-March-19-2020-Unemployment.pdf) of March 19, 2020 | Waives the one-week waiting period for benefits; authorizes payment of benefits to a claimant who left work after being directed by a medical professional to isolate or quarantine during COVID-19. | 3/20/2020 |
| Wisconsin: Governor Evers' [Executive Order](https://evers.wi.gov/Documents/COVID19/DWD20200318FINAL.pdf) of March 18, 2020 | Considers a claimant to be available for suitable work during a public health emergency if the claimant is perceived by an employer as exhibiting COVID-19 symptoms preventing a return to work or the claimant is quarantined by a medical professional or under local, state or federal government direction or guidance. | 3/19/2020 |

**Agency Guidance**

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| **Jurisdiction and Agency** | **Summary and Links** | **Last Updated** |
| United States Department of Labor, Employment & Training Administration | Advisory to state workforce agencies on how to amend state unemployment insurance laws to offer benefits to workers impacted by COVID-19. [Unemployment Insurance Program Letter No. 10-20 (March 12, 2020)](https://wdr.doleta.gov/directives/attach/UIPL/UIPL_10-20.pdf) |  |
| United States Department of Labor, Employment & Training Administration | Provides states with operating, financial, and reporting instructions for the PUA program authorized by Section 2102 of the CARES Act of 2020. [Unemployment Insurance Program Letter No. 16-20 Change 1 (April 27, 2020)](https://wdr.doleta.gov/directives/attach/UIPL/UIPL_16-20_Change_1.pdf) | 4/29/2020 |
| United States Department of Labor, Employment & Training Administration | Provides states with details regarding required integrity functions for their regular unemployment compensation programs, as well as those authorized by Pandemic Unemployment Assistance, Federal Pandemic Unemployment Compensation and Pandemic Emergency Unemployment Compensation of the Coronavirus Aid, Relief and Economic Security (CARES) Act. [Unemployment Insurance Program Letter No 23-20 (May 11, 2020)](https://wdr.doleta.gov/directives/attach/UIPL/UIPL_23-20.pdf) | 5/12/2020 |
| United States Department of Labor, Employment & Training Administration | Provides states with guidance to help ensure the accuracy of unemployment claims made due to the implementation of the Coronavirus Aid, Relief and Economic Security (CARES) Act. [Unemployment Insurance Program Letter No 25-20 (June 15, 2020)](https://wdr.doleta.gov/directives/attach/UIPL/UIPL_25-20.pdf) | 6/16/2020 |
| Alabama Department of Labor | Labor Secretary has ordered that [charges will be waived](https://labor.alabama.gov/news_feed/News_Page.aspx?id=203) against employers who file partial unemployment compensation claims on behalf of their employees until further notice. Employers’ experience ratings will not be affected by COVID-19 related claims. | 3/25/2020 |
| Alabama Department of Labor | [Coronavirus and Unemployment Insurance Benefits FAQ](https://www.labor.alabama.gov/COVID/Coronavirus%20and%20Unemployment%20Insurance%20Benefits%20UPDATED%20FAQ.pdf)  [Guidance](https://www.labor.alabama.gov/COVID-19%20UC%20Changes%20March%2016%202020%20News%20Release.pdf) | 3/18/2020 |
| Alaska Department of Labor & Workforce Development | [COVID-19 Scenarios and Benefits Available](https://labor.alaska.gov/unemployment/COVID-19.htm) | 4/1/2020 |
| Arizona Department of Economic Security | [COVID-19 and Unemployment Insurance Benefits – Questions and Answers](https://des.az.gov/services/employment/unemployment-individual/covid-19-ui-qa) | 4/24/2020 |
| Arkansas Division of Workforce Services | [Common Questions and Answers for Employers Regarding the Unemployment Insurance Program and the Impact of the COVID-19 Pandemic](https://www.dws.arkansas.gov/src/files/Employers_FAQs_UI_COVID-19.pdf) |  |
| California Employment Development Department | Workers (1) unable to work due to infection from or exposure to COVID-19 may apply for temporary disability benefits; (2) unable to work due to caring for an ill or quarantined family member may apply for paid family leave benefits; and (3) whose employers have shut down or reduced operations due to COVID-19 may apply for unemployment benefits. [EDD Coronavirus (COVID-19) Guidance](https://edd.ca.gov/about_edd/coronavirus-2019.htm) |  |
| Colorado Department of Labor & Employment | [Unemployment Insurance Worker FAQs Related to COVID-19](https://www.colorado.gov/pacific/cdle/unemployment-insurance-worker-faqs) | 3/18/2020 |
| Colorado Department of Labor & Employment | [Paid Leave and Unemployment FAQ](https://covid19.colorado.gov/sites/covid19/files/FAQs-CDLE-042720.pdf) | 5/11/2020 |
| Connecticut Department of Labor | [Coronavirus (COVID-19) FAQ for Workers and Employers](https://www.ctdol.state.ct.us/uiemployers.pdf) | 4/15/2020 |
| Delaware Division of Unemployment Insurance | [Frequently Asked Questions Regarding the Potential Impact of the coronavirus (COVID-19)](https://laborfiles.delaware.gov/c19/UI-FAQ.pdf) |  |
| District of Columbia Department of Employment Services | [Qualification Scenarios for Unemployment Compensation During coronavirus (COVID-19) Event](https://coronavirus.dc.gov/sites/default/files/dc/sites/coronavirus/publication/attachments/COVID19_DOES_Scenarios.pdf) | 3/20/2020 |
| Georgia Department of Labor | COVID-19 [Employer FAQ's](https://dol.georgia.gov/covid-19-employer-faqs) and [Individual FAQ's](https://dol.georgia.gov/covid-19-individual-faqs) | 4/24/2020 |
| Hawaii Department of Labor & Industrial Relations | [COVID-19: General Unemployment Insurance Benefits Fact Sheet](https://labor.hawaii.gov/wp-content/uploads/2020/04/COVID-19-UI-Information-sheet.pdf) | 4/4/2020 |
| Hawaii Department of Labor & Industrial Relations | [Families First Coronavirus Response Act and CARES Act Unemployment Information](https://labor.hawaii.gov/blog/main/families-first-cares-acts-federal-unemployment-info/) | 4/4/2020 |
| Idaho Department of Labor | [Employer](https://idahoatwork.com/2020/03/18/employer-faqs-about-unemployment-insurance-and-covid-19/) and [Claimant](https://idahoatwork.com/2020/03/18/faqs-about-unemployment-insurance-and-covid-19/) FAQ's about Unemployment Insurance and COVID-19 | 4/24/2020 |
| Illinois Department of Employment Security | [COVID-19 and Unemployment Benefits](https://www2.illinois.gov/ides/Pages/COVID-19-and-Unemployment-Benefits.aspx) |  |
| Indiana Department of Workforce Development | [Indiana Unemployment Insurance Frequently Asked Questions for COVID-19 Work-Related Issues](https://www.in.gov/dwd/files/Indiana_Unemployment_FAQ.pdf) |  |
| Iowa Workforce Development Department | [COVID-19 (Coronavirus) and Unemployment Insurance Benefits Questions and Answers for Employers](https://www.iowaworkforcedevelopment.gov/sites/search.iowaworkforcedevelopment.gov/files/content-files/Employer%20COVID-19%20QA.pdf) | 3/25/2020 |
| Kansas Department of Labor | [UI and COVID-19: Frequently Asked Questions (FAQ)](https://www.dol.ks.gov/docs/default-source/default-document-library/ui-covid19-faqs.pdf?sfvrsn=3b4c881f_12) | 3/25/2020 |
| Kentucky Career Center | [Unemployment Insurance Employer Handbook for COVID-19](https://kcc.ky.gov/COVID19/Unemployment%20Insurance%20-%20Employer%20Handbook%20for%20COVID-19.pdf) | 4/24/2020 |
| Louisiana Workforce Commission | [Louisiana Response to COVID-19](http://www.laworks.net/Downloads/PR/COVID_19_Information.pdf) | 3/19/2020 |
| Maine Department of Labor | [Unemployment Insurance FAQs Regarding COVID-19](https://www.maine.gov/labor/docs/2020/covid19/covidfaqandui.pdf) | 3/25/2020 |
| Maryland Department of Labor | [Frequently Asked Questions About COVID-19 and Maryland’s Unemployment Insurance Benefits Administration](https://www.dllr.state.md.us/employment/uicovidfaqs.shtml) | 3/25/2020 |
| Massachusetts Department of Unemployment Assistance | [COVID-19 Unemployment Handbook](https://www.mass.gov/doc/covid-19-unemployment-handbook-initial-claims-filed-on-or-after-march-15-2020/download) | 3/18/2020 |
| Massachusetts Department of Unemployment Assistance | [Massachusetts Department of Unemployment Assistance Guidance On CARES Act Implementation](https://www.mass.gov/info-details/update-massachusetts-department-of-unemployment-assistance-announces-guidance-on-cares) | 4/10/2020 |
| Michigan Unemployment Insurance Agency | [Governor Announces New Programs to Increase and Expand Unemployment Benefits for Workers Affected by COVID-19; Benefits increased for all unemployed workers, expanded to self-employed and low-wage workers](https://www.michigan.gov/coronavirus/0,9753,7-406-98158-523450--,00.html) | 3/30/2020 |
| Michigan Unemployment Insurance Agency | Self-employed workers, gig workers, and other 1099 workers are eligible to [apply for benefits](https://www.michigan.gov/leo/0,5863,7-336-78421_97241---,00.html). | 4/13/2020 |
| Minnesota Department of Employment and Economic Development | [COVID-19 (Coronavirus) and Unemployment Insurance](https://www.uimn.org/employers/employer-account/news-updates/covid-19.jsp) |  |
| Mississippi Department of Employment Services | [Resources for Workers and Businesses on COVID-19](https://www.mdes.ms.gov/unemployment-claims/covid19/#EmployerFAQs) | 3/25/2020 |
| Missouri Department of Labor | [Coronavirus (COVID-19) and Unemployment Insurance Benefits Questions and Answers](https://labor.mo.gov/coronavirus) | 3/18/2020 |
| Montana Department of Labor and Industry | COVID-19 Resources for Montana [Employers](http://dli.mt.gov/employer-covid-19/employer-resource-covid-19) and [Employees](http://dli.mt.gov/employer-covid-19/employee-resource-covid-19) | 4/24/2020 |
| Nebraska Department of Labor | [Employer](https://dol.nebraska.gov/webdocs/Resources/Items/FAQs%20for%20Employers%20-%20Under%20UI%20Exec%20Order.pdf) and [Employee](https://dol.nebraska.gov/webdocs/Resources/Items/COVID-19%20Labor%20Law%20FAQs.pdf) Unemployment Insurance FAQ's | 4/24/2020 |
| Nevada Department of Employment, Training, and Rehabilitation | [Employer](https://cms.detr.nv.gov/Content/Media/Employer_FAQ_Covid19_ENG_04-02-20.pdf) and [Claimant](https://cms.detr.nv.gov/Content/Media/Claimant_FAQ_Covid19_ENG_04-11-20.pdf) Frequently Asked Questions and COVID-19 | 4/24/2020 |
| New Jersey Department of Labor & Workforce Development | [NJDOL and the Coronavirus (COVID-19): What Employers & Business Should Know](https://www.nj.gov/labor/employer-services/business/covid.shtml) | 4/24/2020 |
| New Jersey Department of Labor & Workforce Development | [Unemployment Relief & Workplace Protections in the COVID-19 Pandemic](https://www.nj.gov/labor/assets/PDFs/returntowork_guidelines.pdf) contains "right to refuse work" guidance, which explains situations in which claimants will be eligible to receive unemployment benefits “even though [they] did not become unemployed through no fault of [their] own; or [are] not able, willing, and available for work” during the COVID-19 crisis. The guidance addressing situations where individuals either quit for good cause, or refuse suitable work, due to health and safety concerns. | 6/13/2020 |
| New Mexico Department of Workforce Solutions | [Information for Workers Affected by COVID-19](https://www.dws.state.nm.us/COVID-19-Info) |  |
| New Mexico Department of Workforce Solutions | [Guidance document](https://d3el53au0d7w62.cloudfront.net/wp-content/uploads/2020/05/04/Guidance_Return_to_Work_COVID-19_.pdf) on return to work and unemployment insurance. | 5/6/2020 |
| New York Department of Labor | [Unemployment Insurance Benefits: Updated COVID FAQ's](https://www.labor.ny.gov/ui/pdfs/ui-covid-faq.pdf) | 4/24/2020 |
| North Carolina Department of Commerce | [Unemployment Insurance Changes Due to COVID-19 (Coronavirus)](https://des.nc.gov/need-help/covid-19-information) | 3/19/2020 |
| North Dakota Job Service | [Unemployment Insurance and COVID-19](https://www.jobsnd.com/sites/www/files/documents/COVID19/uicovidfaq04082020.pdf) | 4/24/2020 |
| Ohio Department of Job & Family Services | [Coronavirus and Unemployment Insurance Benefits](http://jfs.ohio.gov/ouio/CoronavirusAndUI.stm) |  |
| Ohio Department of Job & Family Services | [Mass Layoff Instruction Sheet](http://www.odjfs.state.oh.us/forms/num/JFS00671/pdf/) | 3/25/2020 |
| Oklahoma Employment Security Commission | [Employer FAQs about Unemployment Insurance and COVID-19](https://www.ok.gov/oesc/Businesses/Employer_FAQs_about_UI_and_COVID-19/index.html) | 3/25/2020 |
| Oregon Employment Department | [COVID-19 Related Business Layoffs, Closures, and Unemployment Insurance Benefits](https://www.oregon.gov/employ/Pages/COVID-19.aspx) |  |
| Pennsylvania Office of Unemployment Compensation | [Employer UC & COVID-19 FAQ's](https://www.uc.pa.gov/COVID-19/Pages/Employer-COVID19-FAQs.aspx); [UC Benefits & COVID-19 FAQ's](https://www.uc.pa.gov/COVID-19/Pages/UC-COVID19-FAQs.aspx) | 4/24/2020 |
| Puerto Rico Department of Labor and Human Resources | Provides that private employers that lay off or reduce employees’ regular working hours are required to notify them of the benefits available under the Unemployment Insurance Program. [Circular Letter 2020-02](https://www.littler.com/files/carta_circular_num._2020-02.pdf) | 4/22/2020 |
| Rhode Island Department of Labor and Training | COVID-19 Resources: [FAQ's](http://www.dlt.state.ri.us/emergencyui/COVID-19%20FAQ.pdf) and [Workplace Fact Sheet](http://www.dlt.state.ri.us/pdfs/COVID-19%20Workplace%20Fact%20Sheet.pdf) | 4/24/2020 |
| Rhode Island Department of Labor and Training | [Returning to Work Information](http://www.dlt.state.ri.us/emergencyui/Returning%20to%20Work%20Fact%20Sheet.pdf) after collecting unemployment benefits | 5/13/2020 |
| Rhode Island Department of Labor and Training | [FAQ's](http://www.dlt.state.ri.us/emergencyui/June%205%202020%20Web%20Site%20Notice%20FINAL_.pdf) related to the temporary stoppage of some unemployment insurance claims due to the possibility of fraud. | 6/10/2020 |
| South Carolina Department of Employment & Workforce | [COVID-19 and Unemployment Insurance Benefits FAQ](https://dew.sc.gov/docs/default-source/default-document-library/covid19-and-unemployement-benefits1d0d3e9ed525472bb7d17898b4058132.pdf?sfvrsn=5f3744bc_0) | 3/25/2020 |
| South Carolina Department of Employment & Workforce | [COVID-19 Resource Hub for Employers](https://dew.sc.gov/covid-hub/employerhub) | 5/13/2020 |
| South Carolina Department of Employment & Workforce | Employers muse provide a [Notification of the Availability of Unemployment Insurance Benefits](https://dew.sc.gov/docs/default-source/default-document-library/families-first-required-notice_uie646d9b195084b58bcfaf2b06f0ca5ff.pdf?sfvrsn=443802ca_0) upon releasing them from employment. The notice may be provided in hard-copy in-person or via mail, or electronically via email or text message. | 5/13/2020 |
| South Dakota Department of Labor & Regulation | [COVID-19 Reemployment Assistance Eligibility Determinations](https://dlr.sd.gov/ra/covid_19_ra_eligibility.aspx) |  |
| South Dakota Department of Labor & Regulation | COVID-19 and Unemployment Insurance: [Guidance for Businesses](https://dlr.sd.gov/ra/businesses/documents/covid_19_ra_guidance_businesses.pdf) and [Tips for Businesses](https://dlr.sd.gov/ra/businesses/tips_for_businesses.aspx) | 4/24/2020 |
| Tennessee Department of Labor & Workforce Development | COVID-19 Unemployment for [Employers](https://www.tn.gov/workforce/covid-19/employers.html) and [Employees](https://www.tn.gov/workforce/covid-19/employees.html) | 4/24/2020 |
| Texas Workforce Commission | [Waiting Requirements for Unemployment Benefits Services Waived](https://twc.texas.gov/news/twc-waives-certain-requirements-unemployment-benefits-services) | 3/25/2020 |
| Texas Workforce Commission | [Unemployment Guidance for Self-Employed, Contract, and Gig Workers](https://www.twc.texas.gov/news/unemployment-guidance-self-employed-contract-and-gig-workers) | 4/22/2020 |
| United States Department of Labor, Employment & Training Administration | Guidance on operating, financial, and reporting instructions for the unemployment benefits program established in the CARES Act. [Unemployment Insurance Program Letter 15-20](https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=9297) | 4/5/2020 |
| United States Department of Labor, Employment & Training Administration | Clarifies that independent contractors, such as workers for ride-sharing companies and other gig-economy platforms, can be eligible to receive benefits under the unemployment benefits program established in the CARES Act.  [Unemployment Insurance Program Letter 16-20](http://wdr.doleta.gov/directives/attach/UIPL/UIPL_16-20.pdf) | 4/6/2020 |
| United States Department of Labor, Employment & Training Administration | Provides states with operating, financial, and reporting instructions for the PEUC program authorized by the CARES Act.  [Unemployment Insurance Program Letter 17-20](https://wdr.doleta.gov/directives/attach/UIPL/UIPL_17-20.pdf) | 4/13/2020 |
| United States Department of Labor | [WARN Act FAQ](https://www.dol.gov/sites/dolgov/files/ETA/Layoff/pdfs/WARN%20FAQ%20for%20COVID19.pdf) | 5/1/2020 |
| Utah Department of Workforce Services | Unemployment Insurance and COVID-19: FAQ's for [Employers](https://jobs.utah.gov/covid19/uifaqemployers.pdf) and [Employees](https://jobs.utah.gov/covid19/uifaqemployees.pdf) | 4/24/2020 |
| Vermont Department of Labor | [COVID-19 Guidance for Employers and Employees](https://labor.vermont.gov/sites/labor/files/doc_library/COVID-19%20Employees%20and%20Employers%20Guidance%20v3.pdf) | 4/24/2020 |
| Vermont Department of Labor | [Resources for Employers](https://labor.vermont.gov/covid19/employers) and [Employees](https://labor.vermont.gov/covid19/covid-19-frequently-asked-questions) | 4/29/2020 |
| Washington Employment Security Department | [For Workers Affected by COVID-19](https://esd.wa.gov/newsroom/covid-19) | 3/25/2020 |
| Wisconsin Department of Workforce Development | [Unemployment COVID-19 Public Information](https://dwd.wisconsin.gov/covid19/public/ui.htm) |  |
| Wisconsin Department of Workforce Development | [Pandemic Unemployment Assistance (PUA) Rights and Responsibilities](https://dwd.wisconsin.gov/dwd/publications/ui/pua-18781-p.pdf) | 4/27/2020 |
| Wyoming Department of Workforce Services | [Coronavirus and Unemployment Insurance Benefits Update Questions and Answers](http://www.wyomingworkforce.org/_docs/data/epidemiology/faq-covid19-ui.pdf) | 4/24/2020 |

