



Professional
Beauty
Association

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COVID-19 Report

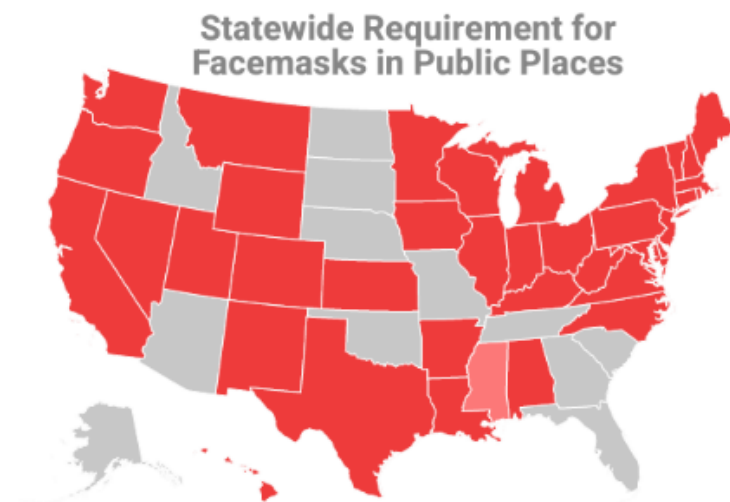
Reopening of State and Local Economies

**Prepared for the Professional Beauty Association
January 29, 2021**

Hair salons open in some locations in state.

Alabama	Yes	Montana	Yes
Alaska	Yes	Nebraska	Yes
Arizona	Yes	Nevada	Yes
Arkansas	Yes	New Hampshire	Yes
California	Yes	New Jersey	Yes
Colorado	Yes	New Mexico	Yes
Connecticut	Yes	New York	Yes
Delaware	Yes	North Carolina	Yes
District of Columbia	Yes	North Dakota	Yes
Florida	Yes	Ohio	Yes
Georgia	Yes	Oklahoma	Yes
Hawaii	Yes	Oregon	Yes
Idaho	Yes	Pennsylvania	Yes
Illinois	Yes	Puerto Rico	Yes
Indiana	Yes	Rhode Island	Yes
Iowa	Yes	South Carolina	Yes
Kansas	Yes	South Dakota	Yes
Kentucky	Yes	Tennessee	Yes
Louisiana	Yes	Texas	Yes
Maine	Yes	Utah	Yes
Maryland	Yes	Vermont	Yes
Massachusetts	Yes	Virginia	Yes
Michigan	Yes	Washington	Yes
Minnesota	Yes	West Virginia	Yes
Mississippi	Yes	Wisconsin	Yes
Missouri	Yes	Wyoming	Yes

* denotes open in only parts of the state. Refer to the state description for details.



ALABAMA

STATEWIDE ACTIONS

The governor issued an [amended](#) Stay at Home Order which includes an expanded list of reopenings for May 11 , including close contact personal services. The order requires retailers to limit capacity to 50%; implement social distancing for customers; and sanitize using CDC guidelines. The order requires close contact service providers to implement safety protocols including but not limited to requiring employees to wear face coverings. Refer to order. [Guidelines](#) have also been released for these close contact businesses. Refer to link.

The governor has released the [Reopen Alabama Responsibly Phase One Plan](#) from the Small Business Emergency Task Force. It focuses on close-contact services, childcare services, entertainment venues, medical and health services, beaches, pharmacies, real estate, manufacturing, and agriculture. This report contains recommendations.

The governor [released five guideline](#) flyers to help Alabamians adjust to the amended Safer At Home order. The guidelines pertain to a general safeguard for all businesses.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until April 30

Restrictions on Gatherings:

None

Workplace Facemask:

Yes

ALASKA

STATEWIDE ACTIONS

On May 19, the governor announced the state was moving to [Phase Three](#) allowing all businesses to open at 100% capacity. All businesses may open.

The State [released detailed](#) guidance for businesses to follow during [Phase Three of the reopening plan](#). Business responsibilities include but are not limited to maintaining opportunities for social distancing; encouraging face coverings; screening people; regularly disinfecting surfaces; and more. Refer to link

STATE LEGISLATIVE AND REGULATORY ACTIONS

The [Alaska Board of Barbers and Hairdressers](#) met on April 24 to issue the guidance on work and safety requirements referenced in Attachment G.

LOCAL ACTIONS OF NOTE

Statewide Stay at Home Order:

Effective Until April 21

Restrictions on Gatherings:

None

Workplace Facemask:

Yes

ARIZONA

STATEWIDE ACTIONS

The governor issued an [order](#) authorizing barbers and cosmetologists to resume business operations on May 8.

The governor announced additional [guidelines](#) for retail establishments on May 4. The Department of Health Services recommends the additional steps to be taken such as operating with reduced occupancy based on the size of business; implementing symptom screenings for all employees before the start of their shift; considering offering cloth face coverings to employees and customers; and more. Refer to guidance link.

The governor has [ordered \(Executive Order No. 2020-17\)](#) state agencies and boards will defer requirements to renew licenses that have an expiration date between March 1, 2020 and September 1, 2020 by six months from the expiration date, unless those requirements can be completed online. This measure went into effect on March 26.

Governor Doug Ducey (R) [issued an order](#) that, among other things, allows county and city officials to issue mandatory face covering rules. Previous executive orders had preempted local actions. Also pursuant to the order, the Arizona Department of Health Services (ADHS) announced [updated guidance](#) for all businesses to follow to limit COVID transmission.

Statewide Stay at Home Order:

Effective Until May 15

Restrictions on Gatherings:

More than 50 People

Workplace Facemask:

No

STATE LEGISLATIVE AND REGULATORY ACTIONS

Arizona Department of Health and Governor Doug Ducey (R) [issued guidance](#) and recommendations for barbers and cosmetologists for reopening including requiring and providing employees' gloves for treatments that require touching a client's face; implementing sanitation protocols; implementing employee screenings; and more. Refer to guidance link.

LOCAL ACTIONS OF NOTE

None

ARKANSAS

STATEWIDE ACTIONS

Governor Asa Hutchinson (R) [announced](#) businesses such as hair salons and barbershops can reopen May 6 but with new rules to curb the virus, including limits on how many people can be inside and screening of customers and staff. The decision also allows tattoo shops and massage therapists to reopen.

The governor [announced starting May 18th](#) all retailers are open with phase I restrictions specific to their industry under the Arkansas Department of Health guidelines.

Statewide Stay at Home Order:

No Statewide Order

Restrictions on Gatherings:

10 or More People

Workplace Facemask:

Yes

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Department of Health has issued [guidance](#) for employers in different sectors of the economy. The directive for Barber Shops, Body Art Establishments, Cosmetology Establishments, Massage Therapy Clinics/Spas, and Medical Spas is available [here](#). These businesses are allowed to open on May 6 as long as they comply with the directive.

The Secretary of Health, in consultation with Governor Hutchinson, [issued a directive](#) for all businesses to follow. It implements safety protocols for operation during COVID-19. Protocols include but are not limited to limiting capacity in facilities; screening employees; providing sanitizers; and more. Refer to link. This order went into effect May 8 and does not have an expiration date.

The Secretary of Health, in consultation with Governor Asa Hutchinson (R), has [issued](#) an updated directive for barber shops, body art establishments, cosmetology establishments, message therapy, clinics/spas, and medical spas to move into Phase 2. Providers may now resume attending to walk-in clients as well as those scheduled by appointment; clients should be prescreened; face coverings must be worn; and more. Refer to link.

LOCAL ACTIONS OF NOTE

None

CALIFORNIA

STATEWIDE ACTIONS

Governor Gavin Newsom (D) [announced on May 26](#) that counties approved for accelerated reopening can begin to reopen hair salons and barbershops. Personal services businesses must follow released guidance that includes but is not limited to creating worksite specific plans; requiring face coverings; screening workers; and more. The only counties not allowed to move into further reopening are Alameda, Contra Costa, Imperial, Los Angeles, Marin, Monterey, San Francisco, San Mateo, Santa Clara, Santa Cruz and Tulare counties. The governor also stated that the state was working on new guidelines for summer camps and childcare facilities. A county by county map is available [here](#).

Statewide Stay at Home Order:

Effective Until Rescinded

Restrictions on Gatherings:

More than 3 households

Workplace Facemask:

Yes due to Statewide mandate

The state continues to keep nail salons, tattoo parlors and body waxing services closed.

Governor Gavin Newsom (D) [announced](#) on June 18 on Twitter that the state will now require face coverings to be worn in all public places. The Department of Public Health released [guidance](#) in conjunction with the announcement of this mandate.

Governor Gavin Newsom (D) [announced](#) that indoor operations of salons and barbershops must close effective July 13 in 30 counties that have been on the [County Monitoring List for 3 consecutive days](#).

Governor Gavin Newsom (D) announced on November 16 that he and state public health officials have paused the state's reopening efforts beginning November 17 by moving counties back in the state's [Blueprint for a Safer Economy](#). Twenty-eight (28) counties are being moved back into Tier 1 (Purple/Widespread). Nine (9) counties are being moved back into Tier 2 (Red/Substantial). Two (2) counties are being moved back to Tier 3 (Orange/Moderate). The state has updated its blueprint, so now even the Tier 1 level allows salons and personal services to operate indoors with restrictions.

Governor Gavin Newsom (D) [announced](#) a new [Regional Stay at Home order](#) effective at 12:59PM PST on December 5. This Regional order will be triggered if Intensive Care Unit (ICU) capacity drops below 15% in a given region. State health officials are tracking the state by five regions: Northern California, Bay Area, Greater Sacramento, San Joaquin Valley and Southern California. Regions will remain in the Regional Stay at Home Order status for at least three weeks once triggered. Counties are eligible to come off the Regional Stay at Home Order after three weeks if their hospital ICU capacity projected four weeks out reaches 15%. Counties will return to the Blueprint for a Safer Economy tier determined by their case rate and test positivity after they are eligible to exit the Regional Stay at Home Order. See the current ICU capacity for each region [here](#). While all five regions still have enough ICU capacity, some are getting very close to the 15% mark. If triggered, all operations in the following sectors must be closed: playgrounds; indoor recreation facilities; salons and barbershops; personal care services; museums; zoos; theaters; wineries; bars, breweries, and distilleries; family entertainment centers; cardroom and satellite wagering; limited services; live audience sports; and amusement parks. The following sectors will have additional modifications in addition to 100 percent masking and physical distancing: outdoor recreational facilities; retail; shopping centers; hotels and lodging; restaurants (will move to take-out only); offices; entertainment production; and, professional sports.

After most Bay Area counties voluntarily went to the highest level of lockdown earlier this month, on December 17 the Bay Area Region's low ICU capacity [officially triggered](#) the state's Regional Stay At Home Order, which means salons and other personal services must close. The Bay Area Region includes the Counties of Alameda, Contra Costa, Marin, Monterey, Napa, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma. This will remain in effect for at least 3 weeks. After that period, they will be lifted when a region's projected ICU capacity meets or exceeds 15%. This will be assessed on a weekly basis after the initial 3 week period.

On December 29, 2020, the San Joaquin Valley and Southern California regions were put under the [Regional Stay at Home Order](#) for an additional three weeks, due to ICU capacity in these regions being at 0%. This means salons and barbershops must remain closed. The Bay Area and Sacramento regions are also under Regional Stay at Home Orders that are keeping salons and barbershops closed. Their three week orders were issued later than the original two, so they have not yet expired. It is expected that they will be extended as well.

Governor Gavin Newsom (D) [announced](#) that the Greater Sacramento is moving out of the Stay at Home phase. This means salons and barbershops will be able to reopen in the counties within that region.

The Department of Public Health (CDPH) [ended the Regional Stay at Home Order](#), lifting the order for all regions statewide, including the three regions that had still been under the order – San Joaquin Valley, Bay Area and Southern California – January 25. This action allows prohibited activities such as outdoor dining and personal care services to resume immediately, subject to any additional restrictions required by local jurisdictions. We have not identified any local jurisdictions that will continue to keep salons or barbershops closed.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Department of Public Health [released a statement](#) confirming the governor's comments that retail stores may resume in-store shopping statewide under previously issued guidelines. Subject to approval by county public health departments, all retail stores can reopen for in-store shopping under [previously issued guidelines](#). Under new guidance, places of worship can hold religious services and funerals that limit attendance to 25% of a building's capacity – or up to 100 attendees, whichever is lower – upon approval by the county department of public health.