**Workplace Safety-Related Information**

**Bills**

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| **Jurisdiction and Bill Text** | **Current Status** | **Summary** | **Last Updated** |
| [California: Los Angeles County Urgency Ordinance re Grocery and Retail Drug Stores](http://file.lacounty.gov/SDSInter/bos/supdocs/145203.pdf) | Enacted 4/14/2020 | Establishes workplace safety protections for retail grocery and drug store premises, including sanitizing procedures and supplying protective face coverings. | 4/28/2020 |
| [California: Los Angeles Council File 20-0429](http://clkrep.lacity.org/onlinedocs/2020/20-0429_mot_04-07-2020.pdf) | Introduced 05/01/2020 | Requires use of a face covering or mask in public settings. | 5/4/2020 |
| [Illinois HB 5769](http://www.ilga.gov/legislation/fulltext.asp?DocName=10100HB5769lv&SessionID=108&GA=101&DocTypeID=HB&DocNum=5765&print=true) | Introduced 5/5/2020 | Requires an employer designated as an essential employer to provide personal protective equipment to independent contractors and to all employees during the duration of the disaster proclamation or executive order, such as COVID-19. | 5/8/2020 |
| [Illinois: Chicago Ordinance No. 02020-2361](https://chicago.legistar.com/View.ashx?M=F&ID=8263434&GUID=4C20352B-8681-4683-A429-F9D3F8E2593C) | Introduced 4/24/2020 | Requires all employers to provide, at the employer's expense, face coverings for each of their respective workers, and to implement specified social distancing protocols. | 5/7/2020 |
| [Massachusetts HD 5071](https://malegislature.gov/Bills/191/HD5071/House/Bill/Text) | Introduced; Referred to Committee  5/21/2020 | Requires manufacturing and factory employers to provide workplace safety requirements to protect employees from COVID-19. | 5/26/2020 |
| [Massachusetts HD 5116](https://malegislature.gov/Bills/191/HD5116/House/Bill/Text) | Introduced; Referred to Committee 6/11/2020 | Provides that the local health board may enforce the immediate closure of a business if the business is found to be safety regulations related to the COVID-19 pandemic. | 6/12/2020 |
| [Massachusetts SD 2934](https://malegislature.gov/Bills/191/SD2934/Senate/Bill/Text) | Introduced; Referred to Committee 5/7/2020 | Requires manufacturing and factory employers to provide workplace safety requirements to protect employees from COVID-19. | 5/13/2020 |
| [Michigan HB 5798](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/House/htm/2020-HIB-5798.htm) | Introduced; Referred to Committee  5/21/2020 | Requires employers to provide information about COVID-19 testing locations. | 5/26/2020 |
| [Michigan HB 5800](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/House/htm/2020-HIB-5800.htm) | Introduced; Referred to Committee 5/21/2020 | Prohibits an employer taking adverse employment action against an employee who raises concern over infection control in response to COVID-19. | 5/26/2020 |
| [Michigan SB 930](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/Senate/htm/2020-SIB-0930.htm) | Introduced; Referred to Committee 5/20/2020 | Prohibits an employer taking adverse employment action against an employee who raises concern over infection control. | 5/21/2020 |
| [Michigan SB 932](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/Senate/htm/2020-SIB-0932.htm) | Introduced; Referred to Committee  5/20/2020 | Requires employers to provide information about COVID-19 testing locations. | 5/22/2020 |
| [Minnesota HB 4606](https://www.revisor.mn.gov/bills/text.php?number=HF4606&type=bill&version=0&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee 4/30/2020 | Authorizes reopening of businesses for safe operation during the COVID-19 pandemic if certain safety guidance is followed. | 5/4/2020 |
| [Minnesota HB 4656](https://www.revisor.mn.gov/bills/text.php?number=HF4656&type=bill&version=0&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee 5/9/2020 | Establishes standards for nonessential businesses to reopen during COVID-19. | 5/12/2020 |
| [Minnesota SB 4480](https://www.revisor.mn.gov/bills/text.php?number=SF4480&version=latest&session=ls91&session_year=2020&session_number=0) | Introduced 4/16/2020 | Establishes protocols for safely reopening a business in response to COVID-19. | 4/20/2020 |
| [Minnesota SB 4487](https://www.revisor.mn.gov/bills/text.php?number=SF4487&version=latest&session=ls91&session_year=2020&session_number=0) | Introduced 4/16/2020 | Establishes protocols for safely reopening a business in response to COVID-19. | 4/20/2020 |
| [Minnesota SB 4488](https://www.revisor.mn.gov/bills/text.php?number=SF4488&version=latest&session=ls91&session_year=2020&session_number=0) | Introduced 4/16/2020 | Establishes protocols for safely reopening a business in response to COVID-19. | 4/20/2020 |
| [Minnesota SB 4507](https://www.revisor.mn.gov/bills/text.php?number=SF4507&version=latest&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee  4/23/2020 | Establishes workplace safety protections for low-risk businesses seeking to obtain a waiver to operate during the COVID-19 emergency. | 4/24/2020 |
| [Minnesota SB 4511](https://www.revisor.mn.gov/bills/text.php?number=SF4511&version=latest&session=ls91&session_year=2020&session_number=0) | Passed Senate  5/11/2020 | Authorizes reopening of businesses for safe operation during the COVID-19 pandemic if certain safety guidance is followed. | 5/12/2020 |
| [New Jersey AB 4152 (SB 2369)](https://www.njleg.state.nj.us/2020/Bills/A4500/4152_I1.HTM) | Introduced; Referred to Committee 5/14/2020 | Waives any law requiring an employer to have an employee physically present for work when the work can be performed remotely during the COVID-19 pandemic. | 5/19/2020 |
| [New Jersey AB 4169](https://www.njleg.state.nj.us/2020/Bills/A4500/4169_I1.HTM) | Introduced; Referred to Committee 5/28/2020 | Prohibits employers from retaliatory actions against health care professional who speaks out against an employer’s business practice that the health care professional reasonably believes is in violation of a law. | 5/29/2020 |
| [New Jersey AB 4268](https://www.njleg.state.nj.us/2020/Bills/A4500/4268_I1.HTM) | Introduced; Referred to Committee 6/15/2020 | Permits certain employees to refuse to work due to unsafe working conditions during the COVID-19 pandemic. | 6/16/2020 |
| [New Jersey SB 2369 (AB 4152)](https://www.njleg.state.nj.us/2020/Bills/S2500/2369_I1.HTM) | Introduced; Referred to Committee 4/13/2020 | Waives any law requiring an employer to have an employee physically present for work when the work can be performed remotely during the COVID-19 pandemic. | 5/19/2020 |
| [New York AB 10349](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10349) | Introduced; Referred to Committee 4/29/2020 | Requires employers to warn employees of potential hazardous environmental and health conditions in the workplace in response to COVID-19. | 5/1/2020 |
| [New York AB 10353](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10353) | Introduced; Referred to Committee 4/29/2020 | Requires employers to notify employees if they come into contact with other employees who have been infected with a virus that is causing a public health emergency such as COVID-19; prohibits employers from disclosing the name of the infected employee. | 5/1/2020 |
| [New York AB 10430](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10430) | Introduced; Referred to Committee 5/11/2020 | Establishes tiers of essential employees during a state of emergency such as COVID-19 and provides benefits and protections. | 5/12/2020 |
| [New York AB 10437](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10437) | Introduced; Referred to Committee 5/11/2020 | Requires employers to provide essential workers with personal protective equipment, inform such workers of exposure to any disease related to a state disaster emergency such as COVID-19, and not retaliate for any report of an unsafe work environment; and provides certain employers shall make hazard payments and cover the costs of any child care or health care needed by such essential workers. | 5/13/2020 |
| [New York SB 8239](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8239) | Introduced; Referred to Committee 4/27/2020 | Requires employers to notify employees if they come into contact with other employees who have been infected with a virus that is causing a public health emergency; prohibits employers from disclosing the name of the infected employee. | 4/30/2020 |
| [New York SB 8253](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8253) | Introduced; Referred to Committee 4/27/2020 | Permits employers to require the taking of body temperature of any employee, vendor, or customer entering the business during the COVID-19 pandemic. | 4/30/2020 |
| [New York SB 8308](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8308) | Introduced; Referred to Committee 5/11/2020 | Requires employers to provide essential workers with personal protective equipment, inform such workers of exposure to any disease related to a state disaster emergency such as COVID-19, and not retaliate for any report of an unsafe work environment; and provides certain employers shall make hazard payments and cover the costs of any child care or health care needed by such essential workers. | 5/13/2020 |
| [North Carolina HB 594](https://www.ncleg.gov/Sessions/2019/Bills/House/HTML/H594v5.HTML) | Passed House; Passed Senate; To Governor 6/10/2020 | Authorizes indoor or outdoor exercise and fitness facilities, gyms, health clubs and fitness centers to resume operations and restaurants to provide outdoor dining. | 6/15/2020 |
| [Pennsylvania HB 2376](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=H&billTyp=B&billNbr=2376&pn=3566) | Passed House; In Senate Committee 5/6/2020 | Provides for exceptions to retail store closure requirements during declaration of disaster emergency, such as COVID-19. | 5/7/2020 |
| [Pennsylvania HB 2493](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=H&billTyp=B&billNbr=2493&pn=3724) | Introduced; Referred to Committee 5/12/2020 | Requires specified sanitation and social distancing procedures for grocery retailers, plus expanded protections for workers. | 5/13/2020 |
| [Pennsylvania HB 2520](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=H&billTyp=B&billNbr=2520&pn=3762) | Introduced; Referred to Committee 5/14/2020 | Requires certain employers to report data on employees who have been tested for or have recovered from COVID-19, and the number of COVID-19-related deaths. | 5/27/2020 |
| [Pennsylvania HB 2524](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=H&billTyp=B&billNbr=2524&pn=3766) | Introduced; Referred to Committee 5/14/2020 | Establishes the COVID-19 Antibody Testing Pilot Program, which reimburses employers for expenses incurred in COVID-19 antibody testing. | 5/15/2020 |
| [Pennsylvania HB 2550](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=H&billTyp=B&billNbr=2550&pn=3882) | Introduced; Referred to Committee 6/8/2020 | Establishes standards for reopening during COVID-19. | 6/10/2020 |
| [Pennsylvania SB 613](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=S&billTyp=B&billNbr=0613&pn=1636) | Vetoed 4/20/2020 | Provides a new definition of "essential business" and would allow businesses closed due to COVID-19 to reopen following federal recommendations for operation. | 4/20/2020 |
| [Pennsylvania SB 1101](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=S&billTyp=B&billNbr=1101&pn=1618) | Introduced 4/3/2020 | Requires specified sanitation and social distancing procedures for food establishments, plus expanded protections for workers. | 4/6/2020 |
| [Pennsylvania SB 1102](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=S&billTyp=B&billNbr=1102&pn=1619) | Introduced 4/3/2020 | Requires specified sanitation and social distancing procedures for grocery retailers, plus expanded protections for workers. | 4/6/2020 |
| [Pennsylvania SB 1103](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=S&billTyp=B&billNbr=1103&pn=1620) | Introduced 4/3/2020 | Provides guidelines under which a closed business due to COVID-19 may reopen, including sanitation and employee health screening protocols. | 4/6/2020 |
| [Puerto Rico PC 2468](https://sutra.oslpr.org/osl/SUTRA/anejos/135663/PC2468-ee.docx) | Passed House; Passed Senate; To Governor  6/3/2020 | Note: Relevant provisions were removed before enactment.  Establishes a tax credit to businesses that have paid payroll. Establishes a special opening hours for businesses or industries. | 6/8/2020 |
| [Puerto Rico PC 2471](https://sutra.oslpr.org/osl/esutra/MedidaReg.aspx?rid=135677) | Introduced 4/10/2020 | Requires employees to wear employer-provided masks at work. | 4/15/2020 |
| [Puerto Rico PS 1577](https://sutra.oslpr.org/osl/esutra/MedidaReg.aspx?rid=135789) | Passed Senate 5/7/2020 | Prohibits discrimination against persons with physical, mental or sensory impairments, and provides that during the COVID-19 pandemic, every employee who has a disease or health condition shall be entitled to reasonable accommodation. | 5/11/2020 |
| [Puerto Rico RCS 541](https://sutra.oslpr.org/osl/SUTRA/anejos/135849/rcs0541-20%20.doc) | Introduced; Referred to Committee  5/11/2020 | Establishes the protocols and safety measures that must be observed by employers for the protection of workers when restarting operations after the period of closure due to the emergency of the COVID-19. | 5/15/2020 |
| [United States HR 6201](https://docs.house.gov/billsthisweek/20200309/BILLS-116hr6201-SUS.pdf) | Enacted 3/18/2020 | Requires OSHA to issue an emergency temporary standard that requires certain employers to develop and implement a comprehensive infectious disease exposure control plan to protect health care workers. | 3/18/2020 |
| [United States HR 6631](https://www.congress.gov/bill/116th-congress/house-bill/6631/text) | Introduced; Referred to Committee 4/28/2020 | Establishes an interagency task force on worker protection from COVID–19 that provides recommendations to certain employers on the development and implementation of a comprehensive infectious disease exposure control plan. | 5/4/2020 |
| [United States HR 6559](https://www.congress.gov/bill/116th-congress/house-bill/6559/text?q=%7B%22search%22%3A%5B%226559%22%5D%7D&r=1&s=1) | Introduced; Referred to Committee  4/21/2020 | Requires OSHA to promulgate an emergency temporary standard to protect employees from occupational exposure to COVID-19. | 4/23/2020 |
| [United States S 3677](https://www.congress.gov/bill/116th-congress/senate-bill/3677/text) | Introduced; Referred to Committee 5/11/2020 | Requires employers to create an infectious disease plan in response to COVID-19, and prohibits discrimination and retaliation against an employee for reporting violations. | 6/3/2020 |

**Regulations**

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| **Jurisdiction and Text** | **Current Status** | **Summary** | **Last Updated** |
| [California: Santa Monica COVID-19 Related Regulations for Construction Projects](https://www.santamonica.gov/Media/Default/COVID-19/2020.04.20_Final_Construction%20Regulations.pdf) | Adopted 4/20/2020 | Provides detail on how construction workers and businesses engaged in construction can comply with LA County’s Safer at Home Order (including its mandatory Guidance for Construction Sites). | 4/27/2020 |
| [New York Emergency Rule re COVID-19 and Required Telecommuting](https://regs.health.ny.gov/sites/default/files/pdf/emergency_regulations/20-07_social_distancing_measures_0.pdf) | Adopted 4/10/2020 | Requires employers, except for essential services, to reduce the in-person workforce by 100% and utilize any telecommuting or work from home procedures. | 4/29/2020 |
| [Rhode Island Proposed Rule re COVID-19 Workplace Safety Requirements](https://www.reopeningri.com/resource_pdfs/General-department-of-health-regulations-draft-submitted-05.07.20.pdf) | Proposed 5/7/2020 | Requires a covered business to develop and maintain a written plan for the safe operation of its establishment with regard to COVID-19. | 5/8/2020 |
| [Washington Emergency Rule re Compliance with Business Closure Orders](https://lni.wa.gov/rulemaking-activity/AO20-10/2010CR103EAdoption.pdf) | Adopted 5/26/2020 | Provides that an employer must comply with all conditions for business operation required by emergency proclamation. | 5/27/2020 |
| [West Virginia Emergency Rule re Public Health Standards for Essential Businesses](http://apps.sos.wv.gov/adlaw/csr/readfile.aspx?DocId=53211&Format=PDF) | Adopted  4/16/2020 | Establishes uniform health standards for business operating during the COVID-19 pandemic. | 4/24/2020 |

**Executive Orders & Guidance**

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| **Jurisdiction** | **Summary** | **Last Updated** |
| Colorado: Governor Polis's [Guidance](https://drive.google.com/file/d/1DSJuV-9finS1_NBnQ8i_02PHQDDIWXRn/view) of May 1, 2020 | Guidance to Employers and Places of Public Accommodation regarding Equal Opportunity Employment and Reasonable Accommodations due to the Presence of COVID-19 | 5/22/2020 |
| Illinois: Governor Pritzker [Executive Order](https://www2.illinois.gov/Documents/ExecOrders/2020/ExecutiveOrder-2020-38.pdf) of May 29, 2020 (Executive Order 2020-38) | Provides public health requirements for businesses to protect their employees and customers, including requiring social distancing and face coverings in public or when working. | 6/1/2020 |
| Kentucky: Governor Beshear's [10 Rules for Staying Healthy at Work](https://kentucky.gov/Pages/Activity-stream.aspx?n=GovernorBeshear&prId=147) | 10-point plan that aims to guide businesses as they prepare for a gradual reopening while continuing to keep all workers and patrons safe. | 5/8/2020 |
| Michigan: Governor Whitmer's [Executive Order](https://content.govdelivery.com/attachments/MIEOG/2020/05/18/file_attachments/1453892/EO%202020-91.pdf) of May 18, 2020 (Executive Order 2020-91) | Note: This Executive Order was rescinded by Executive Order 2020-97.  Sets forth [requirements for businesses](https://www.michigan.gov/whitmer/0,9309,7-387-90499-529479--,00.html) that reopen in the state, such as adoption of a COVID-19 preparedness and response plan, employee training, daily self-screening protocols (including a questionnaire), designation of a COVID-19 control supervisor, provision of face coverings to employees, distancing and sanitation duties, and other requirements. The order covers both general and industry-specific obligations. | 5/19/2020 |
| Michigan: Governor Whitmer's [Executive Order](https://www.michigan.gov/whitmer/0,9309,7-387-90499_90705-529864--,00.html) of May 21, 2020 (Executive Order 2020-97) | Note: This Executive Order was rescinded by Executive Order 2020-114.  Sets forth requirements for business that reopen in the state and extends worker protections to outpatient health facilities. | 6/10/2020 |
| Michigan: Governor Whitmer's [Executive Order](https://www.michigan.gov/whitmer/0,9309,7-387-90499_90705-531123--,00.html) of June 5, 2020 (Executive Order 2020-114) | Sets forth requirements for business that reopen in the state and extends worker protections to in-home services, personal care services, sporting and entertainment venues, and gyms. | 6/10/2020 |
| Minnesota: Governor Walz's [Executive Order](https://mn.gov/governor/assets/EO%2020-54%20Final_tcm1055-431913.pdf) of May 13, 2020 (Executive Order 20-54) | Prohibits employers from discriminating or retaliating against workers: (1) who communicate with management about occupational safety or health matters related to COVID-19; (2) for wearing gloves, cloth face covering, eye protection, or other protective gear; (3) for workers' good faith refusal to perform assigned tasks if they have asked their employer to correct hazardous conditions that reman uncorrected; (4) because workers have requested an inspection of their workspace. | 5/14/2020 |
| Nevada: Governor Sisolak's [Declaration of Emergency](https://nvhealthresponse.nv.gov/wp-content/uploads/2020/04/Declaration-of-Emergency-Directive-016.4-29-20-1.pdf) of April 29, 2020 (Directive 016) | Encourages business to permit employees to work from home to the maximum extent practicable. | 4/30/2020 |
| Nevada: Governor Sisolak's [Roadmap to Recovery for Nevada](https://nvhealthresponse.nv.gov/wp-content/uploads/2020/05/Roadmap-to-Recovery-Phase-One-Initial-Guidance.pdf) | Guidelines and Protocols for Individuals and Businesses | 5/8/2020 |
| New Hampshire: Governor Sununu [Stay at Home 2.0 Guidance Documents](https://www.governor.nh.gov/news-media/stay-at-home/index.htm) | Industry-Specific Guidance Documents for Reopening | 5/11/2020 |
| Pennsylvania Governor Wolf's [Business Guidance for Reopening](https://www.governor.pa.gov/wp-content/uploads/2020/05/20200504-COVID-19-Business-Guidance.pdf) | All businesses permitted to conduct in-person operations are subject to this guidance. The guidance includes specific information on cleaning and disinfecting premises, limiting the number of employees in common areas and customers on premises, providing masks and sanitizing supplies for employees, installing shields or other barriers at registers and checkout areas to physically separate cashiers and customers, and creating a plan in case a business is exposed to a probable or confirmed case of COVID-19. | 5/5/2020 |
| Pennsylvania: Governor Wolf's [Life Sustaining Business FAQ's](https://www.scribd.com/document/452553495/UPDATED-5-30-PM-May-8-2020-Life-Sustaining-Business-FAQs) | Frequently asked questions related to the Governor's Executive Order mandating closures for COVID-19 mitigation. | 5/8/2020 |
| Tennessee : Governor Lee's [Executive Order](https://publications.tnsosfiles.com/pub/execorders/exec-orders-lee30.pdf) of April 28, 2020 (Executive Order No. 30) | Allows employees to return to work safely while encouraging employers to adhere to health guidelines to limit the spread of COVID-19. | 4/29/2020 |
| Tennessee: Governor Lee's [Close Contact Business Guidelines](https://www.tn.gov/governor/covid-19/economic-recovery/close-contact-business-guidelines.html) | The guidelines include business process adaptations as well as steps for both employee and consumer protection, including employee screening and temperature checks, regular disinfection, capacity limits, and appointment-only procedures. | 5/1/2020 |