On June 12, the State Department of Public Health, [issued](#) guidance that will allow nail salons, tattoo studios, and other personal care services to open back up beginning June 19. The guidance covers “expanded personal care services,” which includes personal care that requires touching a client’s face, such as facials, electrolysis, and waxing.

The state released [guidance](#) for barbers and hair salons to operate outside after Governor Newsom’s announcement that indoor operations would have to cease.

The state announced that nail salons may reopen indoors across California under the [latest state health guidelines](#), but counties will retain the final say over when they can do so.

The Department of Health released [new guidance](#) and made updates to the Blueprint for a Safer Economy to allow all personal care services to operate indoors with modifications. Personal care services, including esthetic, skin care, electrology, body art professionals, tattoo parlors, piercing shops, and massage therapy, are allowed to reopen indoors, but must follow existing state guidance to create a lower risk environment for employees and the public. The update applies to all counties, including those in Tier 1 (Widespread/Purple).

Due to ICU bed capacity dropping below 15% in Southern California and the San Joaquin Valley, barbershops, hair salons and nail salons have been ordered closed for at least 21 days according to the Governor’s [Regional Stay at Home Order](#). While they were still above the threshold, the San Francisco Bay Area counties, with the exception of San Mateo also imposed the Stay at Home Order. You can read the Alameda order [here](#). The other counties are basically identical and can be provided on request.

The California Department of Health [announced](#) that on December 10, 2020 at 11:59PM, the state's Regional Stay At Home Order will be effective for the Greater Sacramento Region because their ICU bed availability dropped below 15%. This region joins the regions of Southern California and San Joaquin Valley as regions that have triggered the order, in addition to all Bay Area Counties except San Mateo voluntarily ordering Stay at Home orders. This means all personal services businesses must close for a minimum of three weeks.

LOCAL ACTIONS OF NOTE

On August 4, 2020, the San Diego City Council voted [unanimously](#) to adopt an emergency ordinance temporarily amending portions of the Municipal Code to allow businesses of personal services, along with fitness centers and religious institutions, to operate outdoor operations in the public right-of-way to encourage social distancing due to the COVID-19 crisis.

On August 26, Contra Costa County Health Services (CCHS) [announced updates](#) to the Social Distancing Order to allow additional businesses to operate outdoors, beginning Friday, August 28, 2020. Small changes to Contra Costa’s social distancing health order will allow certain business sectors to begin operating again outdoors, beginning Friday, August 28. Personal care services, such as nail salons and massage, that do not involve close contact with the face may open outdoors. Gyms and fitness centers may begin operating outdoors.

On September 15, 2020, the San Diego City Council [will vote](#) to adopt an interim urgency ordinance that would allow for temporary outdoor business operations for personal and commercial services. This ordinance would apply City-wide and would apply to instructional studios. Barbershops, hair salons, massage establishments, nail salons, gyms and fitness centers. Religious assemblies would be allowed to operate outdoors as well.

Los Angeles County [announced a tightening of restrictions](#) beyond what the state announced earlier this week. Effective Friday, November 20, for non-essential businesses permitted to operate indoors—including retail stores, offices, personal care services—occupancy will be limited to 25% maximum capacity. Services at personal care establishments may only be provided by appointment to customers wearing face coverings by staff wearing face coverings. Services that require either the customer or the staff to remove their face covering, such as facials and shaves, are not permitted, and food and drinks cannot be served at these establishments to customers.

On December 2, 2020, Los Angeles Mayor Garcetti [announced](#) a new series of restrictions and regulations due to the unprecedented increase in cases of COVID-19 in the City. All businesses are ordered to cease operations that require in-

person attendance by workers at a workplace. The order included an extensive list of exempted essential businesses. In addition, it allowed other businesses to continue operating with additional restrictions. Personal services are allowed to continue to operate under the following conditions:

- Indoor capacity at personal care establishments is limited to 20% of maximum capacity.
- Personal care establishments must not operate between the hours of 10:00 p.m. and 5:00 a.m.
- Services at personal care establishments may only be provided by appointment.
- Customers and staff must keep face coverings on, over both their nose and mouth, at all times; services that require a customer/client or a personal care attendant to remove their face covering, e.g., facials and shaves, are prohibited.
- The owner, manager or operator of a personal care establishment must, prior to reopening, prepare, implement and post the required Los Angeles County Department of Public Health Reopening Protocol for Personal Care Establishments.

COLORADO

STATEWIDE ACTIONS

Governor Jared Polis (D) issued an [Executive Order](#) closing all non-essential businesses

The CDPHE issued a [Public Health Order](#) in response to the governor's order that will allow salons and barbershops to open on May 1. The order outlines the specific steps all businesses have to take with personal services beginning on page 6 and also in Appendix D beginning on page 21. Refer to the link.

The state also released a summary of the [guidance](#) for personal services to follow for reopening on May 1. Strict protocols must be following including but not limited to only providing services by appointment; requiring customers to wear face coverings; conducting symptom checks; having employees wear face coverings; and more. Refer to the link.

The state also released a summary of the [guidance](#) for large retail, department, discount, or outlet stores to follow for curbside pick-ups April 27 and reopening on May 1. Strict protocols must be following including but not limited to providing PPE for employees who are managing deliveries and returns; requiring employees to wear gloves and face coverings; limiting store capacity to 50%; implement marked 6 foot social distancing measures; increase availability of hand sanitizer; establishing one-way aisles; conducting daily temperature checks of employees in a log; and much more. Refer to the link.

Statewide Stay at Home Order:

Effective Until April 26

Restrictions on Gatherings:

10 or More People

Workplace Facemask:

Yes

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Colorado Department of Public Health and Environment [published a myriad of public](#) health guidance's and resources for businesses resuming operations.

LOCAL ACTIONS OF NOTE

CONNECTICUT

STATEWIDE ACTIONS

Governor Ned Lamont (D) [issued an order](#) allowing for barber shops and hair salons to reopen as of June 1 following the industry [sector rules](#), which include staggering shifts; requiring face masks; keeping a customer log; and more. Refer to link. The order also allows for a limit of up to 10 people for indoor social gatherings, or 25 for out doors. The previous limit of 49 persons for religious gatherings is now raised to 25% of the building's capacity or 100 persons, whichever is smaller. For outdoor services the limit is 150. This Order went into effect May 29 and expires upon the end of the emergency.

The state [issued](#) updated guidance on June 1. Face coverings are still required in public when social distancing is unavoidable. All social and recreational gatherings are limited to 10 people indoors and 25 people outdoors. [Safety guidelines](#) are available for state beaches; hair salons; hotels; museums; zoos; offices; retail; restaurants; and state parks. Refer to link.

Governor Ned Lamont (D) previously announced that certain business sectors will reopen June 17 as Phase 2 begins. [Sector rules](#) have been published for those Phase 2 businesses allowed to resume operations. Guidance for personal services is available [here](#).

Governor Ned Lamont (D) [issued the formal order](#) to implement Phase 2 of the state's reopening. The order reopens on-premise indoor dining at restaurants; personal care service businesses; gyms; fitness facilities; recreational facilities; movie theaters; and, public amusement businesses pursuant to sector rules and protocols.

Governor Ned Lamont (D) has issued [updated rules](#) for indoor recreation; outdoor events; offices; [personal care services](#); retailers; libraries; restaurants; and, hotels. The updated rules go into effect immediately. Businesses and nonprofits that have already completed the self-certification process as part of Phases 1 and 2 do not need to re-register but must comply with any new rules for their sector.

Governor Ned Lamont (D) [announced](#) that the entire state will roll back to Phase 2.1 effective 12:01AM November 6 due to a steady increase in cases. Mandatory changes are being made to restaurants, theaters and other indoor and outdoor venues, but the Governor announced that personal care services may remain at 75% occupancy.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until May 20

Restrictions on Gatherings:

More Than 25 (indoors)
More Than 100 (outdoors)

Workplace Facemask:

Yes due to Statewide Mandate

DELAWARE

STATEWIDE ACTIONS

The governor [issued another press release](#) detailing Phase 1 Economic Reopening Guidance. Delaware's Phase 1 reopening plan provides general and sector-specific guidance for Delawareans and Delaware businesses. Phase 1 of Delaware's economic reopening will begin on June 1. The newly updated guidance discusses contact tracing; outreach and education; and general guidance for the public. It provides [general guidance](#) for businesses including but not limited to requiring employers to close common areas where personnel are likely to congregate; requiring all surfaces touched by customers to be disinfecting at a certain frequency; requiring businesses to make hand sanitizer available; and more. Refer to guidance link. Industry specific guidance is also listed out within this document for Retail; Malls; and, Personal Care Services. Refer to guidance link.

Governor John Carney (D) [announced](#) Phase 2 will begin on June 15. Retail establishments, restaurants and other businesses that were permitted to open at 30% of stated fire capacity in Phase 1 may expand to 60% of stated fire occupancy in Phase 2. The Delaware Division of Public Health (DPH) continues to encourage Delawareans to telework during Phase 2 of the economic reopening. [Guidelines](#) have also been released for Phase 2. Refer to link. Personal care service businesses were included in Phase 1 and can operate at 30% of stated fire occupancy.

Governor John Carney (D) [issued](#) an order moving the state into [Phase 2 of reopening](#) effective June 15 and extending the state of emergency until further notice. Personal care services and exercise facilities may open at 30% capacity in this stage.

Governor John Carney (D) [announced](#) youth and adult recreational sports guidance. Also, increasing personal care services to 60% occupancy on June 22, if safety guidelines are followed to prevent infection and community spread of COVID-19.

Governor John Carney (D) [announced](#) a delay in moving to Phase 3 of Delaware's economic reopening. The move was scheduled to occur June 29. The Governor intends to make a decision early next week regarding the start of Phase 3.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until May 31

Restrictions on Gatherings:

More Than 10 People (indoor residential); More Than 50 People (indoor leisure); More Than 50 People (outdoors)

Workplace Facemask:

Yes

DISTRICT OF COLUMBIA

DISTRICT-WIDE ACTIONS

A group of advisers convened by D.C. Mayor Muriel Bowser [is suggesting a conservative four-phase process for reopening](#) the city as the coronavirus outbreak becomes less severe — and that could begin as soon as May 29. The group has also made recommendations for various industry sectors to follow when reopening.

Mayor Muriel Bowser (D) [issued an order that lifts the Stay At Home Order](#) on May 29. This order implements Phase One of the reopening plan; gatherings of 10 or more people are still prohibited. The order allows non-essential retailers to open for pick-up and delivery. [Barbershops and salons may reopen](#) under strict protocols including but not limited to closing waiting areas and implemented social distancing measures. [Phase One Health Guidelines](#) have also been released for childcare services; cosmetology; dental care; elective surgery; for-hire vehicle, taxi, and rideshare vehicles; parks and open spaces; restaurants; and, schools. The public health emergency has been extended to July 24.

Mayor Muriel Bowser (D) will [announce](#) on June 19 when the City will enter [Phase Two](#) of reopening. This phase will not start until at least June 22, or thereafter. Guidance for industries operating in Phase Two, including personal services, is at the [Phase Two link](#). Mayor Muriel Bowser (D) did [issue](#) an order implementing Phase 2 of the District's reopening plan effective June 22. The order allows nonessential retailers to reopen at 50% capacity.

Statewide Stay at Home Order:

Effective Until May 29

Restrictions on Gatherings:

More Than 10 People (indoors);
More Than 25 People
(outdoors)

Workplace Facemask:

Yes due to Districtwide

FLORIDA

STATEWIDE ACTIONS

On May 8, the governor [announced](#) that salons and barbers will be able to open on Monday, May 11. The governor [issued an order expanding](#) Phase 1: Safe. Smart. Step-by-Step. Plan for Florida's recovery. The order allows Palm Beach County to enter Phase 1. Barbershops, cosmetology salons, and cosmetology specialty salons may reopen May 11 in counties that are authorized for Phase 1. These businesses must adopt [social distancing and safety protocols](#) as outlined by the Department of Business and Professional Regulation which includes but is not limited to requiring employees to wear facemasks and prohibiting walk-ins. The governor [issued an order allowing](#) Broward and Miami-Dade Counties to enter Phase 1 of the state's reopening plan beginning May 18. Barbershops, cosmetology salons, and cosmetology specialty salons may now resume operations in these counties under already released protocols.