**Agency Guidance**

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| **Jurisdiction and Agency** | **Summary and Links** | **Last Updated** |
| Arizona Department of Health Services | [Guidance for Retail](https://azgovernor.gov/sites/default/files/guidance_for_retail.pdf) which directs businesses to institute “symptom screening for employees prior to the start of their shift.” |  |
| Arkansas Department of Health | [COVID-19 Guidance for Employers](https://www.healthy.arkansas.gov/programs-services/topics/covid-19-guidance-for-employers) | 4/24/2020 |
| Arkansas Department of Health | [General Business Limitations for Phase II Reopening](https://www.healthy.arkansas.gov/images/uploads/pdf/directive_business_limitations_phase_II.pdf) (which starts 6/15) | 6/15/2020 |
| Cal/OSHA | [Cal/OSHA Interim Guidelines for General Industry on 2019 Novel Coronavirus Disease (COVID-19)](https://www.dir.ca.gov/dosh/coronavirus/General-Industry.html) |  |
| Cal/OSHA | [Cal/OSHA Interim Guidance on COVID-19 for Health Care Facilities: Severe Respirator Supply Shortages](https://www.dir.ca.gov/dosh/Coronavirus/Cal-OSHA-Guidance-for-respirator-shortages.pdf) | 3/31/2020 |
| Cal/OSHA | [COVID-19 Infection Prevention in Grocery Stores](https://www.dir.ca.gov/dosh/Coronavirus/COVID-19-Infection-Prevention-in-Grocery-Stores.pdf) | 4/16/2020 |
| Cal/OSHA | [Guidance on Requirements to Protect Workers from COVID-19](https://www.dir.ca.gov/dosh/coronavirus/) | 6/1/2020 |
| Cal/OSHA | [Recording and Reporting Requirements for COVID-19 Cases](https://www.dir.ca.gov/dosh/coronavirus/Reporting-Requirements-COVID-19.html) | 6/1/2020 |
| California: San Francisco Office of Labor Standards and Enforcement | Covers provision or reimbursement of supplies for employee health and safety and disinfection of high-touch surfaces. [San Francisco Employee Protection Ordinance Implementation Guidance](https://sfgov.org/olse/sites/default/files/EPO%20Administrative%20Guidance%2005.06.20.pdf) | 5/8/2020 |
| Colorado Department of Regulatory Agencies | [Guidance on the Safer at Home Executive Order for Employers and Employees](https://docs.google.com/document/d/1dMRtqmEogaBtbuONsWkJI8ytQxNBxDCEVxReXq-o8gg/edit) | 5/11/2020 |
| Colorado: Denver COVID-19 Information | [Reopening Guidance for Businesses](https://www.denvergov.org/content/denvergov/en/covid-19/recovery-guidance/guidance-for-businesses.html) | 5/15/2020 |
| Delaware Division of Small Business | [FAQ's](https://business.delaware.gov/wp-content/uploads/sites/118/2020/05/FAQ-on-15th-Modification-DSB.pdf) to assist employers as they resume operations for the limited reopening of Small Business on 5/8/2020. | 5/8/2020 |
| Delaware Division of Small Business | COVID-19 Customer Protection Standards [checklist for businesses](https://business.delaware.gov/wp-content/uploads/sites/118/2020/05/COVID-10-Customer-Protection-Standards-Checklist-Final_UPDATED.pdf) | 5/21/2020 |
| Hawaii Department of Labor | [Classifying Worker Exposure to COVID-19](https://labor.hawaii.gov/wp-content/uploads/2020/03/Classifying-Worker-Exposure.pdf) |  |
| Idaho Rebounds | The plan’s [website](https://rebound.idaho.gov/business-specific-protocols-for-opening/) provides general [business guidelines](https://rebound.idaho.gov/stage-2-protocols-for-opening/) for Stage 2. | 5/15/2020 |
| Indiana Back on Track | [General Guidelines for All Businesses](https://backontrack.in.gov/files/BackOnTrack-IN_IndustryGuidelines-Businesses.pdf) to take measures and institute safeguards to ensure a safe environment for their employees, customers, and clients. | 5/15/2020 |
| Kansas Ad Astra: Plan to Reopen | The Ad Astra [website](https://covid.ks.gov/reopen-page/) offers guidance for business operations as they prepare to reopen. | 5/15/2020 |
| Kentucky Minimum & Sector Specific Requirements for Reopening | [Minimum Requirements for All Businesses](https://govsite-assets.s3.amazonaws.com/Q2k3N9RWTQG7ilMXyb6y_Healthy%20at%20Work%20Reqs%20-%20Minimum%20Requirements%20-%20Final%20Version%201.0.pdf) for Reopening - include required face coverings, required gloves for employees that touch items that many people touch (*e.g*., point-of-sale terminals), required temperature and health checks. Sector-Specific Requirements include [Manufacturing, Distribution and Supply Chain Businesses](https://govsite-assets.s3.amazonaws.com/DpA6WBURK6NGDg8Ov5uw_Healthy%20at%20Work%20Reqs%20-%20%20Manufacturing%20Distribution%20Supply%20Chain%20-%20Final%20Version%201.0.pdf); [Construction](https://govsite-assets.s3.amazonaws.com/hOAPYzXMT6SaZwAoh5Db_Healthy%20at%20Work%20Reqs%20-%20Construction%20-%20Final%20Version%201.0.pdf); [Office-Based Businesses](https://govsite-assets.s3.amazonaws.com/8Yin84XkREOVdcNilqvz_Healthy%20at%20Work%20Reqs%20-%20Office-Based%20Businesses%20-%20Final%20Version%201.0.pdf) | 5/15/2020 |
| Maine Department of Economic & Community Development | [COVID-19 Prevention Checklists](https://www.maine.gov/decd/covid-19-prevention-checklists) for All Businesses and specific industries. | 5/15/2020 |
| Maryland Back to Business | [General Businesses Best Practices](https://commerce.maryland.gov/Documents/BusinessResource/General-Business-COVID-19-Best-Practices.pdf) to Reopen during COVID-19 | 5/13/2020 |
| Massachusetts Executive Office of Housing and Economic Development | [Reopening: Mandatory Safety Standards for Workplaces](https://www.mass.gov/info-details/reopening-mandatory-safety-standards-for-workplaces) | 5/15/2020 |
| Massachusetts Office of the Attorney General | [Guidance on Rights of Disabled Persons to Accommodations During COVID-19 Crisis](https://www.mass.gov/doc/covid-19-disability-rights-guidance/download) | 5/4/2020 |
| Minnesota Employment and Economic Development | Guidance on [Safely Returning to Work](https://mn.gov/deed/newscenter/covid/safework/) | 5/15/2020 |
| Missouri: Kansas City Department of Health | [Reopening Guidance and FAQ](https://www.kcmo.gov/city-hall/departments/health/coronavirus-covid-19-kcmo-information-and-response/reopen) | 5/15/2020 |
| New Mexico All Together | [COVID-Safe Practices for Individuals and Employers](https://services.statescape.com/ssu/Regs/ss_8586117753389751362.pdf) | 5/19/2020 |
| New Mexico Department of Workforce Solutions | [Guidance document](https://d3el53au0d7w62.cloudfront.net/wp-content/uploads/2020/05/04/Guidance_Return_to_Work_COVID-19_.pdf) that identify steps employers should take to provide safe working conditions as they reopen. | 5/6/2020 |
| Oklahoma Commerce Department | [Open Up & Recover Guidance](https://www.okcommerce.gov/covid19/ours-plan/) Information contains industry-specific guidance materials for employers. | 5/15/2020 |
| Oregon Health Authority | [Oregon General Guidance for Employers on COVID-19](https://sharedsystems.dhsoha.state.or.us/DHSForms/Served/le2342C.pdf) | 5/15/2020 |
| Puerto Rico Department of Labor and Human Resources | Permits an employer to take employees’ temperatures and ask certain questions about symptoms and personal contacts. [ASAP on Opinion 2020-01](https://www.littler.com/publication-press/publication/puerto-rico-department-labor-and-human-resources-issues-guidance-covid) |  |
| Puerto Rico Department of Labor and Human Resources | [Basic Elements of a Plan to Control Exposure to COVID-19](https://www.trabajo.pr.gov/docs/Avisos/Elementos_B%C3%A1sicos_de_un_Plan_de_Control_de_Exposici%C3%B3n_a_COVID-19_para_Patronos.pdf) | 4/17/2020 |
| South Carolina Department of Health and Environmental Control | [COVID-19 Re-opening Guidance for Businesses](https://www.scdhec.gov/sites/default/files/media/document/COVID19_DHEC_Employer_Return_to_Work%20Guidance-4.24.20.pdf) | 5/15/2020 |
| United States Centers for Disease Control & Prevention (CDC) | [Interim Guidance for Businesses and Employers](https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fspecific-groups%2Fguidance-business-response.html) |  |
| United States Centers for Disease Control & Prevention (CDC) | Advises that essential workers who have been exposed to COVID-19 can stay on the job while monitoring their symptoms.  [Interim Guidance for Implementing Safety Practices for Critical Infrastructure Workers Who May Have Had Exposure to a Person with Suspected or Confirmed COVID-19](https://www.cdc.gov/coronavirus/2019-ncov/community/critical-workers/implementing-safety-practices.html) | 4/8/2020 |
| United States Centers for Disease Control & Prevention (CDC) | [Guidance](https://www.cdc.gov/coronavirus/2019-ncov/community/index.html) with mitigation strategies for communities, schools, workplaces, and events during the COVID-19 pandemic. Includes a short decision tool document for [workplaces](https://www.cdc.gov/coronavirus/2019-ncov/downloads/community/workplace-decision-tree.pdf). | 5/15/2020 |
| United States Centers for Disease Control & Prevention (CDC) | [Reopening Guidance Memo](https://www.cdc.gov/coronavirus/2019-ncov/downloads/php/CDC-Activities-Initiatives-for-COVID-19-Response.pdf), which describes a three-phased recovery framework and gating criteria. Of particular interest, it includes interim guidance for certain industries as they scale up operations: child care programs, schools and day camps, restaurants and bars, and mass transit. It also offers guidance for employers of high-risk workers. | 5/20/2020 |
| United States Centers for Disease Control & Prevention (CDC) | [COVID-19 Employer Information for Office Buildings](https://www.cdc.gov/coronavirus/2019-ncov/community/office-buildings.html), which recommends that employers create a workplace health and safety plan, review building systems (e.g., ventilation, mechanical, etc.) to ensure the building is ready for occupancy, identify how employee exposures might occur, and develop engineering and administrative hazard controls. | 5/28/2020 |
| United States Equal Employment Opportunity Commission (EEOC) | Permits employers to take employees’ temperatures.  [What You Should Know About the ADA, the Rehabilitation Act, and COVID-19](https://www.eeoc.gov/eeoc/newsroom/wysk/wysk_ada_rehabilitaion_act_coronavirus.cfm) |  |
| United States Equal Employment Opportunity Commission (EEOC) | [What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws](https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws?utm_content=&utm_medium=email&utm_name=&utm_source=govdelivery&utm_term=) | 6/10/2020 |
| United States Occupational Safety & Health Administration (OSHA) | COVID-19 is considered a recordable illness if a worker is infected on the job. OSHA PPE standards and General Duty Clause apply in the context of COVID-19 prevention in the workplace. [OSHA COVID-19 Fact Sheet](https://www.osha.gov/SLTC/covid-19/standards.html) |  |
| United States Occupational Safety & Health Administration (OSHA) | [Guidance on Preparing Workplaces for COVID-19](https://services.statescape.com/ssu/Regs/ss_8586177538543558143.pdf) |  |
| United States Occupational Safety & Health Administration (OSHA) | [Enforcement Guidance for Respiratory Protection and the N95 Shortage Due to the Coronavirus Disease 2019 (COVID-19) Pandemic](https://www.osha.gov/memos/2020-04-03/enforcement-guidance-respiratory-protection-and-n95-shortage-due-coronavirus) | 4/3/2020 |
| United States Occupational Safety & Health Administration (OSHA) | [Enforcement Guidance for Use of Respiratory Protection Equipment Certified under Standards of Other Countries or Jurisdictions During the Coronavirus Disease 2019 (COVID-19) Pandemic](https://www.osha.gov/memos/2020-04-03/enforcement-guidance-use-respiratory-protection-equipment-certified-under) | 4/5/2020 |
| United States Occupational Safety & Health Administration (OSHA) | [COVID-19 Guidance for Retail Workers](https://www.osha.gov/Publications/OSHA3996.pdf) | 4/10/2020 |
| United States Occupational Safety & Health Administration (OSHA) | [Enforcement Guidance for Recording Cases of Coronavirus Disease 2019 (COVID-19)](https://www.osha.gov/memos/2020-04-10/enforcement-guidance-recording-cases-coronavirus-disease-2019-covid-19) | 4/11/2020 |
| United States Occupational Safety & Health Administration (OSHA) | [COVID-19 Guidance for the Package Delivery Workforce](https://www.osha.gov/Publications/OSHA3998.pdf) | 4/13/2020 |
| United States Occupational Safety & Health Administration (OSHA) | [Interim Enforcement Response Plan for Coronavirus Disease 2019 (COVID-19)](https://www.osha.gov/memos/2020-04-13/interim-enforcement-response-plan-coronavirus-disease-2019-covid-19) | 4/14/2020 |
| United States Occupational Safety & Health Administration (OSHA) | [COVID-19 Guidance for the Construction Workforce](https://www.osha.gov/Publications/OSHA4000.pdf) | 4/22/2020 |
| United States Occupational Safety & Health Administration (OSHA) | [Revised Enforcement Guidance for Recording Cases of Coronavirus Disease 2019 (COVID-19)](https://aboutblaw.com/QVV) | 5/19/2020 |
| United States Occupational Safety & Health Administration (OSHA) | [COVID-19 Guidance on Social Distancing at Work](https://www.osha.gov/Publications/OSHA4027.pdf), which lists steps employers can follow to implement social distancing in the workplace and to help protect workers from exposure to the coronavirus. | 5/29/2020 |
| United States Occupational Safety & Health Administration (OSHA) | [COVID-19 Frequently Asked Questions](https://www.osha.gov/SLTC/covid-19/covid-19-faq.html) regarding Cloth Face Coverings in the workplace. | 6/10/2020 |
| Washington Department of Labor & Industries | [Coronavirus (COVID-19): Protecting Grocery Store Workers](https://www.lni.wa.gov/forms-publications/F414-163-000.pdf) | 4/17/2020 |
| Washington Department of Labor & Industries | [Food Processing-Warehouse Coronavirus (COVID-19) Fact Sheet](https://www.lni.wa.gov/forms-publications/F414-166-000.pdf?utm_medium=email&utm_source=govdelivery) | 4/17/2020 |
| Washington Department of Labor & Industries | [Coronavirus (COVID-19) Prevention in Agriculture and Related Industries](https://www.lni.wa.gov/forms-publications/F414-165-000.pdf) | 4/17/2020 |
| Wisconsin Economic Development Corporation | [Industry-Specific Reopen Guidelines](https://wedc.org/reopen-guidelines/) | 5/11/2020 |

**Wage Payment and Miscellaneous Worker Protections-Information**

**Bills**

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| **Jurisdiction and Bill Text** | **Current Status** | **Summary** | **Last Updated** |
| [California AB 3196](http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB3196) | Introduced; Referred to Committee 5/12/2020 | Allows an employer to permit a nonexempt employee to work an employee-selected flexible work schedule in response to COVID-19. | 5/13/2020 |
| [California: San Francisco Ordinance No. 200360](https://sfgov.legistar.com/View.ashx?M=F&ID=8240103&GUID=E1358269-1E44-4917-A933-47F8828129AF) | Enacted 5/1/2020 | Require grocery store, drug store, restaurant, and on-demand delivery service employers to provide health, scheduling, and hours protections to employees during the public health emergency related to COVID-19. | 5/4/2020 |
| [Colorado HB 1415](https://leg.colorado.gov/sites/default/files/documents/2020A/bills/2020a_1415_01.pdf) | Passed House; Passed Senate 6/13/2020 | Prohibits an employer from discriminating or retaliating against an employee for reporting health violations during a state of emergency such as COVID-19. | 6/15/2020 |
| [Illinois: Chicago Ordinance No. O2020-2370](https://chicago.legistar.com/View.ashx?M=F&ID=8335882&GUID=993D880D-41E8-45E9-BF67-03914DFE5D43) | Introduced 5/11/2020 | Delays enforcement of the Fair Workweek Ordinance until January 1, 2021. | 5/12/2020 |
| [Maryland: Baltimore Ordinance No. 20-0535](https://baltimore.legistar.com/LegislationDetail.aspx?ID=4540339&GUID=0A0262D8-B591-4351-8238-F6F4954B9A73) | Introduced 5/18/2020 | Requires large essential employers to provide an essential employee with premium pay per shift in response to COVID-19. | 5/19/2020 |
| [Massachusetts HB 4745](https://malegislature.gov/Bills/191/H4745/House/Bill/Text) | Introduced; Referred to Committee  5/21/2020 | Prohibits an employer from taking adverse action against an employee for refusing to work due to COVID-19, and provides hazard pay to essential employees. | 5/27/2020 |
| [Massachusetts HD 5031](https://malegislature.gov/Bills/191/HD5031/House/Bill/Text) | Introduced; Referred to Committee  5/21/2020 | Prohibits an employer from taking adverse action against an employee for refusing to work due to COVID-19, and provides hazard pay to essential employees. | 5/27/2020 |
| [Massachusetts HD 5102](https://malegislature.gov/Bills/191/HD5102/House/Bill/Text) | Introduced; Referred to Committee  6/2/2020 | Authorizes the distribution of tips to certain restaurant employees during the COVID-19 pandemic. | 6/4/2020 |
| [Massachusetts SB 2643](https://malegislature.gov/Bills/191/S2643/Senate/Bill/Text) | Introduced; Referred to Committee 4/27/2020 | Creates the Massachusetts Paycheck Protection Program (PPP) for businesses ineligible for the comparable federal PPP. | 5/4/2020 |
| [Massachusetts SD 2921](https://malegislature.gov/Bills/191/SD2921/Senate/Bill/Text) | Introduced; Referred to Committee  4/23/2020 | Provides liability protections for contractors, sub-contractors and unions during the COVID-19 Pandemic. | 4/27/2020 |
| [Minnesota HB 4579](https://www.revisor.mn.gov/bills/text.php?number=HF4579&type=bill&version=1&session=ls91&session_year=2020&session_number=0) | Passed House Committee 5/12/2020 | Prohibits an employer from prohibiting an employee who is furloughed or on unpaid leave from performing contact tracing, case investigation, and follow-up services for hire in response to the COVID-19 pandemic. | 5/13/2020 |
| [Minnesota HB 4665](https://www.revisor.mn.gov/bills/text.php?number=HF4665&type=bill&version=0&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee 5/11/2020 | Prohibits an employer from requiring an employee to participate in mandatory health tracking due to the COVID-19 pandemic. | 5/13/2020 |
| [New Jersey AB 3908 (SB 2330)](https://www.njleg.state.nj.us/2020/Bills/A4000/3908_R1.HTM) | Passed House Committee 5/7/2020 | Prohibits user of a consumer report from considering any adverse information that is a result of the COVID-19 pandemic of an affected person who provides the user with notice pursuant to the bill, or who has an alert included in the person’s consumer report. | 5/8/2020 |
| [New Jersey SB 2330 (AB 3908)](https://www.njleg.state.nj.us/2020/Bills/S2500/2330_I1.HTM) | Passed Senate Committee 5/7/2020 | Prohibits user of a consumer report from considering any adverse information that is a result of the COVID-19 pandemic of an affected person who provides the user with notice pursuant to the bill, or who has an alert included in the person’s consumer report. | 5/8/2020 |
| [New Jersey SB 2509](https://www.njleg.state.nj.us/2020/Bills/S3000/2509_I1.HTM) | Introduced; Referred to Committee 6/4/2020 | Protects health care professionals from retaliatory action by employers during the COVID-19 pandemic. | 6/8/2020 |
| [New York AB 10357](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10357) | Introduced; Referred to Committee 4/29/2020 | Requires businesses who have increased their profits due to the outbreak of COVID-19 to deposit five percent of gross profits into a fund to be used by the COVID-19 essential workers appreciation task force to make awards to essential employees and families of essential employees who have died as a result of contracting COVID-19. | 5/1/2020 |
| [New York AB 10359](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10359) | Introduced; Referred to Committee 4/29/2020 | Provides that certain employers must make hazard payments to essential workers during a state disaster emergency such as COVID-19. | 5/1/2020 |
| [New York AB 10462](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10462) | Introduced; Referred to Committee  5/18/2020 | Establishes protocols for COVID-19 testing, contact tracing, and immunity certification and to protect individuals' right to privacy. | 5/20/2020 |
| [New York SB 8184](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8184) | Introduced; Referred to Committee  4/24/2020 | Establishes tiers of essential employees during a state of emergency and designates categories of employees in each tier. | 4/27/2020 |
| [New York SB 8327](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8327) | Introduced; Referred to Committee  5/11/2020 | Protects people's privacy during contact tracing; relates to unlawful dissemination of contact tracing information and unlawful use of a surveillance drone and requires certain privacy measures be implemented in contact tracing applications. | 5/13/2020 |
| [New York SB 8364](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8364) | Introduced; Referred to Committee  5/22/2020 | Establishes the New York state small business protection program to provide loans and grants to qualifying entities that have less than 100 employees per location and did not receive any federal funding for the Federal CARES Act in response to COVID-19. | 5/26/2020 |
| [New York SB 8449](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8449) | Introduced; Referred to Committee  6/3/2020 | Requires businesses who have increased their profits due to the outbreak of COVID-19 to deposit five percent of gross profits into a fund to be used by the COVID-19 essential workers appreciation task force to make awards to essential employees and families of essential employees who have died as a result of contracting COVID-19. | 6/4/2020 |
| [New York: NYC Int. No. 1918-2020](https://legistar.council.nyc.gov/View.ashx?M=F&ID=8263685&GUID=F4596EC8-A5DF-4DD8-9FBB-6CD409E37103) | Introduced  4/22/2020 | Requires large employers to pay premiums to certain essential non-salaried workers. | 4/23/2020 |
| [New York: NYC Int. No. 1923-2020](https://legistar.council.nyc.gov/View.ashx?M=F&ID=8263686&GUID=DFF79DF4-D8B8-4E40-B0BA-6E586034888E) | Introduced  4/22/2020 | Prohibits an employer from discharging an essential employee without just cause. | 4/23/2020 |
| [North Carolina HB 1077](https://www3.ncleg.gov/Sessions/2019/Bills/House/HTML/H1077v1.HTML) | Introduced; Referred to Committee  5/14/2020 | Prohibits an employer from inquiring or requiring the disclosure of criminal history from an applicant for employment. | 5/15/2020 |
| [Pennsylvania: Philadelphia Bill No. 200328](https://phila.legistar.com/View.ashx?M=F&ID=8563289&GUID=31BAD8A6-B725-4B1E-B1CE-92C7E1CA7FE9) | Introduced 5/21/2020 | Provides protections for employees against retaliatory actions both for disclosing information related to employer non-compliance with public health orders and for refusing to work under unsafe conditions caused by employer non-compliance. | 5/28/2020 |
| [United States HR 266](https://www.congress.gov/bill/116th-congress/house-bill/266/text) | Enacted 4/24/2020 | Creates the Paycheck Protection Program and Health Care Enhancement Act. | 4/27/2020 |
| [United States HR 6321](https://www.congress.gov/bill/116th-congress/house-bill/6321/text) | Introduced; Referred to Committee 3/23/2020 | Sets forth conditions for corporations receiving federal aid related to COVID-19, including restrictions on executive bonuses. | 4/30/2020 |
| [United States HR 6484](https://www.congress.gov/bill/116th-congress/house-bill/6484/text) | Introduced; Referred to Committee  04/10/2020 | Requires employers to pay hazard pay to health care employees during public health emergencies such as COVID-19. | 4/24/2020 |
| [United States HR 6709](https://www.congress.gov/bill/116th-congress/house-bill/6709/text) | Introduced; Referred to Committee  5/8/2020 | Provides hazard payments to high-risk health care workers and essential workers during the COVID-19 pandemic. | 5/21/2020 |
| [United States HR 6812](https://www.congress.gov/bill/116th-congress/house-bill/6812/text) | Introduced; Referred to Committee  5/12/2020 | Extends limitation periods for labor and employment laws in response to the COVID-19 pandemic. | 5/29/2020 |
| [United States HR 6816](https://www.congress.gov/bill/116th-congress/house-bill/6816/text) | Introduced; Referred to Committee  5/12/2020 | Amends the CARES Act to provide additional time for employers to maximize their loan forgiveness under the paycheck protection program. | 5/29/2020 |
| [United States HR 6851](https://www.congress.gov/bill/116th-congress/house-bill/6851/text) | Introduced; Referred to Committee  5/13/2020 | Requires major corporations receiving Federal aid related to COVID-19 to make annual payments of equity to employees of the corporation while such aid is outstanding. | 5/27/2020 |
| [United States S 3663](https://www.congress.gov/bill/116th-congress/senate-bill/3663/text) | Introduced; Referred to Committee  5/7/2020 | Provides privacy protection of consumers' personal health information, proximity data, device data, and geolocation data during the COVID-19 pandemic. | 5/22/2020 |
| [Vermont SB 346](https://legislature.vermont.gov/Documents/2020/Docs/BILLS/S-0346/S-0346%20As%20Introduced.pdf) | Passed Senate; In House Committee 5/6/2020 | Requires certain employers to enroll and provide documentation for employees to receive grants under the COVID-19 Essential Employees Hazard Grant Program. | 5/7/2020 |
| [Washington: Seattle Council Bill No. 119799](http://seattle.legistar.com/View.ashx?M=F&ID=8609556&GUID=0F6F86BF-EF9C-40FF-98F9-A4D7AEFC17DE) | Passed by Council 6/15/2020 | Requires grocery and restaurant delivery platforms to pay delivery workers premium pay of $2.50 per online order within the city of Seattle. | 6/16/2020 |
| [Washington: Seattle Council Bill 199799](http://seattle.legistar.com/ViewReport.ashx?M=R&N=Text&GID=393&ID=3966894&GUID=C15E6DCD-546E-4B72-B3E7-03B12CAB58D2&Title=Legislation+Text) | Introduced 6/1/2020 | Requires covered hiring entities to provide each gig worker with premium pay of no less than $5 for each online order with a work-related stop in Seattle. | 6/2/2020 |