Governor Ron DeSantis (R) [announced](#) that the Original Phase 1 Florida counties (all except Miami-Dade, Broward and Palm Beach) may [enter Phase 2](#) effective June 5. Restaurants, bars, and other vendors licensed to sell alcoholic beverages may reopen at 50% capacity for indoor service. Entertainment businesses including but not limited to theaters; concert houses; auditoriums; playhouses; bowling alleys; and arcades may reopen at 50% capacity. Pari-mutuel facilities may seek to operate with a written request from the County Mayor. Personal services, including but not limited to tattooing, body piercing, acupuncture, tanning and massage, may operate with appropriate safety guidelines as outlined by the Department of Health. Also, the Governor has release Phase 2 [guidelines](#). Retail establishments may operate at full capacity with responsible social distancing and sanitization protocols. Gyms may operate at full capacity with appropriate social distancing and frequent sanitization.

Governor DeSantis issued [an order](#) moving the entire state to Phase 3. This allows all businesses to operate at full capacity and restricts the ability of local governments to place restrictions on businesses.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Board of Massage Therapy [issued an emergency rule](#) related to education requirements for board approved massage schools. The Order went into effect March 19.

LOCAL ACTIONS OF NOTE

On June 5, Palm Beach County [announced](#) it was ready to move into Phase 2 of the state's reopening plan. While most of the state has already entered Phase Two reopenings, Palm Beach County was excluded, along with Broward and Miami-Dade counties.

On Friday, June 5th Broward County [issued Emergency Order 20-15](#) , continuing a customized approach to reopening Broward County that incorporates guidelines and requirements for safe operations for opened businesses, amenities and services, based on local conditions.

Statewide Stay at Home Order:

Effective Until May 4

Restrictions on Gatherings:

None

Workplace Facemask:

Yes

GEORGIA

STATEWIDE ACTIONS

The governor issued an [Executive Order](#) (04.20.20.01) on April 20 that allows hair designers to begin in-person minimum basic operations on April 24. All of these businesses must implement safety protocols including but not limited to screening and evaluating employees for symptoms, providing PPE as available; enhancing sanitation; prohibiting gatherings during work hours; implementing staggered shifts; enforcing social distancing; and more. Refer to the Order link for the full list of requirements. This Order expires at the conclusion of the Public Health State of Emergency.

The governor [issued an order entitled](#) Reviving a Healthy Georgia. Businesses not considered critical infrastructure that continue in-person operations during this order including but not limited retailers must also implement safety protocols including but not limited to providing PPE as available; screening workers; staggering shifts; enforcing social distancing; and more. Refer to order. This order goes into effect May 14 and expires on May 31.

Governor Brian Kemp (R) [issued](#) another order entitled Reviving a Healthy Georgia providing more guidance for reopening the state. The order allows for gatherings of up to 25 persons. The order requires retailers to operate at 50% capacity and to install protective screens and other mitigation measures.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Georgia State Board of Cosmetology and Barbers issued guidance on April 21 for the safe reopening of Georgia's salons and spas. Owners and managers should use the [OSHA "Guidance on Preparing Workplaces for COVID-19"](#) as a guide for reopening. The Board has also published a [complete list](#) of guidelines that follow those listed in the Executive Order.

LOCAL ACTIONS OF NOTE

Statewide Stay at Home Order:

Effective Until April 30

Restrictions on Gatherings:

More than 50 People

Workplace Facemask:

Yes

GUAM

STATEWIDE ACTIONS

The governor has issued an [order](#) relative to the declaration of Pandemic Condition of Readiness (PCOR) 2. The order allows retail stores, cosmetic establishments, barbers, shopping centers, and mall operations to resume operations under protocols. These businesses must follow [guidance](#) provided by DPHSS. Refer to link. This order went into effect on May 10.

Governor Lou Leon Guerrero [announced](#) new rules under the island's Safer-at-Home order. The following eased restrictions will take effect on September 25 at noon:
Retail stores and personal care services may operate at 25% capacity;
Mall common areas must remain closed;
Outdoor dining is allowed; indoor dining is still prohibited;
Solitary and non-contact sports and sports facilities are allowed;
General office work and other services may resume but teleworking is encouraged; and
Face-to-face contact for businesses are by appointment only; no waiting rooms are allowed.

The Department of Public Health and Social Services issued a [guidance memo](#) in accordance with EO 2020-44 during the current PCOR 1 phase. Effective at 8:00AM December 20, DPHSS authorizes the following to operate by appointment only, and must not exceed 50% capacity: animal grooming establishments; dive shops; financial services; cosmetology establishments; car washes; advertising; in-office consulting; and others as determined by the Department.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until May 5

Restrictions on Gatherings:

More Than 15 People

Workplace Facemask:

Yes due to Island-wide Mandate

HAWAII

STATEWIDE ACTIONS

The governor has [unveiled the re-opening](#) and recovery plan for the State of Hawai'i — a strategy that conveys the coordinated, statewide approach to jumpstarting the economy and recovery from the COVID-19 crisis. [According to the plan](#) — the state will start to gradually re-open medium-risk businesses and operations beginning in June — assuming the state's COVID-19 activity remains manageable. The re-opening of high-risk businesses and operations will eventually follow, as long as Hawaii's disease activity continues to remain manageable. Under the emergency proclamation, county mayors will have the authority to make decisions for their counties — including re-opening businesses and implementing restrictions — with the governor's approval. Reopening will be a County by County process.

The governor has issued an order that announced [rules relating](#) to safety guidelines for barbers and beauty operators, including but not limited to requiring staff to wear facemasks. This order does not open these businesses. These rules can be found in Exhibit I. This order went into effect May 18.

[Governor David Ige \(D\) approved](#), on May 27, Honolulu's proposal to safely re-open more businesses and operations on O'ahu, under guidelines that will ensure the safety of employees and customers. Under the approved local proposal, personal service providers such as barbers, hairdressers, nail technicians, tattoo artists, and other beauty operators may resume operations with modifications on May 29.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

Statewide Stay at Home Order:

Effective Until May 31

Restrictions on Gatherings:

More Than 50 People (Indoors);
More Than 100 People
(outdoors)

Workplace Facemask:

Yes

IDAHO

STATEWIDE ACTIONS

On May 1, Governor Little issued his [Stay Healthy Order](#), which allows Stage 1 businesses to reopen. According to the [stages of reopening](#), salons and barbershops will be able to reopen as part of Stage 2.

The governor and the Department of Health and Welfare [issued an order](#) requiring all employees to develop and implement measures to ensure social distancing; provide sanitation for employees and patrons; implement protocols established under the [Governor's Guidelines for Opening Up Idaho](#) (refer to link); and more. This order moves the state into [Stage 2](#) of reopening effective May 16.

Governor Brad Little (R) and the Department of Health and Welfare [issued](#) an order moving the state into Stage 4 of the reopening plan. Mass gatherings of any size are allowed. Non-essential travel may resume. Employers should develop and implement measures to ensure employees and customers maintain at least six-foot physical distancing from other individuals whenever possible; provide adequate sanitation; frequently disinfect commonly touched and high-traffic areas; and more. [Refer to link](#). This was effective June 13.

Statewide Stay at Home Order:

Effective Until April 30

Restrictions on Gatherings:

More Than 10 People

Workplace Facemask

N/A

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

None

ILLINOIS

STATEWIDE ACTIONS

Governor JB Pritzker (D) [released Executive Order 2020-36](#), which begins [Phase 3](#) of Illinois' reopening and resumes activities that were paused due to COVID-19. The order outlines public health requirements for individuals, businesses, retail stores, manufacturers, office buildings, restaurants and bars, gyms, personal service facilities, youth sports, and public amusement. Personal services are allowed to reopen in Phase 3.

Governor JB Pritzker (D) [announced](#) Phase 4 of Illinois' economic re-opening will begin on June 26. [Guidance](#) for industry-specific re-opening rules has been released; this guidance applies to day camps, indoor and outdoor recreation, manufacturing, film production, health and fitness, museums, meetings and social events, offices, restaurants and bars, retail and service counter operations, personal care, outdoor seated spectator events, theaters and performing arts, youth and recreational sports, and zoos.

Governor JB Pritzker (D) [issued](#) the executive order to implement Phase 4 on June 26. Individuals must continue to practice social distancing and wear a face covering in public places or when working. Mass gatherings of up to 50 people are now allowed. All businesses must implement safety protocols. Refer to order. Retailers, gyms, and fitness centers may operate at 50% capacity. Refer to order. [Guidance](#) for industry-specific re-opening rules has been released; this guidance applies to day camps, indoor and outdoor recreation, manufacturing, film production, health and fitness, museums, meetings and social events, offices, restaurants and bars, retail and service counter operations, personal care, outdoor seated spectator events, theaters and performing arts, youth and recreational sports, and zoos. This Order went into effect June 29. The order has been [extended through September 19](#).

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Department of Commerce [published Phase 3 business guidelines](#) and toolkits for specific industries including manufacturing; health and fitness centers; non-customer facing offices; personal care services businesses; retailers; outdoor recreation businesses; service counters; day camps; youth sports; and restaurants and bars for outdoor dining and drinking. Under the Restore Illinois framework, certain businesses and activities are allowed to resume in Phase 3 with IDPH-approved safety guidance in place.

LOCAL ACTIONS OF NOTE

Mayor Lightfoot [announced](#) that the City of Chicago would be rolling back some business reopenings. Among other items, personal services that require the removal of a face mask will no longer be allowed, such as facials and shaves.

Chicago Mayor Lori Lightfoot (D) has issued a [stay-at-home advisory](#) as the city reaches a "critical point" in the second surge of its coronavirus pandemic, Mayor Lori Lightfoot announced on November 12. Among other things, the advisory includes the following: 1) Only leave home to go to work or school, or for essential needs such as seeking medical care, going to the grocery store or pharmacy, picking up take-out food, or receiving deliveries; 2) Do not have gatherings in your home with anybody outside of your household (except for essential staff such as home health care workers or educators), even with trusted family or friends; 3) Comply with city and state orders, including wearing face coverings, limiting gatherings, and mandating early closure of non-essential businesses at 11pm. The limitations do not apply to industries that already have restrictions, such as personal services which continue to have a 40% capacity restriction in place and must be closed to the public between the hours of 11:00PM and 6:00AM.

Statewide Stay at Home Order:

Effective Until May 29

Restrictions on Gatherings:

Varies by Region

Workplace Facemask:

Yes due to Statewide Mandate

INDIANA

STATEWIDE ACTIONS

Governor Eric Holcomb (R) announced that the state will move to [Stage 4](#) of the reopening plan on June 12. Some localities may not be able to enter this stage at the same time as the rest of the state. The governor has issued an [executive order](#) to implement this announcement. The order permits all counties to enter Stage 4 at 12:01AM June 12. All businesses operating must develop a plan to implement measures and safeguards including employee screenings, social distancing measures, and enhanced cleaning; additionally plans must be publicly posted. Retailers and malls may now operate at 100% capacity. Personal care business employees must still wear face coverings. Refer to the Stage 4 plan for personal services requirements.

Statewide Stay at Home Order:

Effective Until May 1

Restrictions on Gatherings:

Varies By Region

Workplace Facemask:

Yes

Governor Eric Holcomb (R) [announced](#) that the state is moving to Stage 5 of the Back on Track reopening plan. In Stage 5, personal services, gyms, fitness centers and workout facilities may resume normal operations. Size limitations have been removed for social gatherings and meetings. However, events with more than 500 attendees must submit a written plan to the local health department. The statewide mask mandate will remain in place until Oct. 17.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

None

IOWA

STATEWIDE ACTIONS

Governor Kim Reynolds (R) has [signed a new proclamation](#) continuing the Public Health Disaster Emergency until June 25. The order includes guidance for businesses but lifts capacity limits on all businesses in the state effective June 12. Restaurants and bars; fitness centers; salons and barbershops; medical spas; theaters and performance venues; race tracks; enclosed malls; museums; zoos; bingo halls; pool halls; amusement parks; campgrounds; and other retail establishments must take reasonable measures to implement social distancing. Mass gatherings of more than 10 people may now take place if the organizer implements social distancing measures. The order continues to allow nonessential or elective surgeries and procedures pursuant to requirements. This order is effective June 12 and expires June 25.

Governor Kim Reynolds (R) [extended](#) the state of emergency through August 23. The order keeps capacity restrictions in place and extends other safety protocols put into place for restaurants, bars, retailers, salons, theaters, gyms, casinos, and other businesses for an additional month.