**Regulations**

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| **Jurisdiction and Text** | **Current Status** | **Summary** | **Last Updated** |
| [Illinois: Chicago Emergency Rules re Fair Workweek Ordinance and COVID-19](https://www.chicago.gov/content/dam/city/depts/dol/rulesandregs/COVID%2019%20and%20Chapter%201%2025.pdf) | Adopted 5/12/2020 | Clarifies that a schedule change is “because” of COVID-19 only when the pandemic causes a material change to operating hours, operating plan, or the goods or services provided. | 5/15/2020 |
| [Wisconsin Emergency Rule re Child Labor Permits and COVID-19](https://services.statescape.com/ssu/Regs/ss_8586117984764895064.pdf) | Adopted 5/18/2020 | Creates an exception for child labor permits related to the COVID-19 public health emergency. | 5/19/2020 |

**Executive Orders**

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| **Jurisdiction** | **Summary** | **Last Updated** |
| Illinois: Governor Pritzer's [Executive Order](https://www2.illinois.gov/Pages/Executive-Orders/ExecutiveOrder2020-40.aspx) of June 4, 2020 (Executive Order 2020-40) | Provides that the Child Labor Law provision requiring an applications for an employment certificate to be submitted in person by the minor desiring employment is suspended only with respect to the requirement that applications be submitted in person during the COVID-19 pandemic; requires the Department of Labor to adopt emergency rules for an alternative process for the submission and approval of applications for employment certificates. | 6/8/2020 |
| Michigan: Governor Whitmer's [Executive Order](https://www.michigan.gov/whitmer/0,9309,7-387-90499_90705-531140--,00.html) of June 5, 2020 (Executive Order 2020-116) | Rescinds Executive Order 2020-79. Suspends the requirement that work permit application be made in person. Suspends strict compliance with section 6 of the Youth Employment Standards Act, which requires work permits for minors under 16 years of age be distinct from work permits for minors over 16 years of age. \*Expires 7/3/2020 | 6/10/2020 |

**Agency Guidance**

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| **Jurisdiction and Agency** | **Summary and Links** | **Last Updated** |
| California: City of Emeryville | Covered Employers are not required to provide premium pay for schedule changes if business operations “cannot begin or continue” during the period of the State and County emergency orders. [Special Notice Regarding Fair Workweek and COVID-19](http://www.ci.emeryville.ca.us/1136/Fair-Workweek-Ordinance). | 5/4/2020 |
| United States Equal Employment Opportunity Commission (EEOC) | EEOC provides [Notice](https://services.statescape.com/ssu/Regs/ss_8586126572489580009.pdf) that it will delay the anticipated opening of the 2019 EEO-1 Component 1 data collection and the 2020 EEO-3 and EEO-5 data collections because of the Coronavirus Disease 2019 (COVID-19) public health emergency. | 5/8/2020 |

**Immunity-Related Information**

**Bills**

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| **Jurisdiction and Bill Text** | **Current Status** | **Summary** | **Last Updated** |
| [Arizona HB 2912](https://www.azleg.gov/legtext/54leg/2R/bills/HB2912P.htm) | Passed House; In Senate Committee  5/21/2020 | Limits liability for businesses that operate during the COVID-19 public health emergency for people that contract COVID-19 while on the premises. | 5/22/2020 |
| [District of Columbia B23-0733](https://lims.dccouncil.us/Legislation/B23-0733) | Enacted 4/10/2020 | (Emergency Measure) Absolves District of Columbia employees, contractors and volunteers from civil liability in implementing the District’s COVID-19 response plan and for actions taken related to the public health emergency, except in instances of gross negligence. | 6/10/2020 |
| [Illinois SB 3989](http://www.ilga.gov/legislation/fulltext.asp?DocName=10100SB3989lv&SessionID=108&GA=101&DocTypeID=SB&DocNum=3989&print=true) | Introduced; Referred to Committee  5/19/2020 | Provides that employers are not liable for civil damages for any acts or omissions that result in the transmission of COVID-19. | 5/22/2020 |
| [Kansas HB 2244](http://www.kslegislature.org/li/b2019_20/measures/documents/hb2244_02_0000.pdf) | Died/Killed 5/21/2020 | Provides immunity for premises owner from liability for a COVID-19 claim other than for damages occasioned by gross negligence or willful, wanton or reckless disregard of a substantial and unnecessary risk that a person would be exposed to COVID-19 on the premises. | 6/2/2020 |
| [Louisiana HB 826](https://services.statescape.com/ssbilltext/LA2020/LA_2020_HB_000826_Current_8660.pdf) | Passed House; Passed Senate; To Governor  6/3/2020 | Limits an employer’s tort liability with respect to an employee’s claim that the employee contracted COVID-19 in the workplace. | 6/4/2020 |
| [Louisiana SB 435](http://www.legis.la.gov/legis/ViewDocument.aspx?d=1169666) | Passed Senate; Passed House; To Governor  6/1/2020 | Establishes immunity from liability from civil liability resulting from exposure or potential exposure to COVID-19 if the employer was in compliance with federal or state guidance. | 6/8/2020 |
| [Louisiana SB 508](http://www.legis.la.gov/legis/ViewDocument.aspx?d=1169696) | Passed Senate; Passed House; To Governor  6/1/2020 | Limits liability for restaurants that provide food-to-go during the COVID-19 public health emergency. | 6/8/2020 |
| [Massachusetts SB 2640](https://malegislature.gov/Bills/191/S2640/Senate/Bill/Text) | Enacted 4/17/2020 | Provides liability protections for health care workers and facilities during the COVID-19 Pandemic. | 6/10/2020 |
| [Minnesota HB 4693](https://www.revisor.mn.gov/bills/text.php?number=HF4693&type=bill&version=0&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee 5/17/2020 | Provides criminal, civil, and administrative immunity to persons engaged in health care services during the COVID-19 pandemic. | 5/19/2020 |
| [Minnesota SB 4603](https://www.revisor.mn.gov/bills/text.php?number=SF4603&version=latest&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee 5/12/2020 | Provides criminal, civil, and administrative immunity to persons engaged in health care services during the COVID-19 pandemic. | 5/12/2020 |
| [New Jersey AB 3951](https://www.njleg.state.nj.us/2020/Bills/A4000/3951_I1.HTM) | Introduced 4/13/2020 | Provides civil immunity for employer for damages arising from employee's injury or death related to exposure to COVID-19. | 4/14/2020 |
| [New York SB 8463](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8463) | Introduced; Referred to Committee 6/3/2020 | Requires employers to develop a business safety plan to provide reasonable and adequate protection from a pandemic such as COVID-19 disease for all employees; provides that employers who develop and follow safety plans are not liable for damages to employees or patrons due to disease during a pandemic. | 6/4/2020 |
| [North Carolina HB 1037](https://www3.ncleg.gov/Sessions/2019/Bills/House/HTML/H1037v2.HTML) | Passed House Committee 4/29/2020 | Provides immunity to health care providers from any civil liability for any harm or damages alleged to have been sustained due to COVID-19. | 6/10/2020 |
| [North Carolina SB 704](https://www3.ncleg.gov/Sessions/2019/Bills/Senate/HTML/S704v1.HTML) | Enacted 5/4/2020 | Provides health care employers with immunity from any civil liability for any harm or damages alleged to have been sustained due to COVID-19. | 5/5/2020 |
| [Ohio HB 606](http://search-prod.lis.state.oh.us/solarapi/v1/general_assembly_133/bills/hb606/IN/00?format=pdf) | Passed House; In Senate Committee 6/3/2020 | Grants civil immunity to a person who provides services for essential businesses and operations for injury, death, or loss that was caused by the transmission of COVID-19 during the period of emergency. | 6/4/2020 |
| [Ohio SB 308](http://search-prod.lis.state.oh.us/solarapi/v1/general_assembly_133/bills/sb308/PS/02?format=pdf) | Passed Senate; In House Committee 6/9/2020 | Revises the law governing immunity from civil liability and professional discipline for health care providers during disasters or emergencies such as COVID-19. | 6/11/2020 |
| [Oklahoma SB 1946](http://webserver1.lsb.state.ok.us/cf_pdf/2019-20%20INT/SB/SB1946%20INT.PDF) | Enacted 5/21/2020 | Establishes immunity from liability from certain civil actions claiming an injury from exposure or potential exposure to COVID-19 if the employer was in compliance with federal or state guidance. | 5/22/2020 |
| [United States HR 6844](https://www.congress.gov/bill/116th-congress/house-bill/6844/text) | Introduced; Referred to Committee 5/12/2020 | Provides expanded unemployment protection for employees and a limitation on liability for employers with respect to exposure to COVID-19. | 5/27/2020 |
| [Utah SB 3007](https://services.statescape.com/ssbilltext/UT2020SpecSession1/UT_2020SpecSession1_SB_003007_Current_8660.pdf) | Enacted 5/4/2020 | Provides civil immunity related to exposure to COVID-19. | 5/17/2020 |
| [Wyoming HB 1005](https://wyoleg.gov/2020Sp1/Introduced/HB1005.pdf) | Introduced; Referred to Committee 5/15/2020 | Provides immunity from civil liability for damages and injuries resulting from exposure to COVID-19. | 5/19/2020 |
| [Wyoming SB 1002](https://wyoleg.gov/2020Sp1/Enroll/SF1002.pdf) | Enacted 5/20/2020 | Provides that COVID-19 is considered an injury for purposes of workers’ compensation and the nature of employment is presumed to increase the risk of contracting COVID-19; creates immunity from liability for businesses in connection with claims arising from COVID-19. | 6/10/2020 |
| [Wyoming SB 1005](https://wyoleg.gov/2020Sp1/Introduced/SF1005.pdf) | Passed Senate 5/16/2020 | Provides immunity from civil liability for damages and injuries resulting from exposure to COVID-19. | 5/19/2020 |

**Executive Orders**

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| **Jurisdiction** | **Summary** | **Last Updated** |
| Arkansas: Governor Hutchinson's [Executive Order](https://governor.arkansas.gov/images/uploads/executiveOrders/EO_20-33.pdf) of June 15, 2020 (Executive Order 20-33) | Provides immunity 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. It does not cover “willful, reckless, or intentional misconduct” and explains that businesses are assumed not to be engaging in such conduct if they are “substantially complying,” or “acting in good faith” in attempting to comply, with pertinent health and safety directives. | 6/15/2020 |