Governor Kim Reynolds (R) issued [a new order](#) continuing the public health emergency until December 10. The proclamation imposes a number of additional public health measures to reduce the spread of COVID-19. These new measures will be effective at 12:01 a.m. on Wednesday, November 11 and will continue until 11:59 p.m. on November 30. Among other things, one of the new measures requires personal care services to ensure all customers are 6 feet apart and wearing facemasks except when performing face services.

Governor Kim Reynolds (R) [issued an order](#) extending the gatherings limit of 10 people unless safety protocols are implemented. Among many other things, salons and barbershops may remain open pursuant to safety protocols including ensuring patrons are at least 6 feet apart and requiring the wearing of masks by providers and patrons.

Statewide Stay at Home Order:

No Statewide Order

Restrictions on Gatherings:

More Than 10 People If Social Distancing Cannot Be Maintained

Workplace Facemask:

Yes

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

None

KANSAS

STATEWIDE ACTIONS

The governor has [signed Executive Order 20-34](#), which moves Kansas into Phase 2 of “Ad Astra: A Plan to Reopen Kansas”, effective May 22. Businesses and activities that will be allowed to open in Phase 2 include nail salons, barbershops, hair salons and other personal care services. All businesses in operation should [follow industry specific guidelines](#) as provided. See link. This order goes into effect May 22.

Governor Laura Kelly (D) extended an order [originally issued in April](#) directing all state agencies to extend renewal deadlines for any occupation or professional license, certification, permit, or registration issued by a state agency of any board, commission, division, or any other licensing authority. The order also extends renewal deadlines for any organization, establishment, facility, shop, or premises license, certification, permit, or registration issued by a state agency, board, commission, division, or other licensing authority. This order does not affect licensing for attorneys. [This extension](#) applies through March 31.

Statewide Stay at Home Order:

Effective Until May 3

Restrictions on Gatherings:

Varies By Region

Workplace Facemask:

Yes

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Kansas Department of Health released [guidance](#) for barbering, cosmetology, esthetics, nail technology, electrology, tanning, tattoo, and body piercing establishments and schools as well as other similar but unregulated professions to follow when allowed to reopen. The guidance states that face coverings should be worn by customers and practitioners; customers should be pre-screened and screened upon arrival for symptoms; and more. The guidance does reiterate that these professions are not yet allowed to open. Refer to the guidance link for details.

The Governor signed [HB 2016](#) which states that the COVID-19 state of disaster emergency will terminate on September 15, 2020. The measure states that after September 15, 2020, the Governor will be prohibited from ordering the closure or cessation of any business or commercial activity (for-profit or not-for-profit) for more than 15 days.

LOCAL ACTIONS OF NOTE

None

KENTUCKY

STATEWIDE ACTIONS

Kentucky Governor Andy Beshear (D) [announced](#) that the retail sector will be allowed to resume operations May 20. Salons, barbers, cosmetology businesses, and similar services will be allowed to resume operations May 25. This timeline is dependent on healthcare benchmarks being met. If the timeline stands, these sectors must implement strict protocols including universal face coverings and on-site temperature checks. Refer to link for more protocols.

All businesses must follow [Healthy at Work timeline](#) and industry requirements. Refer to link.

On May 22, Governor Andy Beshear (D) [issued an order](#) allowing cosmetology businesses; hair salons and barbershops; tanning salons; tattoo parlors; nail salons; and massage therapy businesses may reopen under safety protocols including but not limiting to capping occupancy at 33%; eliminating use of waiting areas; requiring staff to wear face coverings; and more. Refer to link. [Refer to guidelines](#) page for detailed guidance for each personal service. Effective May 25,

Governor Andy Beshear (D) [issued](#) an order allowing personal care services to increase capacity limits to 50%. These businesses must still be compliant with the additional safety protocols that have been in place. This order went into effect June 25.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The [Kentucky Board of Cosmetology](#) has developed guidelines for reopening that were reviewed during the May 4 Board meeting.

The [Kentucky Board of Cosmetology](#) has released Health at Work requirements for salons. These must be met in addition to the above guidelines. The new requirements include but are not limited capping occupancy at 33%; authorizing employees to refuse service to a customer exhibiting symptoms; making facemasks available for customers; and more. Refer to link.

The Kentucky Legislature is on an abbreviated schedule. Adjourned April 15. House has adopted remote voting rules, the Senate has not.

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until the End of the Emergency

Restrictions on Gatherings:

More Than 8 People From Two Households

Workplace Facemask:

Yes

LOUISIANA

STATEWIDE ACTIONS

Governor John Bel Edwards (D) [announced](#) that Louisiana will begin Phase 2 of its economic reopening on Friday, June 5. Phase 2 will last at least 21 days. Businesses that will be able to open at 50 percent occupancy does include barber and beauty shops, massage establishments, spas, and tattoo establishments (under strict guidance from LDH), esthetician services (under strict guidance from the Cosmetology Board. This Order goes into effect June 5.

Governor John Bel Edwards (D) [announced](#) that Louisiana's Phase Two [order](#) will stay in place for another 28 days, keeping in place occupancy limits and other restrictions. The state will remain in this phase until July 24. Personal care service businesses; shopping malls; casinos and racetracks; gyms and fitness centers; and all other businesses may continue to operate at 50% capacity and pursuant to additional safety protocols. Refer to extension order.

On September 11, Governor John Bel Edwards (D) issued [an order](#) implementing Phase 3 of the state's reopening. Food establishments, salons and barbershops, shopping malls, gyms, and all other businesses must operate at 75% capacity. All of these businesses must implement additional safety protocols. The statewide mask mandate will stay in place. Gatherings of more than 50% capacity or 250 people is prohibited. Refer to order for more detail.

Governor John Bel Edwards (D) [issued an order](#) implementing Phase 3 of the state's reopening. Among other things, food establishments, salons and barbershops, shopping malls, gyms, and all other businesses must operate at 75% capacity. All of these businesses must implement additional safety protocols. The statewide mask mandate will stay in place. Gatherings of more than 50% capacity or 250 people is prohibited. Refer to order for more detail.

Governor John Bel Edwards [issued an order](#) moving back to Phase 2 of reopening for the state. The order extends to December 23. Among other things, it requires individuals to wear face coverings in all public spaces indoors and outdoors, and personal care service establishments and all other businesses will be limited to 50% capacity.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Louisiana Board of Cosmetology [issued proposed](#) guidelines for reopening salons after the executive order is lifted on May 15. It details placing signs, cleaning and disinfecting all areas, removing non-sanitized items, distancing between stations, and other guidelines. Salons should obtain cleaning and disinfecting products and appropriate PPE. Customers and staff should be screened upon entry to verify that the individual is not symptomatic. Refer to link for more detail.

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until May 15

Restrictions on Gatherings:

More Than 50 People

Workplace Facemask:

Yes

MAINE

STATEWIDE ACTIONS

The governor issued an [order](#) stating that beginning May 1 the DECD shall implement the Restarting Plan and identify businesses and activities where current restrictions may be adjusted to safely allow for reopenings. The order goes into effect May 1 and expires May 31. DECD guidance is available [here](#). Barbershops and salons are allowed to reopen on May 1.

The Mills Administration [announced that it](#) is delaying the full reopening of nail salons in the state's reopening plans in light of emerging research and experiences in other states of COVID-19 transmission related to these establishments.

Governor Janet Mills (D) [issued an order](#) that allows for the gradual easing of restrictions implemented under previous Executive Orders as the state continues to reopen under the Restarting Maine's Economy plan. The order phases out the distinction between essential and non-essential businesses consistent with the implementation of the Restarting Plan. This Order went into effect May 31.

Governor Janet Mills (D) [announced](#) effective June 17 in Androscoggin, Cumberland, and York counties, bars, breweries, and tasting rooms are permitted to open for outdoor, seated service while gyms, nail salons, and tattoo parlors may also reopen. [Updated health and safety protocols](#) for Phase 1 and Phase 2 for numerous industries was also announced.

Governor Janet Mills (D) [released](#) COVID-19 Prevention [Checklists](#) for businesses and activities to voluntarily resume on July 1 as part of Stage 3 of the Administration's Restarting Maine's Economy Plan . The checklists, written in close collaboration with industry leaders and public health experts, outline health and safety protocols for businesses and activities to comply with in order to resume safely. The checklists posted today include: spas and skin care establishments, including laser hair removal and similar services; outdoor amusements, such as amusement parks and water parks; indoor amusements, such as bowling and arcades; movie theaters; and performing arts venues.

STATE LEGISLATIVE AND REGULATORY ACTIONS

On May 27, the state provided [updated advice](#) for barbershops and salons.

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until May 31

Restrictions on Gatherings:

More Than 50 People (indoors);
More Than 100 People OR 5
people per 1,000 sq. ft of
Occupiable Outdoor Space

Workplace Facemask:

Yes due to Statewide Mandate

MARYLAND

STATEWIDE ACTIONS

The governor [has announced that barber shops and salons](#) may provide services to employees of essential businesses that have remained open during the Stay At Home order and during orders that have closed non-essential businesses. Additional requirements have been mandated for salons and barber shops that reopen. The businesses may not accept walk-ins; only one customer is allowed in the establishment at a given time; facemasks must be worn by customers and employees; and more. Refer to Guidance link.

The governor [issued an order](#) to reopen retail establishments; certain personal care services; manufacturing businesses and facilities on May 15 as previously detailed in his press release. Each of these sectors must implement safety protocols including but not limited to implementing the CDC's social distancing guidelines; requiring employees to wear face coverings; abiding by any Local restriction; and more. Refer to order. It also keeps malls and retailers in malls with no external entrance closed. Refer to order.

Statewide Stay at Home Order:

Effective Until May 15

Restrictions on Gatherings:

More Than 25 People (indoors)

Workplace Facemask:

Yes

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

Prince George's County, Maryland [announced](#) that it will begin a modified Phase Two on June 15. Under the modified Phase Two, retail stores may open for in-store services. Retail stores may allow five people per 1,000 square feet, not to exceed 50% capacity. Enclosed shopping malls must remain closed. Governor Larry Hogan has been pressuring both Prince Georges County (the state's second largest county) and Montgomery County (the largest county) to open after he put the rest of the state into Phase Two May 15. Both counties neighbor Washington, DC.

Baltimore City will remain in the first phase of statewide reopening plans — despite pressure from local merchants and Maryland's governor to ease more restrictions — Mayor Bernard C. "Jack" Young [announced](#) Friday. However, as part of that announcement the city is allowing non-essential retailers to reopen at up to 50% capacity beginning June 12.

Mayor Bernard C. "Jack" Young issued an [order](#) allowing religious institutions, restaurants, libraries, gyms, hair salons and casinos to reopen at 50% capacity indoors. Face coverings are still mandatory. This became effective June 19, but was not posted on the city website until June 22.

MASSACHUSETTS

STATEWIDE ACTIONS

The governor has [issued an order implementing](#) the reopening plan and imposing workforce safety. Beginning May 25, hair salons and barbershops may resume operations. Retailers are explicitly not permitted to operate in-store sales during this phase; guidance shall be issued to permit curbside pick-up beginning May 25.

Governor Charlie Baker (R) [issued an Order](#) in advance of Phase 2 of Massachusetts' reopening setting requirements for certain businesses to follow in Phase 2. The Order lists all Phase 2 enterprises, which includes nail salons and massage services. The chart also lists those enterprises currently categorized as Phases 3 and 4. The order does not technically allow Phase 2 businesses to reopen.

Governor Charlie Baker (R) has [announced](#) that Massachusetts will transition to [Phase 2](#) of their reopening plan on June 8.

Governor Charlie Baker (R) [announced](#) that Massachusetts will transition to step 2 of Phase 2 of their [reopening](#) plan on June 22. Step 2 allows for the following to reopen: indoor table service at restaurants; close contact personal services, with restrictions; retail dressing rooms, by appointment only and offices, at 50% capacity. These sectors must follow the previously released guidance. Refer to link.

Governor Charlie Baker (R) [announced](#) that Phase 3 of Massachusetts' reopening plan will begin on Monday, July 6.