**Health Benefits-Related Information**

**Bills**

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| **Jurisdiction and Bill Text** | **Current Status** | **Summary** | **Last Updated** |
| [Alaska HB 29](http://www.akleg.gov/basis/Bill/Text/31?Hsid=HB0029Z) | Enacted 3/17/2020 | Requires health insurance policies to cover benefits provided through telehealth  without requiring that prior in-person contact occur between a health care provider and a patient before payment is made for covered services. |  |
| [Louisiana SB 426](http://www.legis.la.gov/legis/ViewDocument.aspx?d=1166159) | Enacted  6/11/2020 | Requires health insurance coverage for COVID-19 diagnostic testing, antibody tests, and antiviral drugs. | 6/15/2020 |
| [Maryland SB 1080](http://mgaleg.maryland.gov/2020RS/bills/sb/sb1080t.pdf) | Passed Senate; Passed House 3/17/2020 | Authorizes the Governor to prohibit cost-sharing by carriers for disease testing, immunization and any associated costs. | 3/18/2020 |
| [Michigan HB 5633](https://www.legislature.mi.gov/documents/2019-2020/billintroduced/House/htm/2020-HIB-5633.htm) | Introduced; Referred to Committee 3/12/2020 | Requires health insurance policies to cover testing for and treatment of COVID-19. |  |
| [Minnesota HB 4416](https://www.revisor.mn.gov/bills/text.php?number=HF4416&type=bill&version=0&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee 3/13/2020 | Requires health insurance policies to provide testing, treatment, and quarantine services related to COVID-19 without imposing cost-sharing requirements, including a deductible, coinsurance, or co-payment, on an enrollee. |  |
| [New Jersey AB 3843](https://www.njleg.state.nj.us/2020/Bills/A4000/3843_I1.HTM) | Enacted 3/20/2020 | Requires health insurance policies to cover testing for and treatment of COVID-19. | 3/20/2020 |
| [New Jersey AB 4005](https://www.njleg.state.nj.us/2020/Bills/A4500/4005_I1.HTM) | Introduced; Referred to Committee 5/4/2020 | Provides that during the COVID-19 pandemic health insurance carriers shall suspend all administrative and technical denials of claims, including denials based on health care provider credentialing requirements. | 5/6/2020 |
| [New Jersey SB 2234](https://www.njleg.state.nj.us/bills/BillView.asp?BillNumber=S2234) | Introduced; Referred to Committee 3/13/2020 | Requires health insurance policies to cover testing for and treatment of COVID-19. |  |
| [New Jersey SB 2344](https://www.njleg.state.nj.us/2020/Bills/S2500/2344_R1.HTM) | Enacted 5/15/2020 | Requires health insurance coverage for certain refills of prescription drugs during state of emergency such as COVID-19. | 5/19/2020 |
| [Pennsylvania HB 2454](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=H&billTyp=B&billNbr=2454&pn=3638) | Introduced; Referred to Committee 4/27/2020 | Requires insurance carriers to provide coverage for medically necessary telemedicine in response to COVID-19. | 4/29/2020 |
| [South Carolina SB 1161](https://www.scstatehouse.gov/sess123_2019-2020/bills/1161.htm) | Introduced; Referred to Committee 3/10/2020 | Requires all individual and group health insurance plans, health maintenance organizations and the state health plans to waive cost sharing requirements associated with testing for COVID-19. |  |
| [United States HR 6173](https://www.congress.gov/bill/116th-congress/house-bill/6173) | Introduced; Referred to Committee 3/10/2020 | Requires group health plans and health insurance issuers offering group or individual health insurance coverage to cover COVID-19 testing without cost sharing. |  |
| [United States HR 6213](https://www.congress.gov/bill/116th-congress/house-bill/6213) | Introduced; Referred to Committee 3/11/2020 | Provides for coverage without cost sharing or utilization management requirements under group health plans and individual and group health insurance coverage of testing for COVID-19. |  |
| [United States HR 6222](https://www.congress.gov/bill/116th-congress/house-bill/6222?s=1&r=49) | Introduced; Referred to Committee 3/12/2020 | Amends the Public Health Service Act to provide for coverage of items, services, and immunizations relating to the diagnosis or treatment of COVID-19 under group health plans and health insurance coverage. |  |
| [United States HR 6231](https://www.congress.gov/bill/116th-congress/house-bill/6231?s=1&r=40) | Introduced; Referred to Committee 3/12/2020 | Ensures affordable coverage of certain vaccines and testing services under group health plans and group and individual health insurance coverage during the COVID-19 public health emergency. |  |
| [United States HR 6299](https://www.congress.gov/bill/116th-congress/house-bill/6299) | Introduced; Referred to Committee 3/19/2020 | Provides for the rapid coverage of preventive services and vaccines for COVID-19. | 3/25/2020 |
| [United States HR 6311](https://www.congress.gov/bill/116th-congress/house-bill/6311?s=1&r=1) | Introduced; Referred to Committee 3/19/2020 | Requires private health insurers to cover care related to COVID-19 without cost-sharing and to provide for special enrollment periods for individuals diagnosed with COVID-19. | 3/25/2020 |
| [United States HR 6379](https://www.congress.gov/bill/116th-congress/house-bill/6379/text#toc-H702AD4704576471C830EE8729BB80BF4) | Introduced; Referred to Committee 3/23/2020 | Creates a special health insurance enrollment period. | 3/24/2020 |
| [United States HR 6486](https://www.congress.gov/bill/116th-congress/house-bill/6486/text) | Introduced; Referred to Committee  4/10/2020 | Requires group health plans and health insurance to provide coverage without any cost sharing for certain items and services furnished during the COVID-19 emergency period. | 4/22/2020 |
| [United States HR 6514](https://www.congress.gov/bill/116th-congress/house-bill/6514/text) | Introduced; Referred to Committee 4/14/2020 | Provides premium assistance for COBRA continuation coverage and furloughed continuation coverage for individuals and their families during the COVID-19 emergency period and 180 days thereafter. | 4/15/2020 |
| [United States HR 6568](https://www.congress.gov/bill/116th-congress/house-bill/6568/text) | Introduced; Referred to Committee  4/21/2020 | Requires group health plans and health insurance issuers offering group or individual health insurance coverage to provide coverage without imposing any cost sharing requirements for certain items and services furnished during any portion of the COVID-19 emergency period. | 4/27/2020 |
| [United States HR 6644](https://www.congress.gov/bill/116th-congress/house-bill/6644/text) | Introduced; Referred to Committee 4/28/2020 | Requires group health plans and health insurance issuers offering group or individual health insurance coverage to provide coverage for services furnished via telehealth if such services would be covered if furnished in-person during the COVID-19 emergency. | 5/6/2020 |
| [United States HR 6824](https://www.congress.gov/bill/116th-congress/house-bill/6824/text) | Introduced; Referred to Committee 5/12/2020 | Provides for the carryover of the remaining 2020 balance in health flexible spending arrangements in response to COVID-19. | 5/15/2020 |
| [United States HR 6810](https://www.congress.gov/bill/116th-congress/house-bill/6810/text) | Introduced; Referred to Committee 5/12/2020 | Provides grants to employers to ensure coverage under a group health plan through the COVID-19 pandemic, and provides for premium assistance for COBRA benefits. | 5/19/2020 |
| [United States S 3442](https://www.congress.gov/bill/116th-congress/senate-bill/3442?q=%7B%22search%22%3A%5B%22S3442%22%5D%7D&s=3&r=1) | Introduced; Referred to Committee 3/11/2020 | Requires private health insurers to cover related to COVID-19 without cost-sharing and to provide for special enrollment periods for individuals diagnosed with COVID-19. |  |
| [United States S 3499](https://www.congress.gov/bill/116th-congress/senate-bill/3499?q=%7B%22search%22%3A%5B%22S3499%22%5D%7D&s=2&r=1) | Introduced; Referred to Committee 3/12/2020 | Amends health coverage requirements to ensure that no person incurs cost-sharing when receiving a test to confirm a COVID-19 infection. |  |
| [United States S 3505](https://www.congress.gov/bill/116th-congress/senate-bill/3505/text) | Introduced; Referred to Committee 3/17/2020 | Requires private health insurance to rapidly cover preventive services and vaccines related to COVID-19. | 3/19/2020 |

**Regulations**

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| **Jurisdiction and Bill Text** | **Current Status** | **Summary** | **Last Updated** |
| [Colorado Emergency Rule re COVID-19 Special Enrollment Period](https://services.statescape.com/ssu/Regs/ss_8586169472466384831.pdf) | Adopted 3/19/2020 | Allows for a special enrollment period in a health benefit plan for a period of 15 days beginning March 20, 2020 until April 3, 2020 due to COVID-19. \*Expires 7/17/2020 | 4/27/2020 |
| [Illinois Emergency Rules re Health Insurance and COVID-19](https://insurance.illinois.gov/cb/2020/CB2020-11.pdf) | Adopted  4/20/2020 | Prohibits an issuer of group HMO coverage from interfering with an employer that wants to keep their employees on their existing health coverage despite a reduction in hours or temporary lay-off, such as those due to COVID-19. | 4/23/2020 |
| [Illinois Proposed Rules re Health Insurance Coverage During an Epidemic](https://services.statescape.com/ssu/Regs/ss_8586128832215605097.pdf#page=6) | Proposed 5/1/2020 | Prohibits an issuer of group HMO coverage from interfering with an employer that wants to keep their employees on their existing health coverage despite a reduction in hours or temporary lay-off, such as those due to COVID-19. | 5/7/2020 |
| [Vermont Emergency Rule re COVID-19 and Health Insurance](https://dfr.vermont.gov/sites/finreg/files/regbul/dfr-regulation-health-h-2020-03-e-diagnosis-treatment-prevention.pdf) | Adopted 4/14/2020 | Expands health insurance coverage for and waive or limit cost-sharing requirements directly related to, COVID-19 diagnosis, treatment, and prevention. \*Expires 10/11/2020 | 5/11/2020 |

**Executive Orders**

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| **Jurisdiction** | **Summary** | **Last Updated** |
| Arizona: Governor Ducey’s [Executive Order](https://azgovernor.gov/sites/default/files/eo_2020-07.pdf) of March 11, 2020 | Waives all copays, coinsurance, and deductibles for consumers related to COVID-19 diagnostic testing and decreases co-pays for telemedicine visits. |  |
| Kentucky: Governor Beshear’s [Executive Order](https://governor.ky.gov/attachments/20200309_Executive-Order_2020-220.pdf) of March 9, 2020 | Requires insurance plans to waive all cost-sharing including copayments, coinsurance,  and deductibles for screening and testing for COVID-19 as specified by the CDC, including hospital, emergency department, urgent care, provider office visits, lab testing, telehealth, and any immunizations that are made available; requires insurance plans to waive any related pre-authorization requirements. |  |
| Massachusetts: Governor Baker’s [Executive Order](https://www.mass.gov/doc/march-15-2020-telehealth-order/download) of March 15, 2020 | Requires commercial insurers, self-insured plans, and the Group Insurance Commission to cover medically necessary telehealth services related to COVID-19 testing and treatment, without requiring cost-sharing or prior authorization. |  |

**Agency Guidance**

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| **Jurisdiction and Agency** | **Summary and Links** | **Last Updated** |
| Colorado Division of Insurance | Requires insurers to defer triggering of a grace period for a policyholder's failure to pay a premium and make reasonable accommodations to prevent policyholders from losing coverage. [Bulletin B-4.107.](https://drive.google.com/file/d/1s62JiPWWUXLQWYDPATS2t2Iw_oy2PfJu/view) | 04/24/2020 |
| Colorado Division of Insurance | Encourages insurers to consider the following actions due to COVID-19: relaxing due dates for premiums payments, extending grace periods, waiving late fees and penalties, and allowing payment plans for premiums payments to otherwise avoid a lapse in coverage. [Notice 2020-04](https://services.statescape.com/ssu/Regs/ss_8586136717997220866.pdf) | 4/27/2020 |
| Ohio Department of Insurance | Requires insurers to permit employers to continue covering employees under group policies even if employees' hours are reduced; provides a grace period for premium payments; continues COBRA coverage if at least one person remains employed and enrolled. [Bulletin 2020-03](https://iop-odi-content.s3.amazonaws.com/static/Legal/Bulletins/Documents/2020-03.pdf) |  |
| United States Department of Labor and Internal Revenue Service | [Extension of Certain Timeframes for Employee Benefit Plans, Participants, and Beneficiaries Affected by the COVID-19 Outbreak](https://s3.amazonaws.com/public-inspection.federalregister.gov/2020-09399.pdf) - Suspends the deadlines former employees and dependents have to elect and pay for COBRA coverage during the COVID-19 pandemic. | 6/15/2020 |
| United States Internal Revenue Service | Guidance on high deductible health plans and expenses related to COVID-19. [IRS Notice 2020-15](https://www.irs.gov/pub/irs-drop/n-20-15.pdf) |  |
| United States Internal Revenue Service | Guidance to extend the claims period for health flexible spending arrangements (FSAs) and dependent care assistance programs and allow taxpayers to make mid-year changes. [IRS Notice 2020-29](https://www.irs.gov/pub/irs-drop/n-20-29.pdf) | 5/14/2020 |