The Baker Administration issued a [revised Stay At Home Advisory](#) instructing residents to stay home between 10 PM and 5 AM. The Advisory allows for activities such as going to work, running critical errands to get groceries and address health needs, and taking a walk. Effective November 6, restaurants, liquor stores, theaters, youth and amateur sports activities, recreational boating, casinos, zoos, gyms, museums, and [personal care services must close](#) between the hours of 9:30PM and 5:00AM daily. Facemask must be worn in public places even where six feet distance can be maintained. Indoor gatherings are now limited to 10 people and outdoor gatherings are now limited to 25 people.

Governor Charlie Baker (D) [announced](#) that the state will implement new capacity restrictions on most industries and sectors. Beginning at 12:01AM December 26, indoor social gatherings of more than 10 people and outdoor social gatherings of more than 25 people are prohibited. Restaurants, close contact personal services, gyms, retail businesses, casinos, golf facilities, libraries, common areas of lodging facilities, arcades, museums, and office spaces must limit capacity to 25%. Movie theaters must limit capacity to 25% with a maximum of 50 people. Outdoor performance venues must limit capacity to 25% with a maximum of 25 people.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Board of Registration of Cosmetology and Barbering issued updated [safety standards](#) on June 8 for salons and barbershops that include but are not limited to implementing social distancing; requiring face coverings for employees and clients; limiting what services are offered; and more. Refer to link.

Safety guidance for all industries and services is available [here](#).

The Department of Labor Standards adopted [emergency regulations](#). This regulation establishes a uniform set of COVID-19 Workplace Safety Rules for all enterprises operating brick and mortar premises across the Commonwealth to ensure that all enterprises adopt appropriate health and safety measures to protect against the spread of the COVID-19.

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until May 19

Restrictions on Gatherings:

More Than 10 People (indoors);
More Than 25 People (outdoors)

Workplace Facemask:

Yes due to Statewide Mandate

MICHIGAN

STATEWIDE ACTIONS

The governor [issued an order](#) that requires all businesses to adhere to strict safety guidelines to protect their workers, their patrons, and their communities from infection. [EO No. 2020-114](#) amends the order to include new provisions governing in-home services, personal care services, sporting and entertainment venues, and gyms. Refer to amended order.

Governor Gretchen Whitmer (D) [issued](#) an order that moves Regions 6 & 8 to Phase 5 of the Michigan Safe Start Plan on June 10. Gyms, hair salons, indoor theaters, tattoo parlors, and similar establishments will be permitted to reopen, subject to strict workplace safeguards. Face coverings must still be worn in public places. In addition, personal care services—including hair and nail salons— may reopen statewide as of June 15. This constitutes a partial step along the path of an orderly transition to Stage 5 for those parts of the state outside Regions 6 and 8. This Order goes into effect June 10. This order has been rescinded.

Governor Gretchen Whitmer (D) [issued an amended order](#) effective July 29 which requires businesses to develop COVID-19 preparedness and response plans, designate supervisors to implement and monitor those plans, and train employees on workplace infection control and use of personal protective equipment. In addition, barbering, cosmetology services, body art services (including tattooing and body piercing), tanning services, massage services, or similar personal-care services must maintain accurate appointment and walk in records, install physical barriers at cash registers, and more. Refer to order.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Board of Cosmetology [issued an update](#) on May 29 related to the ongoing impact of the pandemic on cosmetology schools and students. The Board decided that until January 1, 2021, or until the next routinely scheduled Board meeting thereafter, the Board will approve all cosmetology schools to temporarily move any scheduled theory instruction online.

The Michigan Department of Health and Human Services has issued an [emergency order](#) that enacts a three-week pause targeting indoor social gatherings and other group activities. Among other things retail stores must establish lines to regulate entry and checkout. Personal care services; in-home services; repair persons; painters; and the like must implement contact tracing requirements. Gyms may operate at 25% capacity with at least 12 feet between each station.

LOCAL ACTIONS OF NOTE

Statewide Stay at Home Order:

Effective Until June 1

Restrictions on Gatherings:

More Than 10 People (indoors);
More Than 25 People
(outdoors)

Workplace Facemask:

Yes due to Statewide Mandate

MINNESOTA

STATEWIDE ACTIONS

The Governor signed [HF 5](#) provides a grants of up to \$10,000 to individual businesses, including any subgrantees, that among other things, are owned by a permanent Minnesota resident, employ less than 50 people and can demonstrate financial hardship as a result of the COVID-19 outbreak.

Governor Tim Walz (D) issued [an order](#) putting a pause on the state's reopening efforts. This order repeals the previous executive orders that had been repeatedly extended, and institutes new rules. It prohibits all social gatherings of any size, and strongly encourages a 14 day self-quarantine for all out of state travelers. Restaurants and bars must close on-premise indoor services. Gyms and fitness studios must close. Indoor events and entertainment as well as outdoor events and entertainment are prohibited. Campgrounds, swimming pools, charter boats, and reception places for private events must close. Barbershops, salons and other personal care services are allowed to remain open at 50% capacity as long as safety protocols are followed. Refer to page 14 of the linked order.

Statewide Stay at Home Order:

Effective Until May 18

Restrictions on Gatherings:

More Than 10 People From More Than 2 Households (indoors); More Than 15 People From More Than 3 Households (outdoors)

Workplace Facemask:

Yes

STATE LEGISLATIVE AND REGULATORY ACTIONS

Barber schools must prepare and implement a COVID-19 preparedness plan that addresses student safety before reopening. The Department of Health has released cleaning [guidance](#) for schools.

The Board of Cosmetology [issued](#) state guidance for reopening cosmetology schools on June 1 in accordance with EO 20-56 and EO 20-63. Occupancy must be capped at 25% or at 10 people if performing work on members of the public or other students. Clinic and salon floors must follow guidance for personal care services/salons released by [DEED](#). Refer to link. Schools must implement the Department of Health's cleaning [guidance](#) for schools. Refer to link. Licensed cosmetology schools in a K-12 High School setting are administered by the Minnesota Department of Education (MDE) and are subject to the restrictions and guidance delivered in Executive Order 20-57, which establishes a Summer Learning Period.

LOCAL ACTIONS OF NOTE

Minneapolis will begin requiring people in indoor public spaces — including stores, schools and restaurants — to wear masks to help slow the spread of Covid-19 starting next week.

MISSISSIPPI

STATEWIDE ACTIONS

On May 8, the governor [extended the Safer at Home Order](#) but the order allows barbers, salons, personal care services and gyms to reopen on May 11. This order expires on May 25.

Governor Tate Reeves (R) [issued a "Safe Return" Order](#) which provides guidance for businesses to adhere to while open to prevent the spread of COVID-19. This order has been extended, with amendments (see [EO No. 1496](#)) until June 29.

Governor Tate Reeves (R) has again [extended](#) the Safe Return instituted via EO No. 1492 and 1500 until July 20. The order [requires](#) businesses and entities to remain operating at capacity restrictions.

Governor Reeves issued a [Safe Recovery Order](#) to be effective from September 30 until 5:00 p.m. on November 11. The order rescinds previous Executive Orders implementing the Safe Return Order. The order also rescinds the statewide mask mandate, making Mississippi the first state to do so. However, close contact personal services are still required to have both employees and customers wear face masks.

Governor Tate Reeves (R) has issued a [new Safe Recovery Order](#) to be effective from 5:00PM December 11 until 5:00PM January 15, 2021. In addition to limiting gathering size and additional restrictions on various industries, the order requires close contact and personal care services must require customers to wear masks. Governor Tate Reeves (R) [extended](#) the Safe Recovery Order until February 3.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Mississippi Legislature has [reconvened](#).

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until May 25

Restrictions on Gatherings:

More Than 10 People (indoors);
More Than 50 People (outdoors)

Workplace Facemask:

Yes, in specific counties.

MISSOURI

STATEWIDE ACTIONS

The governor has announced Missouri's "[Show Me Strong](#)" [Recovery Plan](#) to safely and gradually reopen the state's economy. According to the [order](#) issued by the Department of Health and Senior Services, all businesses are allowed to open as long as they follow specific protocols. However, this order does not prohibit local governments from issuing more stringent orders.

Governor Mike Parson (R) [announced](#) that the state will move into Phase 2 on June 16 and there will no longer be a statewide public health order in place. All statewide restrictions will be lifted, though local officials will still have the authority to put further rules, regulations, or ordinances in place.

Statewide Stay at Home Order:

Effective Until May 4

Restrictions on Gatherings:

None

Workplace Facemask:

N/A

STATE LEGISLATIVE AND REGULATORY ACTIONS

The State has [published a website](#) with Show Me Strong Recovery Plan Phase 1 Guidelines and FAQs. Local health authorities may enforce more restrictive public health requirements for businesses or individuals.

The Department of Health and Seniors [Services issued an order](#) to allow retailers to open between 10-25% capacities. This order implemented Phase 1 of the Show Me Strong Recovery Plan on May 4. This order expires on May 31.

LOCAL ACTIONS OF NOTE

On June 29, Douglas County [issued](#) a public health order that will require people to wear masks in all indoor public spaces where six feet of separation is not possible — including businesses, workplaces and public facilities such as community centers or libraries. This order went into effect July 1.

On November 17, 2020 the St. Louis County Department of Public Health placed the County under a [Safer At Home Order](#). This order enables most businesses to continue to operate, but with capacity reduced to twenty-five percent (25%) and closes certain businesses that allow patrons to socialize in large numbers unless they limit such gatherings to 10 persons or less.

MONTANA

STATEWIDE ACTIONS

The governor [announced](#) a gradual and phased reopening of the state beginning April 26 for individuals, and extending to non-essential businesses on April 27. Personal Care Services can become operational on or after April 27 if they can certain safety protocols including but not limited to screening customers prior to appointment for symptoms; utilizing facemasks for staff and customers; implement 6 feet of distancing between stations; and more. Refer to Link.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until April 24

Restrictions on Gatherings:

None

Workplace Facemask:

Yes

N. MARIANAS ISLANDS

STATEWIDE ACTIONS

The Homeland Security & Emergency Management [issued a directive](#) with amendments to the CNMI COVID-19 Emergency Directives of 2020, establishing the CNMI COVID-19 Community Vulnerability Rating System; moving CNMI to community vulnerability level YELLOW. Gatherings of 10 or more are prohibited including at sporting events and fiestas. All businesses that have facilities open to the general public shall only be open to the public from 5:00 a.m. to 9:00 p.m. Outside of those hours, businesses may operate but may not be open to the general public. Businesses covered by this section must implement social distancing guidelines. Refer to link.

Statewide Stay at Home Order:

Effective Until May 15

Restrictions on Gatherings:

10 or More People

Workplace Facemask:

N/A

The Commonwealth Healthcare Corporation issued [amendments](#) to multiple emergency directives including limiting gatherings to 10 or less people. All businesses that have facilities open to the general public shall only be open to the public from 4:00AM to 9:00PM. Businesses must implement social distancing and cleaning guidelines. Businesses covered by this section shall also limit occupancy to 50%. The islands of Saipan, Tinian and Rota have a curfew from 10:00PM to 4:00AM. These amendments will remain effective until September 6.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

None

NEBRASKA

STATEWIDE ACTIONS

The governor [announced](#) upcoming changes that ease some restrictions on social gatherings and business operations in Nebraska. As of May 4, existing state DHMs will be separated into 19 local DHMs, which would be effective through May 31. As of May 4, in certain districts only, salons and barber shops will be allowed to reopen. Salons and barber shops must remain closed in 10 DHMs. Refer to link. A Public [Health Order](#) has been released to implement these measures. Refer to link.

The governor [announced](#) new DHMs that are taking effect on May 11 in Lincoln-Lancaster County Health Department, West Center District Health Department, and Three Rivers Public Health Department. The Elkhorn Logan Valley Public Health Department will move to a less restrictive DHM on May 13. [These less restrictive DHMs](#) allow for the limited reopening of salons and barber shops. [Guidance](#) has been issued for reopenings including requiring clients and staff to wear facemasks; the staggering of shifts; implementing forms of social distancing; and more. Refer to link.

The governor [announced that](#) less restricted [DHMs](#) will take effect in three additional regions in southern Nebraska on May 18. These regions are the South Heartland, Public Health Solutions, and Two Rivers districts. Additionally, Governor Ricketts highlighted new business reopening guidelines posted online today by the Nebraska Department of Health and Human Services (DHHS). These documents provide [guidance to](#) salons/barber shops as they reopen.

Governor Pete Ricketts (R) [announced that new directed health measures](#) (DHMs) will take effect on June 1, 2020. "Phase I" reopening DHMs will apply to the Central District Health Department (Hall, Hamilton, and Merrick counties) and Dakota County. "Phase II" reopening DHMs, which are less restrictive, will apply to the rest of Nebraska. Phase II Reopening DHMs apply to all counties except for Dakota, Hall, Hamilton and Merrick. Gatherings will be limited to 25 persons. Gyms, barber shops, salons, massage therapy services, wedding and funeral reception venues will be permitted to open at 50% occupancy. Personal care services workers and patrons must wear masks. Phase I Reopening DHMs apply to Dakota, Hall, Hamilton, and Merrick counties only.

Governor Pete Ricketts (R) [announced](#) that 89 of 93 Nebraska counties will move to Phase 3 of reopening on June 22. Dakota, Hall, Hamilton, and Merrick counties will move to Phase 2. The move to Phase 3 allows personal care services at 75% occupancy among other industries.

Governor Pete Ricketts (R) [announced](#) that on December 12 the state will move from the orange to yellow phase of its response plan. Some changes include: 1) the maximum capacity for indoor gatherings goes from 25% to 50%; 2) masks are recommended, rather than required, for establishments such as childcare centers, salons, barber shops, massage therapists, and body art studios; 3) elective surgeries can resume as long as a hospital keeps 10% of its capacity available to treat coronavirus patients; 4) patrons are still required to be seated at bars and restaurants and parties must not be more than 8 people though the 6 feet table separation no longer applies; 5) removing all remaining restrictions from gyms, salons, barber shops, and churches.

Governor Pete Ricketts (R) [announced](#) that the State is moving from the "yellow" to "blue" phase of its coronavirus pandemic response plan. All Nebraska counties are under [Directed Health Measures](#) from December 24, 12:01 AM through January 31, 2021. Under the new DHM, restaurants, salons, barbershops, gyms, fitness centers, schools, and most other businesses may operate under no restrictions. Elective surgery may also resume with no restrictions.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Department of Health and Human Services [released](#) an updated DHM which moved all counties into Phase 3 of reopening on July 6. Reopening details of Phase 3 include allowing personal care services at 75% occupancy. The next step in reopening is Phase 4. An [outline](#) of changes from Phase 3 to Phase 4 has been released. Refer to link.

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

No Statewide Order

Restrictions on Gatherings:

More Than 75% Occupancy (indoors)

Workplace Facemask:

Yes

NEVADA

STATEWIDE ACTIONS

The State [issued an updated guidance](#) document for barbershops and barber schools; hair care salons; nail care salons; retail and customer services; and couriers, transportation, and warehouses. Refer to link for specific sector guidelines.

Governor Steve Sisolak (D) [announced](#) that Nevada will be moving [into Phase 2](#) of reopening on May 29. This will ease restrictions on personal services, tattoo and piercing parlors, gyms and fitness facilities, recreational areas and pools, movie theaters and arcades, and state parks. Gaming facilities are expected to follow with a limited reopening on June 4. Industry guidelines were not released during this announcement.

Governor Steve Sisolak (D) [issued an order](#) implementing Phase 2 of the state's reopening plan. The order requires nail salons and hair salons to continue to operate under Phase One conditions. On May 29, estheticians' services may resume under strict protocols. Refer to order. This Order went into effect May 28 and expires on June 30.

Governor Steve Sisolak (D) issued an [announcement](#) about the above and released [Phase 2 of reopening](#) guidance on May 29.

Governor Steve Sisolak (D) issued an [order](#) requiring face coverings to be worn in public places. Businesses allowed to remain open in Phase 2 must ensure customers and patrons to wear face coverings and prohibit persons from entering the business without a face covering.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Nevada Board of Cosmetology [published](#) Enhanced Sanitation Guidelines for Nevada Salons on its website, detailing guidelines on strategic scheduling, PPE, service modifications, social distancing, cleaning and disinfecting, along with supplemental resources and information for reopening. Refer to link for details.

The Nevada Health Response has issued industry-specific [guidance](#) for Phase 1 reopening for retailers and barbershops and salons. The State [issued an updated guidance](#) document for barbershops and barber schools; hair care salons; nail care salons; retail and customer services. Refer to link for specific sector guidelines.

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until May 15

Restrictions on Gatherings:

More Than 10 People (private gatherings); Lesser of 25% Capacity and More Than 50 People (public gatherings)

Workplace Facemask:

Yes

NEW HAMPSHIRE

STATEWIDE ACTIONS

On May 1, the Governor [extended the closure orders](#) until May 31, but with a phased reopening. Salons and Barbershops will be allowed to reopen on May 11. Page 41 on the linked page has detailed guidance for reopening.

The Governor's Economic Recovery Taskforce issued guidance for [barbers and hair salons](#). Guidance includes no blow-drying hair; staff and clients must wear face coverings; staff and clients should be screened for symptoms; clients may must be seen by appointment-only; frequent disinfection must take place; and more. Refer to the link. [Retailers](#) must require employees to wear a face covering; report any symptoms before a shift; limit capacity to 50%; implement social distancing procedures; and more. Refer to the link.

Spas providing manicures and massages were [allowed to reopen](#) on June 1 with certain precautions in place.

Governor Chris Sununu (R) [issued](#) an order providing guidance for reopening. [Exhibit A](#) outlines Universal Business Guidelines and [Exhibit B](#) provides industry-specific guidelines, including for restaurants, personal care services, and elective procedures. The provisions of this order have been [extended again](#) until November 15.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None.

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until June 15

Restrictions on Gatherings:

None

Workplace Facemask:

Yes

NEW JERSEY

STATEWIDE ACTIONS

Governor Phil Murphy (D) [issued](#) an order which allows for the reopening of personal care service facilities, including barber shops and salons, as of June 22. The order also calls for these businesses to follow guidelines from the Department of Health. Cosmetology schools shall remain closed. DOH [guidelines](#) include but are not limited to providing face coverings to clients if necessary; requiring staff to wear face coverings; enhanced disinfection protocols; screening protocols; and more. Refer to link.

Governor Phil Murphy (D) [announced](#) that the state entered Stage 2 on June 15. This includes outdoor dining, limited in-person retail, limited gyms, and libraries. [Personal care services](#) may open on June 22. People are still asked to work remotely if possible.

Governor Phil Murphy (D) [issued](#) an order which allows for all retail establishments to reopen at 50% capacity pursuant to additional safety protocols. Refer to order. Personal care services may reopen July 2 pursuant to standards issued by the Division of Consumer Affairs and DOH and provided clients wear face coverings at all times before and after the service.

Governor Murphy issued an [order](#) that reduced the maximum occupancy of any indoor gathering to 25% of its rated capacity, although the order states that the limit shall not go lower than 10 people, regardless of rated room capacity.

Governor Phil Murphy (D) has [announced](#) that he will sign an executive order giving municipalities and counties the option to regulate the operating hours of non-essential businesses after 8:00pm.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

The Bergen County Executive issued an executive [order](#) stating that no worldly employment or business shall be performed or practiced by any person or entity within the County of Bergen until further notice except: a.) preparation and sale of drugs, meals, prepared food; b.) take-out sale of alcoholic beverages, newspapers, pet food and sanitary pet products, gasoline and food products subject to the conditions and limitations contained herein; c.) Auto repair shops will be permitted to remain open only if attached to and part of a gasoline station; d.) Health care facilities shall remain open with the exception of dental care facilities which shall close except as may be deemed necessary by a licensed dentist to treat emergency conditions; e.) Law firms, other entities or individuals specifically licensed to provide professional legal services, are hereby exempted from this Executive Order to the degree necessary to participate in Superior Court trials or other ancillary court proceedings or emergent matters or transactions; f.) Banks or banking institutions; g.) Funeral Parlors. It that states all malls, shopping centers, offices, construction and business activity of any type or nature, except as modified herein, shall be closed until further notice. This order went into effect on March 17.

Statewide Stay at Home Order:
June 9

Restrictions on Gatherings:
More Than 10 People (indoors);
More Than 25 People (outdoors)

Workplace Facemask:
Yes

NEW MEXICO

STATEWIDE ACTIONS

Governor Michelle Lujan Grisham (D) [announced](#) a new public health order to continue the Phase One reopening, effective June 1. This allows restaurants to operate indoor dine-in service at 50% maximum occupancy; personal care services may operate at 25% max capacity; indoor malls may open at 25% max capacity; and gyms may operate at 50% max capacity. Face-coverings still must be worn in public settings.

Governor Michelle Lujan Grisham (D) [announced](#) new restrictions to prevent further COVID-19 spread. Under these new requirements, if a business records 4 COVID incidents in a 14-day period, the business must close for two full weeks. This applies to retailers, food and drink establishments, places of lodgings, and close-contact businesses.

Governor Lujan Grisham [announced](#) that the state of New Mexico will temporarily re-enact a statewide order closing in-person services for all non-essential activities. The restrictions are effective Monday, November 16 through Monday, November 30. The amended emergency public health order can be found [here](#). It is interesting that the public health order defines close contact businesses, but never references them directly in the order closing all non-essential businesses, but the Governor's press release does specifically state that close contact businesses must close.

After shutting down all "non-essential" businesses for two weeks, Governor Lujan Grisham [announced](#) a new reopening plan. Effective December 2, the state of New Mexico will transition to a tiered county-by-county COVID-19 [risk system](#), enabling local communities to shed burdensome restrictions as soon as public health data show the virus is retreating within their borders. Even in counties with the highest COVID levels (Red), close contact businesses will be able to reopen at 25% capacity or 10 customers, whichever is smaller. Yellow and Green levels allow higher density. County risk levels can be viewed [here](#). The map will be updated with new data on December 2. On December 15, Governor Lujan Grisham issued an [updated order](#), but the restrictions on close contact businesses remain unchanged.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until May 31

Restrictions on Gatherings:

Varies by County

Workplace Facemask:

Yes

NEW YORK

STATEWIDE ACTIONS

Governor Cuomo [announced](#) on June 2 that Western New York would enter Phase 2 on June 2 and the Capital Region would enter Phase 2 on June 3. Barbershops and salons are included in Phase 2, while nail salons and other personal care services are included in Phase 3. See below.

Governor Cuomo [announced](#) on June 7 that the Mid-Hudson Valley and Long Island were on track to move to Phase 2 on June 8 and June 9, respectively.

Governor Andrew Cuomo (D) announced that the regions of Central New York, Finger Lakes, Mohawk Valley, North Country, and Southern Tier have been cleared to enter [Phase 3](#) of the state's reopening plan - NY Forward - on June 12. Phase three allows indoor restaurant and food services and all personal care services to resume. Each industry is subject to specific state guidelines to maximize safety and social distancing.

Governor Andrew Cuomo (D) [announced](#) that Monroe County and the Finger Lakes Region can move into [Phase Three](#) of reopening on Friday, June 12. That means personal care services (nail salons, tattoo parlors, cosmetology, massage therapy, etc.) can reopen - as long as strict health safety rules are followed.

Governor Andrew Cuomo (D) [issued](#) an order removing the reductions and restrictions on the in-person workforce at non-essential businesses or other entities on those industries that have entered Phase Three which includes restaurants and personal care services. As of June 12, the regions meeting the prescribed public health and safety metrics required for Phase Three reopening are: Finger Lakes, Central New York, Mohawk Valley, Southern Tier, and the North Country. This order has been [extended](#) through October 18.

Governor Cuomo [announced](#) that New York City will be moving to Phase 2 on June 22. Guidance for New York City Phase 2 businesses was also [released](#).

Governor Andrew Cuomo (D) [announced](#) that the Capital region may enter Phase 4 of reopening on July 1.

Governor Andrew Cuomo (D) [issued](#) an order that allows personal care service businesses to reopen pursuant to safety protocols in regions authorized for Phase Two industries reopening. The order went into effect July 3 and has been [extended](#) until October 23..

Governor Andrew Cuomo (D) [announced](#) that shopping malls may reopen in Phase IV Regions beginning July 10 if they have enhanced HVAC filtration systems and follow proper ventilation protocols. HVAC systems will be required to include filters with a Minimum Efficiency Reporting Value - or MERV - rating. The Governor issued an [executive order](#) to implement this announcement, effective July 9. This order expires August 9.

Governor Andrew Cuomo (D) issued an [order](#) that, among other things, formally amends [Executive Order 202.36](#) that had closed all barbers and hair salons. While the phased reopening guidance has allowed those businesses to reopen, this executive order eliminates the conflict between the guidance and the formal executive order which simply ordered all personal services to close.