**Workers’ Compensation-Related Information**

**Bills**

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| **Jurisdiction and Bill Text** | **Current Status** | **Summary** | **Last Updated** |
| [California AB 196](http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB196) | Introduced; Referred to Committee 5/5/2020 | Creates a presumption that an injury, which includes COVID-19, arose out of and in the course of the employment for essential workers and extends that presumption following termination of service for a period of 90 days. | 5/7/2020 |
| [California SB 1159](http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200SB1159) | Passed Senate Committee  5/18/2020 | Creates a disputable presumption that an injury, which includes illness or death that results from exposure to COVID-19, that develops or manifests itself while a critical worker is employed arose out of and in the course of the employment. | 5/19/2020 |
| [Colorado SB 216](https://leg.colorado.gov/sites/default/files/documents/2020A/bills/2020a_216_01.pdf) | Died/Killed 6/10/2020 | Creates a presumption that if an essential worker contracts COVID-19, they have done so while on duty. | 6/11/2020 |
| [Illinois HB 2455](http://www.ilga.gov/legislation/fulltext.asp?DocName=10100HB2455lv&SessionID=108&GA=101&DocTypeID=HB&DocNum=2455&print=true) | Enacted 6/8/2020 | Creates a presumption that a front-line worker’s injury or occupational disease resulting from exposure to COVID-19 arose in the course of employment. | 6/9/2020 |
| [Kansas HB 2007](http://www.kslegislature.org/li_2020s/b2020s/measures/documents/hb2007_00_0000.pdf) | Died/Killed 6/4/2020 | Creates a rebuttable presumption that a COVID-19 infection arose out of the course of employment that includes contact or proximity to the public or other employees. | 6/9/2020 |
| [Kansas HB 2018](http://www.kslegislature.org/li_2020s/b2020s/measures/documents/hb2018_00_0000.pdf) | Died/Killed 6/4/2020 | Creates a rebuttable presumption that a COVID-19 infection arose out of the course of employment that includes contact or proximity to the public or other employees. | 6/9/2020 |
| [Kansas SB 1](http://www.kslegislature.org/li_2020s/b2020s/measures/documents/sb1_00_0000.pdf) | Died/Killed  6/4/2020 | Creates a rebuttable presumption that a COVID-19 infection arose out of the course of employment that includes contact or proximity to the public or other employees. | 6/8/2020 |
| [Louisiana SB 475](http://www.legis.la.gov/legis/ViewDocument.aspx?d=1168160) | Introduced 3/31/2020 | Provides workers compensation to essential workers disabled because of COVID-19. | 4/1/2020 |
| [Massachusetts HB 4739](https://malegislature.gov/Bills/191/H4739/House/Bill/Text) | Introduced; Referred to Committee  5/21/2020 | Creates a presumption that COVID-19 infections contracted by essential employees are work-related for the purpose of employment benefits. | 5/28/2020 |
| [Massachusetts HB 4740](https://malegislature.gov/Bills/191/H4740/House/Bill/Text) | Introduced; Referred to Committee  5/21/2020 | Creates a presumption that COVID-19 infections contracted by essential employees are work-related for the purpose of employment benefits. | 5/26/2020 |
| [Massachusetts HD 4949](https://malegislature.gov/Bills/191/HD4949) | Introduced; Referred to Committee 5/21/2020 | Provides worker compensation protection to emergency response and medical personnel related to COVID-19 infection. | 5/26/2020 |
| [Massachusetts HD 5063](https://malegislature.gov/Bills/191/HD5063/House/Bill/Text) | Introduced; Referred to Committee  5/21/2020 | Requires employers to provide emergency health hazard benefits to an essential employee required to report to work; creates a presumption that essential employees who contract COVID-19 will have their medical condition or incapacity to work presumed to be work-related. | 5/26/2020 |
| [Massachusetts HD 5070](https://malegislature.gov/Bills/191/HD5070/House/Bill/Text) | Introduced; Referred to Committee  5/21/2020 | Creates a presumption that COVID-19 infections contracted by essential employees are work-related for the purpose of employment benefits. | 5/26/2020 |
| [Michigan HB 5758](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/House/htm/2020-HIB-5758.htm) | Introduced; Referred to Committee 4/30/2020 | Provides a presumption that essential workers who are diagnosed with COVID-19 are entitled to workers’ compensation for the disease. | 5/1/2020 |
| [Michigan SB 928](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/Senate/htm/2020-SIB-0928.htm) | Introduced; Referred to Committee  5/20/2020 | Provides that, for an essential worker, "personal injury" includes an injury or illness resulting from exposure to an infectious disease during an emergency declared by the governor such as COVID-19. | 5/22/2020 |
| [Minnesota HB 4537](https://www.revisor.mn.gov/bills/text.php?number=HF4537&type=bill&version=0&session=ls91&session_year=2020&session_number=0) | Enacted 4/7/2020 | Presumes that workers in certain industries who have contracted COVID-19 have done so while on duty for the purposes of workers’ compensation. | 4/9/2020 |
| [Minnesota SB 4130](https://www.revisor.mn.gov/bills/text.php?number=SF4130&version=latest&session=ls91&session_year=2020&session_number=0) | Introduced; Referred to Committee 5/16/2020 | Provides a presumption that emergency response and medical personnel who are diagnosed with COVID-19 are entitled to workers’ compensation for the disease. | 5/17/2020 |
| [Minnesota SB 4564](https://www.revisor.mn.gov/bills/text.php?number=SF4564&version=latest&session=ls91&session_year=2020&session_number=0) | Passed Senate Committee 5/17/2020 | Creates the Workers' Compensation COVID-19 Reimbursement Fund to reimburse workers' compensation providers for COVID-19 workers' compensation costs. | 5/20/2020 |
| [New Jersey AB 3998](https://www.njleg.state.nj.us/2020/Bills/A4000/3998_I1.HTM) | Introduced; Referred to Committee 5/4/2020 | Provides workers’ compensation supplemental benefit payments to the dependents of essential employees who died in the course of employment due to the contraction of COVID-19. | 5/6/2020 |
| [New Jersey AB 3999](https://www.njleg.state.nj.us/2020/Bills/A4000/3999_I1.HTM) | Introduced; Referred to Committee 5/4/2020 | Creates a presumption that COVID-19 infections contracted by essential employees are work-related for the purpose of employment benefits. | 5/6/2020 |
| [New Jersey SB 2380 (AB 3999)](https://www.njleg.state.nj.us/2020/Bills/S2500/2380_I1.HTM) | Passed Senate; In House Committee 5/28/2020 | Creates a presumption that COVID-19 infections contracted by essential employees are work-related for the purpose of employment benefits. | 5/29/2020 |
| [New Jersey SB 2476](https://www.njleg.state.nj.us/2020/Bills/S2500/2476_I1.HTM) | Passed Senate; In House Committee 6/15/2020 | Provides workers' compensation supplemental benefits for surviving dependents of essential employees who die in course of employment in response to COVID-19. | 6/16/2020 |
| [New York AB 10401](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10401) | Introduced; Referred to Committee 5/4/2020 | Includes exposure to novel coronavirus, as an occupational disease for which compensation shall be payable for disabilities sustained or death incurred by an employee. | 5/5/2020 |
| [New York SB 8117](http://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8117) | Introduced 4/8/2020 | Considers the disablement of an essential employee during COVID-19 outbreak as an accident for workers’ compensation and creates liability for the employer for 50% of the claim. | 4/10/2020 |
| [New York SB 8266](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8266) | Introduced; Referred to Committee 5/1/2020 | Includes exposure to COVID-19, as an occupational disease for which compensation is payable for disabilities sustained or death incurred by an employee. | 5/1/2020 |
| [New York SB 8463](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8463) | Introduced; Referred to Committee 6/3/2020 | Requires employers to develop a business safety plan to provide reasonable and adequate protection from a pandemic such as COVID-19 disease for all employees; provides that employers who develop and follow safety plans are not liable for damages to employees or patrons due to disease during a pandemic. | 6/4/2020 |
| [North Carolina HB 1057](https://www3.ncleg.gov/Sessions/2019/Bills/House/HTML/H1057v1.HTML) | Introduced; Referred to Committee 5/2/2020 | Presumes that front-line and required workers affected by COVID-19 contracted the disease while on duty. | 5/5/2020 |
| [Ohio HB 573](http://search-prod.lis.state.oh.us/solarapi/v1/general_assembly_133/bills/hb573/IN/00?format=pdf) | Introduced 3/23/2020 | Makes COVID-19 an occupational disease under the state workers' compensation statute. | 3/24/2020 |
| [Ohio HB 605](http://search-prod.lis.state.oh.us/solarapi/v1/general_assembly_133/bills/hb605/IN/00?format=pdf) | Introduced 4/10/2020 | Makes COVID-19 contracted by an employee of a retail food establishment or food processing establishment an occupational disease under the Workers' Compensation Law under certain circumstances. | 4/15/2020 |
| [Ohio HB 633](https://services.statescape.com/ssbilltext/OH20192020/OH_20192020_HB_000633_Current_1318.pdf) | Introduced; Referred to Committee 5/19/2020 | Makes COVID-19 contracted by specified types of health care employees an occupational disease under the Workers' Compensation Law under certain circumstances. | 5/20/2020 |
| [Pennsylvania HB 2396](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=H&billTyp=B&billNbr=2396&pn=3545) | Introduced 4/13/2020 | Considers certain essential employees' work duties as hazardous duty for purposes of workers' compensation and unemployment. | 4/15/2020 |
| [Puerto Rico PS 1540](https://sutra.oslpr.org/osl/SUTRA/anejos/135568/ps1540-20.doc) | Enacted 6/1/2020 | Ensures the coverage of benefits for any employee infected with COVID-19 while providing an essential service. | 6/8/2020 |
| [Puerto Rico RCS 518](https://sutra.oslpr.org/osl/SUTRA/anejos/135729/rcs0518a-20CCP.doc) | Passed Senate; Passed House 5/27/2020 | Requires employers to submit payroll statements to the State Insurance Fund Corporation to receive a 10% credit on the cost of the Permanent Workers' Insurance Policy, which will apply to the fiscal year 2020-2021. | 5/29/2020 |
| [Vermont SB 342](https://legislature.vermont.gov/Documents/2020/Docs/BILLS/S-0342/S-0342%20As%20Introduced.pdf) | Passed Senate; In House Committee 4/29/2020 | Provides a presumption that certain workers who are diagnosed with COVID-19 are entitled to workers’ compensation for the disease. | 4/30/2020 |
| [Wyoming HB 1002](https://wyoleg.gov/2020Sp1/Introduced/HB1002.pdf) | Passed House  5/16/2020 | Provides that COVID-19 is considered an injury for purposes of workers’ compensation and the nature of employment is presumed to increase the risk of contracting COVID-19. | 5/19/2020 |
| [Wyoming SB 1002](https://wyoleg.gov/2020Sp1/Introduced/SF1002.pdf) | Enacted 5/20/2020 | Provides that COVID-19 is considered an injury for purposes of workers’ compensation and the nature of employment is presumed to increase the risk of contracting COVID-19; creates immunity from liability for businesses in connection with claims arising from COVID-19. | 6/10/2020 |

**Regulations**

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| **Jurisdiction and Bill Text** | **Current Status** | **Summary** | **Last Updated** |
| [Illinois Emergency Rule re COVID-19 Presumption of Occupational Disease (50 Ill. Adm. Code 9030)](https://www2.illinois.gov/sites/iwcc/news/Documents/15APR20-Notice_of_Emergency_Amendments_CORRECTED-clean-50IAC9030_70.pdf) | Adopted 4/16/2020  Repealed 4/27/2020 | Note: this rule was repealed during a 4/27/2020 [emergency meeting](https://files.constantcontact.com/3fcbe18d001/4bfaaf08-8876-4b09-a72c-e2325ed8d034.pdf).  Presumes that a first responder or front line worker's injury, occupational disease, or period of incapacity resulted from exposure to the COVID-19 virus arose out of and in the course of employment. | 4/28/2020 |
| [New York Emergency Rule re Covid-19 and Telemedicine for Workers Compensation (12 NYCRR 325-1.8, 329-1.3, 329-4.2, 333.2, and 348.2)](http://www.wcb.ny.gov/content/main/wclaws/Covid-19/text.pdf) | Adopted 3/16/2020 | Authorizes the use of telemedicine where medically appropriate for social distancing purposes due to the outbreak of COVID-19 to assess current disability status. | 3/19/2020 |
| [New York Emergency Rule re COVID-19 Testing and Workers Compensation](https://services.statescape.com/ssu/Regs/ss_8586116856773669908.htm) | Adopted 5/18/2020 | Allows reimbursement for COVID-19 testing when there is a claim for workers' compensation benefits due to work-place exposure to COVID-19. \*Expires on 8/16/2020 | 5/20/2020 |

**Executive Orders**

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| **Jurisdiction** | **Summary** | **Last Updated** |
| Arkansas: Governor Hutchinson's [Executive Order](https://governor.arkansas.gov/images/uploads/executiveOrders/EO_20-35.pdf) of June 15, 2020 (Executive Order 20-35) | Provides workers compensation coverage when an employee is required to perform work within the normal course and scope of the employee's job performance when the employer has knowledge that exposure to COVID-19 is possible or likely. | 6/15/2020 |
| California: Governor Newsom's [Executive Order](https://www.gov.ca.gov/wp-content/uploads/2020/05/5.7.20-EO-N-63-20-text.pdf) of May 7, 2020 | Extends certain workers' compensation deadlines for 60 days in response to the COVID-19 pandemic. | 5/12/2020 |
| New York: Governor Cuomo's [Executive Order](https://www.governor.ny.gov/news/no-20213-continuing-temporary-suspension-and-modification-laws-relating-disaster-emergency) of March 29, 2020 | Imposes a moratorium on a workers' compensation insurer cancelling, non-renewing, or conditionally renewing any insurance policy issued to an individual or small business, or, in the case of a group insurance policy, insuring certificate holders that are individuals or small businesses, for a period of 60 days, for any policyholder, or in the case of a group insurance policy, group policyholder or certificate holder, facing financial hardship as a result of the COVID-19 pandemic. | 3/30/2020 |
| Kentucky: Governor Beshear's [Executive Order](http://apps.sos.ky.gov/Executive/Journal/execjournalimages/2020-MISC-2020-0277-266480.pdf) on Workers' Compensation of April 9, 2020 | Provides that an employee removed from work due to occupational exposure is entitled to temporary total disability payments even if the claim is ultimately denied. Payments are payable from the first day the employee is removed from work. | 4/21/2020 |
| Washington: Governor Inslee’s [Statement](https://www.governor.wa.gov/news-media/inslee-announces-workers-compensation-coverage-include-quarantined-health-workersfirst) on Workers’ Compensation | The state will provide workers’ compensation benefits to these workers during the time that they are quarantined after being exposed to coronavirus on the job. The coverage will pay for medical testing, treatment expenses if a worker becomes ill or injured, and provide indemnity payments for those who cannot work if they are sick or quarantined. |  |

**Agency Guidance**

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| **Jurisdiction and Agency** | **Summary and Links** | **Last Updated** |
| Arizona Industrial Commission | Workers' compensation claims cannot be categorically denied and must be reviewed and investigated in good faith. [ICA Substantive Policy Statement](https://www.azica.gov/sites/default/files/SPS%20-COVID-19%20FINAL.pdf) | 5/14/2020 |
| Hawaii Department of Labor & Industrial Relations | [COVID-19 Questions and Answers](https://labor.hawaii.gov/wp-content/uploads/2020/04/COVID-19-DCD-QAs.pdf) | 4/4/2020 |
| Idaho Department of Insurance | Advises all workers’ compensation carriers to review the revisions to the National Council on Compensation Insurance Basic Manual and Statistical Plan, to make necessary system changes, and clearly communicate the revisions and recordkeeping expectations to all insureds as soon as possible. [Bulletin No. 20-09.](https://services.statescape.com/ssu/Regs/ss_8586134339654102333.pdf) | 4/30/2020 |
| New York Workers Compensation Board | [COVID-19 Outbreak Response](https://services.statescape.com/ssu/Regs/ss_8586136105725511382.pdf) | 4/27/2020 |
| Washington State Department of Labor & Industries | [Workers' Compensation Coverage and Coronavirus (COVID-19) Common Questions](https://lni.wa.gov/agency/outreach/workers-compensation-coverage-and-coronavirus-covid-19-common-questions) |  |
| Wisconsin Department of Workforce Development | [Worker’s Compensation COVID-19 Public Information](https://dwd.wisconsin.gov/covid19/public/wc.htm) |  |