Governor Andrew Cuomo (D) [issued an order](#) reopening malls in New York City. They will be allowed to reopen starting September 9 with a 50% occupancy limit. All malls that choose to reopen will be subject to strict safety protocols. No indoor dining, loitering or unnecessary congregation will be permitted in malls.

Governor Andrew Cuomo (D) [announced](#) that gym and salons that operate within [orange zones](#) may operate with additional service restrictions, starting Monday, December 14. Specifically, gyms and fitness centers -- which are currently closed in orange zones -- will be allowed to operate at 25% capacity, reduced from 33%. Personal care services -- for example, salons and barbershops which are also currently closed in orange zones -- will be allowed to provide services so long as the employees performing services are tested for COVID-19 on a weekly basis and obtain a negative test result prior to opening.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The state clarified on its website what personal care services are considered [Phase 2](#) and which are considered [Phase 3](#). Barbershops and salons are listed in Phase 2 where [guidance for those facilities](#) can be found. The [guidance for personal care](#) listed in Phase 3 "applies to non-hair-related personal care businesses and services, including tattoo and piercing facilities,

Statewide Stay at Home Order:

Effective Until May 28

Restrictions on Gatherings:

More Than 10 People

Workplace Facemask:

Yes due to Statewide Mandate

appearance enhancement practitioners, massage therapy, spas, cosmetology, nail specialty, UV and non-UV tanning, or waxing.” So those services are not allowed until a county moves to Phase 3.

LOCAL ACTIONS OF NOTE

None

NORTH CAROLINA

STATEWIDE ACTIONS

[The governor issued an order](#) to implement Phase 2 of the reopening plan. Effective May 22, stay at home provisions in EO No. 138 are lifted. Personal care and grooming businesses may reopen at 50% capacity and under safety protocols including but not limited to requiring employees to wear face coverings; conducting employee screenings; implementing social distancing measures; and more. Refer to order. Retail businesses allowed to open in Phase 1 (EO No. 138) at 50% capacity will continue at that level. This order expires on June 26. Governor Roy Coopers (D) [announced](#) that he will be keeping the state in Phase 2 of reopening for an additional three weeks - until July 17 - as cases have increased.

Governor Roy Cooper (D), in cooperation with the Department of Health and Human Services and North Carolina Restaurant and Lodging Association, [announced an innovative training program](#). Count on Me NC is a free online training program to help restaurants, hotels and other businesses learn the best ways to protect customers and employees from COVID-19.

Governor Roy Cooper (D) announced that a [modified Stay At Home order](#) - which establishes a curfew for individuals each night between 10:00PM and 5:00AM - will take effect at 5:00PM on December 11. Restaurants (with exceptions for take-out and delivery), bars, entertainment venues, indoor venues and arenas, fitness and physical activity facilities, movie theaters, personal care businesses, breweries, meeting spaces, parks, museums and aquariums, certain retail establishments, and other businesses must close to the public during this curfew. The limitations on certain businesses, sanitation standards, and other public health restrictions outlined in the Phase 3 Executive Order and NCDHHS Guidance remain in effect. A face covering is still required in all public indoor settings.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Board of Barber Examiners issued an [emergency rule](#) effective May 20 amending requirements for barber school instruction and extension of renewal deadlines.

The Board of Barber Examiners issued requirements and guidance for salons and personal care businesses that have been scheduled to resume operations on May 22. These businesses must implement safety protocols including but not limited to capping occupancy; requiring employees to wear facemasks; implementing social distancing; and more. Refer to [link](#).

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until May 22

Restrictions on Gatherings:

More Than 10 People (indoors);
More Than 50 People (outdoors)

Workplace Facemask:

Yes

NORTH DAKOTA

STATEWIDE ACTIONS

North Dakota has released required [safety protocols](#) for hair, nail, and tanning salons, barbershops, and other cosmetology related businesses. Protocols include but are not limited to developing a check-in process and waiting area setup that can accommodate physical distancing; having clients wear face masks to the extent possible; screening employees prior to provision of services; implementing hygiene and cleaning; and more. Refer to the link. Businesses are also encouraged to limit the provision of services that require removal of PPE.

Governor Doug Burgum (R) [announced](#) that North Dakota is moving to the next phase of its [ND Smart Restart plan](#). This moves the state into the green, low-risk level.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

No Statewide Order

Restrictions on Gatherings:

None

Workplace Facemask:

Yes

OHIO

STATEWIDE ACTIONS

The governor [announced](#) that personal care services such as hair salons, barbershops, day spas, nail salons, and tanning facilities can open May 15.

The governor [announced](#) members of the personal services advisory group who will develop and recommend best practices for reopening hair salons, day spas, nail salons, barber shops, massage therapy locations, and tanning facilities throughout the state. This advisory group created a detailed list of guidelines and best practices for personal care service providers to follow. The full list of mandatory and recommended best practices can be found [here](#).

Governor Mike DeWine (R) [announced](#) changes to the state's mask and social distancing requirements. The changes place more responsibility on businesses for ensuring masks in their establishments and creates the Retail Compliance Unit to inspect and ensure compliance. A first violation will result in a written warning and a second violation will result in the closure of the establishment for up to 24 hours.

Statewide Stay at Home Order:

Effective Until May 20

Restrictions on Gatherings:

10 or More People

Workplace Facemask:

Yes

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Secretary of the Department of Health [has issued an order that reopens](#) hair salons; nail salons; barber shops; and tanning facilities beginning May 15 under strict protocols including but not limited to providing hand sanitizer; implementing social distancing; requiring staff to wear facemasks; and more. Refer to link. This order went into effect May 15 and now [expires on July 7](#).

The Interim Director of the Ohio Department of Health issued an [order](#) to (1) extend the expiration date of various orders, including orders related to personal services businesses, schools, and restaurants, through the end of the state of emergency and (2) provide further guidance on masks and social distancing. Refer to link. This order will remain in effect until the end of the emergency.

The Ohio Department of Health [issued an order](#) that fully reopens hair salons, day spas, nail salons, barber shops, tattoo parlors, body piercing locations, tanning facilities, massage therapy, cosmetic therapy, and acupuncture facilities are allowed and encouraged to reopen. Social distancing and face masks are required.

LOCAL ACTIONS OF NOTE

None

OKLAHOMA

STATEWIDE ACTIONS

The governor announced the [Open Up & Recover Safely \(OURS\) Plan](#). There are three phases that begin April 24 and end June 1 with staggered business reopenings. The first phase allows hair salons, barbershops, spas, nail salons, and pet groomers to reopen under strict guidelines. The second phase allows entertainment, places of worship, and additional retailers to reopen under strict guidelines. Further details on phase three will be released at a later date.

The governor has required businesses to adhere to the [Open Up & Recover Safely \(OURS\) Plan](#) safety protocols.

Oklahoma [is moving into Phase 2](#) of the OURS plan on May 15. This phase does not release explicit guidelines for cosmetology; manufacturing; or retail as did Phase 1; but it [urges all employers](#) to close common areas or enforce social distancing; to honor requests of personnel who are members of vulnerable population; and to use proper sanitation and equipment.

Governor Kevin Stitt (R) [announced](#) that Oklahoma will proceed to Phase 3 of the Open Up and Recover Safely plan on June 1. Under Phase 3, businesses may resume unrestricted staffing at their worksites while observing proper CDC-recommended social distancing protocols

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Department of Commerce released [guidelines](#) for hair and nail salons and barbershops to reopen under the OURS Plan. Strict protocols must be followed including but not limited to restricting customers to appointments-only; using sanitation and disinfectants products approved by the State Board of Cosmetology and Barbering or EPA-registered and labeled tools for salons; and more. Refer to the guidance link.

The State Board of Cosmetology and Barbering [has issued](#) Safety Guidelines for reopening that have been revised for Phase 2 of the OURS plan. This new guidance keeps appointment-only bookings; using disinfectants approved by the EPA; and more. Refer to link.

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

May 15, 2020 (Only Applies to Adults 65+ and High-Risk Patients)

Restrictions on Gatherings:

More Than 50% Capacity In All Public Places

Workplace Facemask:

OREGON

STATEWIDE ACTIONS

As of June 1, every county except Multnomah County (Portland), has entered Phase 1 of reopening. Approximately 25 counties have submitted plans for review to move to Phase 2 once health metrics are met. The Governor's Office and Oregon Health Authority are to determine whether a county meets the criteria. [Guidelines](#) have been released. Refer to [press release](#).

Governor Kate Brown (D) [issued](#) an updated order of state phased reopening guidelines for Phases 1-3. This order rescinds and replaces Executive Order No. 20-25. The order states that all businesses and nonprofits shall facilitate telework to the maximum extent possible. Counties in Phase 1 may now permit gatherings of up to 25 people. The following sectors may open for Phase 1 pursuant to OHA guidance: food and drink establishments pursuant to Phase 1 guidance; person care businesses; indoor and outdoor malls. Workplaces that have employees returning to work must implement and enforcement social distancing policies.

Governor Kate Brown (D) [announced](#) on June 4 the approval of 26 counties to move to Phase 2 of reopening on June 5, 6, and 8 under her framework for building a safe and strong Oregon. Under newly released guidelines for [Phase 2](#), gathering limits will be raised to 50 people indoors, and 100 people outdoors. Increased travel will be allowed throughout Oregon. Updates to [sector specific guidance](#) has also been published. No changes to guidance for salons and barbershops, which were part of Phase 1 reopening.

Governor Kate Brown (D) [announced](#) on June 17 that she will be instituting a requirement to wear face coverings while in indoor public spaces, such as grocery stores and other businesses, for the following counties: Multnomah, Washington, Clackamas, Hood River, Marion, Polk, and Lincoln. This mandate will be effective beginning June 24. The Governor announced that Marion, Polk, and Hood River Counties will be moved into Phase 2 on June 19. Multnomah County will be allowed to move into Phase 1 on June 19. Additionally, moving forward the Governor will treat Multnomah, Washington, and Clackamas Counties as a single regional unit - known as the tri-county region - for future reopening decisions. Marion and Polk Counties, which each include parts of the City of Salem, will also be treated as a unit going forward. The entire tri-county region will remain in Phase 1 for at least 21 days after June 19.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Oregon Department of Human Services released [updated guidance](#) for providing salon services in long term care facilities.

On June 2, the Department of Human Services [issued](#) an implementation plan for reopening salons and barbershops in nursing facilities, residential care, and assisted living facilities. Personal service providers must follow already established guidance as well.

LOCAL ACTIONS OF NOTE

Multnomah County (Portland area) Chair Deborah Kafoury [said on May 14, that the county](#) isn't ready to reopen, as other counties throughout Oregon got the green light from the governor's office to commence the first phase of reopening plans.

Statewide Stay at Home Order:

Effective Until Terminated for Multnomah County, Effective until May 14 everywhere else

Restrictions on Gatherings:

Varies by County

Facemask Requirement:

Yes due to statewide mandate

PENNSYLVANIA

STATEWIDE ACTIONS

Pennsylvania is still on track to move to the yellow phase of re-opening on May 8. Governor Tom Wolf (D) has [issued a guiding document](#) of procedures businesses must follow to conduct in-person operations. Guidelines include social distancing, the use of masks, encouraging continued teleworking if possible, operating at a limited capacity, and operating by appointment only if possible. On May 2, during a [press briefing](#), the Pennsylvania Secretary of Health explained why barber shops and nail salons won't reopen in the "yellow phase" of Pennsylvania's reopening plan. They can reopen during the green phase. [The full reopening plan is available.](#)

Governor Tom Wolf (D) [announced eight additional counties](#) will move to yellow and 17 to green, effective at 12:01 a.m., May 29. All remaining counties in red are expected to move to yellow by June 5 at 12:01 a.m.

Governor Tom Wolf (D) and Secretary of Health Dr. Rachel Levine [issued](#) an order to elaborate on the reopening process for [green phase counties and guidance](#) on businesses allowed to reopen. This Order went into effect May 29.

Governor Tom Wolf (D) [announced](#) that 16 counties will take another step forward and move to green effective 12:01 a.m., June 5.

Governor Tom Wolf (D) issued an order allowing additional counties to move into the green reopening phase on June 12. With these orders there will be 46 counties in green and 21 counties in yellow. The green phase allows salons and barbershops to reopen at 50% capacity. Most other businesses are allowed to move up to 75% capacity. Refer to [reopening plan](#) for details.