**Tax Issue-Related Information**

**Bills**

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| **Jurisdiction and Bill Text** | **Current Status** | **Summary** | **Last Updated** |
| [Massachusetts HB 4728](https://malegislature.gov/Bills/191/H4728/House/Bill/Text) | Introduced; Referred to Committee 5/18/2020 | Suspends employment taxation during the COVID-19 pandemic for exempt businesses, including restaurants and hotels. | 5/21/2020 |
| [Michigan HB 5741](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/House/htm/2020-HIB-5741.htm) | Introduced; Referred to Committee 4/29/2020 | Creates additional tax reporting requirements for large employers; creates a tax credit for small employers in an amount equal to 24% of the credit the taxpayer is allowed to claim as a credit under the federal CARES Act. | 4/30/2020 |
| [Michigan HB 5744](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/House/htm/2020-HIB-5744.htm) | Introduced; Referred to Committee 4/30/2020 | Extends the deadline for certain employers to remit withholding payments due to COVID-19. | 5/1/2020 |
| [Michigan SB 937](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/Senate/htm/2020-SIB-0937.htm) | Passed Senate Committee  6/4/2020 | Extends the deadline for certain employers to remit withholding payments due to COVID-19. | 6/4/2020 |
| [New Jersey AB 3960](https://www.njleg.state.nj.us/2020/Bills/A4000/3960_I1.HTM) | Introduced; In Committee 5/1/2020 | Allows CBT and GIT tax credits to certain taxpayers that retain employees during COVID-19 pandemic. | 5/4/2020 |
| [New Jersey AB 4030](https://www.njleg.state.nj.us/2020/Bills/A4500/4030_I1.HTM) | Passed House Committee 5/11/2020 | Establishes Employment and Business-Related Tax Deferral Assistance Program in EDA to allow small businesses to defer the payment and remittance of certain employment and business-related taxes during COVID-19 public health emergency. | 5/13/2020 |
| [New Jersey AB 2347](https://www.njleg.state.nj.us/2020/Bills/S2500/2347_I1.HTM) | Passed Senate; Passed House Committee 5/11/2020 | Establishes Employment and Business-Related Tax Deferral Assistance Program in EDA to allow small businesses to defer the payment and remittance of certain employment and business-related taxes during COVID-19 public health emergency. | 5/13/2020 |
| [New Jersey SB 2348](https://www.njleg.state.nj.us/2020/Bills/S2500/2348_I1.HTM) | Passed Senate; In House Committee 4/13/2020 | Allows CBT and GIT tax credits to certain taxpayers that retain employees during COVID-19 pandemic. | 5/4/2020 |
| [New York AB 10413](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=A10413) | Introduced; Referred to Committee 5/22/2020 | Provides tax credits to employers for employing local employees in full-time or part-time positions in the two years following the conclusion of the COVID-19 pandemic. | 5/26/2020 |
| [New York SB 8248](http://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8248) | Introduced; Referred to Committee 4/27/2020 | Establishes a tax credit for essential retail employees during the COVID-19 outbreak for tax owed between February 15, 2020 to June 15, 2020. | 4/30/2020 |
| [New York SB 8358](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8358) | Introduced; Referred to Committee 5/29/2020 | Provides tax incentives to employers for employing local employees in full-time or part-time positions in the two years following the conclusion of the COVID-19 pandemic. | 6/1/2020 |
| [New York SB 8372](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8372) | Introduced; Referred to Committee 5/19/2020 | Provides small businesses affected by COVID-19 an additional 90 days to pay certain monthly sales and payroll taxes. | 5/28/2020 |
| [New York SB 8386](https://assembly.state.ny.us/leg/?default_fld=&Text=Y&term=2019&bn=S8386) | Introduced; Referred to Committee 5/21/2020 | Authorizes businesses to designate work performed remotely due to the outbreak of COVID-19 to have been performed at its normal work location for state and local tax purposes for the duration of the COVID-19 emergency. | 5/26/2020 |
| [Pennsylvania SB 1150](https://www.legis.state.pa.us/cfdocs/legis/PN/Public/btCheck.cfm?txtType=HTM&sessYr=2019&sessInd=0&billBody=S&billTyp=B&billNbr=1150&pn=1692) | Introduced; Referred to Committee 5/11/2020 | Provides that employers required to deduct and withhold tax shall be exempted from the first quarter remittances due to COVID-19. | 5/13/2020 |
| [Puerto Rico PS 1560](https://sutra.oslpr.org/osl/SUTRA/anejos/135719/ps1560-20%20.docx) | Introduced; In Committee 4/27/2020 | Authorizes the Department of Finance to refund the withholding taxes made between January 1 and June 30, 2020, and to pay up to $500 in advance for future refunds to eligible taxpayers upon request. Provides for a special extension until April 15, 2021 to make pending payments of contributions on income for the 2019 contributory year, without interest, surcharges or penalties. | 5/1/2020 |
| [United States HR 6776](https://www.congress.gov/bill/116th-congress/house-bill/6776/text) | Introduced; Referred to Committee 5/11/2020 | Provides for improvements related to the employee retention tax credit. | 5/13/2020 |
| [United States HR 6781](https://www.congress.gov/bill/116th-congress/house-bill/6781/text) | Introduced; Referred to Committee 5/8/2020 | Provides for improved coordination between the paycheck protection program and the employee retention tax credit. | 5/13/2020 |
| [United States HR 6787](https://www.congress.gov/bill/116th-congress/house-bill/6787/text) | Introduced; Referred to Committee 5/8/2020 | Provides a payroll credit for certain pandemic-related employee benefit expenses paid by employers. | 5/13/2020 |
| [United States HR 6799](https://www.congress.gov/bill/116th-congress/house-bill/6799/text) | Introduced; Referred to Committee 5/12/2020 | Provides a payroll credit for certain pandemic-related employee benefit expenses paid by employers. | 5/27/2020 |
| [United States HR 6886](https://www.congress.gov/bill/116th-congress/house-bill/6886/text) | Introduced; Referred to Committee 5/15/2020 | Allows recipients of loan forgiveness under the Paycheck Protection Program in response to COVID-19 to defer payroll taxes. | 5/26/2020 |
| [United States HR 6912](https://www.congress.gov/bill/116th-congress/house-bill/6912/text) | Introduced; Referred to Committee 5/15/2020 | Increases the dollar amount available for dependent care flexible spending arrangements. | 6/12/2020 |
| [United States HR 6920](https://www.congress.gov/bill/116th-congress/house-bill/6920/text) | Introduced; Referred to Committee 5/19/2020 | Temporarily suspends payroll taxes during the emergency relating to COVID-19. | 5/27/2020 |
| [United States HR 7010](https://www.congress.gov/bill/116th-congress/house-bill/7010/text) | Enacted 6/5/2020 | Amends the Small Business Act and the CARES Act to allow recipients of loan forgiveness under the paycheck protection program to defer payroll taxes. | 6/8/2020 |
| [United States HR 7058](https://www.congress.gov/bill/116th-congress/house-bill/7058/text) | Introduced; Referred to Committee 5/28/2020 | Provides a payroll tax credit for certain bonuses paid to employees who worked continuously during the COVID-19 pandemic. | 6/1/2020 |
| [United States S 3793](https://www.congress.gov/bill/116th-congress/senate-bill/3793/text) | Introduced; Referred to Committee 5/21/2020 | Amends the CARES Act to modify the employee retention tax credit to secure the paychecks and benefits of workers, to provide a refundable credit against payroll taxes for the operating costs of employers. | 5/26/2020 |
| [United States S 3833](https://www.congress.gov/bill/116th-congress/senate-bill/3833/text) | Introduced; Referred to Committee 6/1/2020 | Extends the loan forgiveness period for the paycheck protection program in response to the COVID-19 pandemic. | 6/10/2020 |

**Regulations**

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| **Jurisdiction and Bill Text** | **Current Status** | **Summary** | **Last Updated** |
| [Rhode Island Emergency Rule re Employee Withholding During COVID-19](https://services.statescape.com/ssu/Regs/ss_8586110916241692039.pdf) | Adopted 5/23/2020 | Provides guidance for employers who have implemented remote working requirements for their employees who might be performing services from a location outside the state where their employees were based prior to COVID-19. | 5/26/2020 |

**Agency Guidance**

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| **Jurisdiction and Agency** | **Summary and Links** | **Last Updated** |
| United States Internal Revenue Service (IRS) | [Notice 2020-46](https://www.irs.gov/pub/irs-drop/n-20-46.pdf) explains that “cash payments employers make to charitable organizations that provide relief to victims of the COVID-19 pandemic in exchange for sick, vacation or personal leave which their employees forgo will not be treated as compensation.” Employees may not claim a deduction for the leave donation but employers may claim a deduction for such payments as either a business expense or a charitable deduction, if other criteria are satisfied. | 6/10/2020 |

**Childcare-Related Information**

**Bills**

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| **Jurisdiction and Bill Text** | **Current Status** | **Summary** | **Last Updated** |
| [Michigan HB 5736](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/House/htm/2020-HIB-5736.htm) | Introduced; Referred to Committee  4/24/2020 | Permits an employer to set up disaster relief child care without a license during a declared emergency such as COVID-19. | 4/28/2020 |
| [Michigan SB 886](http://www.legislature.mi.gov/documents/2019-2020/billintroduced/Senate/htm/2020-SIB-0886.htm) | Introduced; Referred to Committee  4/24/2020 | Permits an employer to set up disaster relief child care without a license during a declared emergency such as COVID-19. | 4/28/2020 |
| [United States HR 6460](https://www.congress.gov/bill/116th-congress/house-bill/6460/text) | Introduced 4/7/2020 | Provides funding for needed child and adult care so that essential workers can report to work during the COVID-19 pandemic. | 4/10/2020 |

**Executive Orders**

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| **Jurisdiction** | **Summary** | **Last Updated** |
| Connecticut: Governor Lamont’s [Executive Order](https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-7B.pdf?la=en) of March 14, 2020 | Authorizes the Commissioner of Early Childhood to waive certain licensing and other requirements to maintain and increase the availability of childcare. |  |
| Maryland: Governor Hogan’s [Executive Order](https://governor.maryland.gov/wp-content/uploads/2020/03/Day-Care-Order.pdf) of March 13, 2020 | Expands access to child care for critical personnel during the state of emergency. |  |
| Michigan: Governor Whitmer's [Executive Order](https://content.govdelivery.com/attachments/MIEOG/2020/06/09/file_attachments/1470315/EO%202020-117%20Emerg%20order%20-%20child%20care%20-%20re-issue.pdf) of June 9, 2020 (Executive Order 2020-117) | Ensures child care services are available for health care workers, first responders and other workers during the COVID-19 crisis. Authorizes the Department of Licensing and Regulatory Affairs (LARA) to issue expedited provisional licenses to expand capacity for child care services. Allows employers, like hospitals, to operate a disaster relief child care center for their employees. Allows public and nonpublic school facilities to host a disaster relief child care center focused on providing services for members of the essential workforce. | 6/10/2020 |
| Minnesota: Governor Walz’s [Executive Order](https://mn.gov/governor/assets/EO%2020-02%20Final_tcm1055-423084.pdf) of March 15, 2020 | Directs schools to close, but to continue to provide care to district-enrolled students aged 12 and under who are children of  emergency workers (providers of healthcare, emergency medical services, long-term and post-acute care; law enforcement personnel; personnel providing correctional services; public health employees; firefighters and other first responders; and court personnel). |  |
| Ohio: Governor DeWine's [Executive Order](https://governor.ohio.gov/wps/portal/gov/governor/media/executive-orders/executive-order-2020-04d) of March 17, 2020 | Orders the Department of Job and Family Services to issue a new, temporary license for Temporary Pandemic Child Care during the declared state of emergency to provide child care services to children of parents employed providing health, safety, and other essential services. | 3/19/2020 |
| Ohio: Governor DeWine’s [Executive Order](https://content.govdelivery.com/attachments/OHOOD/2020/03/13/file_attachments/1400790/Executive%20Order%202020-02D.pdf) of March 13, 2020 | Eases the teacher/student ratio currently required for day cares and preschools and other regulations related to child care facilities. |  |
| Tennessee: Governor Lee’s [Executive Order](file:///C:/Users/ecockman/AppData/Local/Microsoft/Windows/INetCache/Content.Outlook/OAA3K3FV/give%20the) of March 12, 2020 | Give the Commissioner of Human Services the discretion to waive child care licensure requirements, including requirements concerning capacity, care categories, grouping, license transfers, and drop-in centers, if necessary, to respond to the effects of COVID-19. |  |
| Vermont: Governor Scott's [Executive Order](https://governor.vermont.gov/sites/scott/files/documents/Directive%202%20-%20Childcare%20For%20Essential%20Service%20Providers.pdf) of March 17, 2020 | Establishes the availability of child care for essential persons as defined in the order. | 3/20/2020 |

**Agency Guidance**

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| **Jurisdiction and Agency** | **Summary and Links** | **Last Updated** |
| District of Columbia Office of the Mayor | [Guidance Related to COVID-19: Child Care Provider Closures and Public Funding](https://coronavirus.dc.gov/release/guidance-related-covid-19-child-care-provider-closures-and-public-funding) |  |

**General Agency Guidance and FAQ**

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| **Jurisdiction and Agency** | **Links** | **Last Updated** |
| California Department of Fair Employment & Housing | [Employment Information on COVID-19](https://www.dfeh.ca.gov/wp-content/uploads/sites/32/2020/03/DFEH-Employment-Information-on-COVID-19-FAQ_ENG.pdf) | 3/20/2020 |
| California Department of Industrial Relations | [COVID-19 – FAQs on Laws Enforced by the California Labor Commissioner’s Office](https://www.dir.ca.gov/dlse/2019-Novel-Coronavirus.htm) | 4/16/2020 |
| Connecticut Department of Labor | [FAQ on COVID-19 for Employers and Employees](http://www.ctdol.state.ct.us/DOLCOVIDFAQ.PDF) | 4/16/2020 |
| Kansas Department of Labor | [COVID-19 Response Resources](https://www.dol.ks.gov/covid19response) |  |
| Maine Department of Labor | [Labor Laws Relating to COVID-19](http://www.maine.gov/tools/whatsnew/attach.php?id=2225271&an=1) | 3/18/2020 |
| Massachusetts Attorney General, Fair Labor Division | [FAQ About COVID-19: Employee Rights and Employer Obligations](https://www.mass.gov/doc/covid-19-fld-faqs/download) | 3/20/2020 |
| Minnesota Department of Labor & Industry | [Worker Protections Related to COVID-19](https://www.dli.mn.gov/sites/default/files/pdf/MN_worker_protections_related_to_COVID_19.pdf) | 3/18/2020 |
| Missouri Department of Labor & Industrial Relations | [Coronavirus FAQ for Businesses and Workers](https://labor.mo.gov/coronavirus) | 3/20/2020 |
| Nevada Labor Commissioner | [Employer & Employee Information on COVID-19](http://labor.nv.gov/uploadedFiles/labornvgov/content/Employer/LC%20COVID-19%20Information%20Sheet.pdf) |  |
| New York City Department of Consumer & Worker Protection | [Update about Workplace Laws as NYC Seeks to Stop the Spread of the New Coronavirus (COVID-19)](https://www1.nyc.gov/assets/dca/downloads/pdf/workers/Complying-with-NYC-Workplace-Laws-During-COVID-19.pdf) | 3/24/2020 |
| New York City Department of Consumer & Worker Protection | [Complying with NYC Workplace Laws While Managing the Impacts of the New Coronavirus (COVID-19) on Your Business](https://www1.nyc.gov/assets/dca/downloads/pdf/workers/Complying-with-NYC-Workplace-Laws-During-COVID-19.pdf) | 3/18/2020 |
| Pennsylvania Department of Labor & Industry | [COVID-19 Guidance and Resources](https://www.uc.pa.gov/COVID-19/Pages/default.aspx) | 3/25/2020 |
| Rhode Island Department of Labor & Training | [COVID-19 Workplace Fact Sheet](http://www.dlt.state.ri.us/pdfs/COVID-19%20Workplace%20Fact%20Sheet.pdf) |  |
| United States Department of Labor Office of Federal Contract Compliance Programs | [Contracts for Coronavirus Relief Efforts](https://www.dol.gov/sites/dolgov/files/OFCCP/National-Interest-Exemption-Memo-Coronavirus-Relief-Efforts.pdf) | 3/18/2020 |
| United States Department of Labor Wage & Hour Division | [COVID-19 or Other Public Health Emergencies and the Fair Labor Standards Act Questions and Answers](https://www.dol.gov/agencies/whd/flsa/pandemic) |  |
| United States Department of Labor Employment & Training Administration | [Office of Foreign Labor Certification COVID-19 FAQ, Round 1](https://www.foreignlaborcert.doleta.gov/pdf/DOL-OFLC_COVID-19_FAQs_Round%201_03.20.2020.pdf) | 3/24/2020 |
| United States Equal Employment Opportunity Commission | [Webinar](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMDEsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAyMDAzMjcuMTk0MTg3OTEiLCJ1cmwiOiJodHRwczovL3d3dy55b3V0dWJlLmNvbS93YXRjaD91dG1fY29udGVudD0mdXRtX21lZGl1bT1lbWFpbCZ1dG1fbmFtZT0mdXRtX3NvdXJjZT1nb3ZkZWxpdmVyeSZ1dG1fdGVybT0mdj1pOGJIT3RPRmZKVSJ9.y1cBOnZFMaFJeeuFUzqUU1l8iFLKQc1Qjrfm3xC-Fg4/br/76730291829-l) addressing questions arising under any of the federal EEO laws and the COVID-19 pandemic. | 3/27/2020 |
| United States Equal Employment Opportunity Commission | [What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws](https://www.eeoc.gov/eeoc/newsroom/wysk/wysk_ada_rehabilitaion_act_coronavirus.cfm?utm_content=&utm_medium=email&utm_name=&utm_source=govdelivery&utm_term=) | 4/17/2020 |
| United States Equal Employment Opportunity Commission | [Pandemic Preparedness in the Workplace and the Americans with Disabilities Act](https://www.eeoc.gov/facts/pandemic_flu.html?utm_content=&utm_medium=email&utm_name=&utm_source=govdelivery&utm_term=) | 3/23/2020 |
| United States Labor Relations Board | [Case Summaries Pertaining to the Duty to Bargain in Emergency Situations](https://apps.nlrb.gov/link/document.aspx/09031d4583059a69) | 3/28/2020 |
| Vermont Department of Labor | [COVID-19 Guidance for Vermont Employers and Employees](https://labor.vermont.gov/document/vosha-covid-19-guidance-employers-and-employees-march-24-2020) | 3/25/2020 |
| Virginia Employment Commission | [FAQ from Workers Regarding COVID-19](https://www.governor.virginia.gov/media/governorvirginiagov/governor-of-virginia/pdf/Frequently-Asked-Questions-from-Workers-Regarding-COVID-19.pdf) | 3/21/2020 |
| Washington: Office of Governor Jay Inslee | [COVID-19 resource list for impacted Washington businesses and workers](https://www.governor.wa.gov/issues/issues/covid-19-resources/covid-19-resources-businesses-and-workers) |  |
| Washington: Seattle Office of Labor Standards | [Secure Scheduling Ordinance and COVID-19 -- Frequently Asked Questions & Answers](https://www.seattle.gov/laborstandards/ordinances/secure-scheduling?utm_medium=email&utm_source=govdelivery) | 4/1/2020 |