Governor Tom Wolf (D) [announced](#) that eight more counties will move to the green phase of reopening from the COVID-19 pandemic at 12:01 a.m. on Friday, June 19.

Governor Tom Wolf (D) [announced](#) that 12 additional counties will move to the green phase of reopening at 12:01 a.m., June 26. Those counties include Berks, Bucks, Chester, Delaware, Erie, Lackawanna, Lancaster, Lehigh, Montgomery, Northampton, Philadelphia and Susquehanna. Philadelphia County met the criteria and will move to the state's green phase on June 26; however, local officials will maintain some additional restrictions until July 3.

Governor Tom Wolf (D) [announced](#) today that Lebanon County is slated to move to the green phase of reopening on July 3, putting all 67 counties in green.

Governor Tom Wolf (D) has issued an [executive order](#) mandating telework unless it is impossible for a business to do so. Businesses must identify employees and customers, to the extent possible, who were in close contact with a person with COVID and report that information to the DOH. Specific direction is provided to a variety of industries. The executive order states that personal care businesses may continue to operate, but at 50% capacity and by appointment only.

Governor Tom Wolf (D) announced new mitigation measures that will take effect December 12 and remain in place until 8:00AM on January 4, 2021. All in-person businesses, including personal services, serving the public may only operate at up to 50% capacity. All in-person on-premise dining at restaurants, bars, wineries, breweries, clubs, and the like is prohibited. Gatherings of more than 10 people indoors and more than 50 people outdoors is prohibited. Indoor operations at gyms and fitness facilities are prohibited. Casinos, bowling alleys, movie theaters, arcades, and similar entertainment venues must close. All sports at K-12 public schools, nonpublic schools, private schools and club, travel, recreational, intermural, and intramural sports are paused.

Governor Tom Wolf (D) [announced](#) that the limited mitigation orders put into effect December 12 will expire at 8:00AM on January 4, 2021 as planned. With this expiration, mitigation efforts will revert to orders that were in place prior to the more restrictive measures handed down on 12/12. Masks are still required statewide in most indoor and outdoor public places. Among other things, personal care businesses must limit occupancy to 50% and service must be by appointment-only. Gyms, spas, indoor health centers, indoor recreation facilities, theaters, museums, casinos, and entertainment businesses must limit capacity to 50%. All other businesses may operate at 75% capacity.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The state released [guidance](#) for cosmetology salons that are allowed to reopen in the green phase.

Statewide Stay at Home Order:
Effective Until May 8 or June 4

Restrictions on Gatherings:
Percentage Levels Varies By Room Size

Workplace Facemask:
Yes

LOCAL ACTIONS OF NOTE

Philadelphia will continue with its [move to the yellow phase](#) of Covid-19 pandemic recovery Friday. The city will allow businesses with existing outdoor seating to resume outdoor dining June 12, said Managing Director Brian Abernathy

Philadelphia officials are delaying the planned July 3 move to the green phase of reopening by several weeks after a recent uptick in Covid-19 case, [according to local news](#). Some activities, however, will be allowed to restart under the city's modified green phase. The move delays the start of limited indoor dining and the reopening of gyms and fitness centers, but it permits museums, libraries, casinos and indoor malls to reopen with restrictions. Barbershops and nail salons were not provided an exemption, so they will remain closed. The move to the full green phase is delayed until at least Aug. 1, but the city will reevaluate its standings on a weekly basis, Health Commissioner Dr. Thomas Farley said Tuesday.

PUERTO RICO

STATEWIDE ACTIONS

The [Department of Labor issued a regulation](#) establishing that each employer is responsible for evaluating risks existent in the workplace regarding COVID-19 and establishes the adequate controls for each place. Once the analysis is done the employer is responsible for implementing controls for the management of risk. The regulation also requires that employers that are exempt from the stay-at-home order submit to the Department a "self-certification" of its Plan of exposure control to COVID-19 to the Department.

The Governor establishes a gradual reopening of additional sectors of the Puerto Rican economy. Starting May 26, except stated otherwise the new order would allow the following: 1) Extend the state curfew until June 15, from 7:00pm- 5:00am 2) Allow restaurants to open at 25% of capacity and extend the delivery orders until 12:00am (exempt from curfew) 3) [Allows barbershops and beauty salons](#) to open from 9:00am to 5:00pm Monday-Saturday, requires services to be performed by previous appointment and follow social distancing guidelines 4) Allows retail businesses to open Monday-Saturday, 9:00am-5:00pm following social distancing and at 50% maximum capacity. Clothing stores cannot offer fitting. 5) Allows shopping centers to open to employees for training and allows them to be open to the public on June 8, Monday-Saturday 9:00am-5:00pm; open format shopping malls will be operated at 50% of capacity and closed format shopping malls will be operated at a rate of 1 person per 100 square feet This Order went into effect May 26.

Effective June 16, Governor Wanda Vazquez (NPP) [signed an order that](#) eliminates the territory's lockdown, and among other things, allows new business sectors to open including spas and estheticians.

Governor Wanda Vazquez Garced (NPP) issued [an order](#) that extends the curfew from 10:00pm to 5:00am, through October 2nd. The order allows certain businesses and trades to operate during the COVID-19 pandemic. The order states outdoor restaurants and cafes must operate below 50% capacity. Closed shopping malls will be allowed to open, granted there will be allowed 1 person per every 100 square foot in the mall. The order states salons, spas, motor vehicle companies, film agencies, gyms, cinemas and plumbers are allowed to operate under this order. Gyms will be allowed to operate at a 25% capacity. This order is in effect until October 2, 2020.

Governor Wanda Vazquez Garced (NPP) has issued an order that extends the 9:00 PM to 5:00 AM Covid curfew Monday through Saturday and continues the stay at home order for Sundays. The following industries are allowed to operate during the curfew: outdoor restaurants and cafes, wholesale businesses, food distribution, supermarkets, groceries, hospitals, banks, care centers, dental offices, gas stations, homeless services and textile companies. Laundromats, vehicle inspection centers, beauty and retail salons, drive-ins, retail shops, hardware stores, gyms, car wash companies, gyms, casinos, cinemas are open until 8:30pm. This order is in effect until January 7, 2021.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

Statewide Stay at Home Order:

Effective Until May 25

Restrictions on Gatherings:

All Mass Gatherings Restricted

Workplace Facemask:

N/A

RHODE ISLAND

STATEWIDE ACTIONS

The governor has [announced](#) updated guidance for hair salons which are tentatively scheduled to reopen in the next stage.

Governor Gina Raimondo (D) [issued an order](#) implementing [Phase 2](#) of the state's reopening plan effective June 1. Personal care services may reopen under strict protocols including requiring staff and customers to wear facemasks. Gyms, fitness centers, and small group fitness classes may resume under strict protocols. Refer to order. Recreational businesses may resume pursuant to Phase 2 guidelines. Refer to Phase 2 guidelines link for further detail.

Governor Gina Raimondo (D) [announced](#) that the state will move into [Phase 3](#) of reopening effective June 30. Mass gatherings of 25 or less people will be allowed indoors and 50 or less people will be allowed outdoors. Indoor venues including close contact businesses can operate at 66% of capacity. The Governor announced that multiple executive orders will be extended including the statewide mask requirement. The Governor [issued](#) an order implementing this new phase. Businesses must continue to follow applicable [guidance](#).

Governor Gina M. Raimondo (D) has issued an [executive order](#) in response to the COVID-19 public health emergency. The order stipulates all persons inside grocery stores, pharmacies, or retail businesses to wear a mask. Masks must be worn in public transportation and taxis. All restaurants offering in-person dining, personal services, businesses, gyms, daycares, and places of assembly re-opening of Phase II must abide by their sector-specific face-covering protocols. Employees, customers, and attendees must continue to wear masks in such places. This order has been extended until October 3. This measure has been [extended until November 2](#).

Governor Raimondo issued an [updated executive order](#) to protect the state from COVID-19. The order continues to allow personal services to operate [under Phase 3 conditions](#) issued in June. Services that do not allow the wearing of masks such as facials also will continue to be allowed.

Governor Gina Raimondo (D) has issued an [updated Phase III order](#). This order issues a stay at home advisory from 10:00 p.m. to 5:00 a.m. Sunday through Thursday unless traveling to or from work or school, traveling for medical treatment, or obtaining necessities. The order states Friday and Saturday, all Rhode Island residents are advised to stay home from 10:30 p.m. to 5:00 a.m. Among many other things, the order states that personal care services may operate until 10 pm Sunday through Thursday and until 10:30 pm on Friday and Saturday.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until May 8

Restrictions on Gatherings:

All Gatherings Prohibited

Workplace Facemask:

Yes due to Statewide Mandate

SOUTH CAROLINA

STATEWIDE ACTIONS

The governor [announced that close contact service providers](#) will be able to open in a limited capacity on May 18 under strict safety protocols including but not limited to implementation of social distancing; additional sanitation standards; and more. Refer to the guidance in link. The governor [issued an order to implement his announcement, authorizing](#) barber shops; hair salon; nail salons; tanning salons; threading salons; and waxing salons to reopen May 18. The order authorizes DHEC to issue any necessary guidance, rules, regulations, or restrictions. This order went into effect May 15 and expires upon the end of the emergency.

Governor Henry McMaster (R) has [issued](#) an order extending the state of emergency until June 26. The order removes the requirement on reopening retail businesses that they adhere to an emergency maximum occupancy rate, require social distancing practices, or have mandatory sanitation.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The [South Carolina Board of Cosmetology](#) has alerted that the renewal start date for Salons, Booth Renters and Schools is May 4 and the renewal deadline has been extended to September 30.

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until May 4

Restrictions on Gatherings:

50% Occupancy OR More Than 250 People

Workplace Facemask:

N/A

SOUTH DAKOTA

STATEWIDE ACTIONS

Governor Kristi Noem (R) has [implemented](#) the "Back to Normal" [plan](#) for North Dakota that outlines guidance for employers.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Department of Health has [published myriad of resources](#), recommendations, and checklists for businesses currently operating during COVID-19. The state did not order any business to close but [EO 2020-12](#) is still in effect which placed additional restrictions on businesses operations. This site also has CDC guidance for sectors.

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:
For Vulnerable Individuals Only;
Effective Until April 27

Restrictions on Gatherings:
None

Workplace Facemask:
No

TENNESSEE

STATEWIDE ACTIONS

Tennessee's Economic Recovery Group released [reopening guidance](#) for close contact services that will be allowed to reopen on May 6 if protocols are followed. The protocols include limiting occupancy to 50% capacity, services by appointment only, and more. Refer to link.

Tennessee's Economic Recovery Group issued [updated guidelines](#) to enable retailers to increase capacity as long as social distancing protocols remain in place beginning May 22.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until April 30

Restrictions on Gatherings:

None

Workplace Facemask:

Yes

TEXAS

STATEWIDE ACTIONS

The governor has issued and [order](#) allowing cosmetology salons, hair salons, barber shops, nail salons and shops, and other establishments where licensed cosmetologists or barbers practice their trade, to open on May 8. [Protocols and check lists for reopenings](#) have been issued and include employee screenings before shifts; providing disinfectants and sanitizers; implementing social distancing measures; and more. Refer to link.

On May 7, the governor issued an [order](#) to reopen, retroactive to April 2, personal care services, and to stipulate that an individual may not be jailed for violating an executive order issued in response to COVID-19. This order was to deal with a salon order who was jailed when she reopened her salon in advance of the May 8 reopening date.

Governor Greg Abbott (R) has issued [an executive order](#) loosening some restrictions. The new EO prohibits most business from operating at no more than 50 percent except in specified situations. Retail establishments, dine in restaurants, office buildings, manufacturers, museums and libraries and gyms may operate at 75% capacity unless they are in an area with high rates of hospitalizations. Occupancy limits for personal care services and salons are eliminated as long as six feet of social distancing is available..

Governor Greg Abbot (R) has issued [an executive order](#) allowing bars to operate at 50% capacity. Additionally, all businesses may operate at 75%. There will be no occupancy limit for religious services, all public or private schools, and any public or private institutions of higher education, personal care service establishments and local government places of operation. In areas with high rates of hospitalizations businesses may only operate at 50%.

A judge in El Paso ordered all non-essential businesses, including salons, to close for two weeks due to COVID. Attorney General Ken Paxton has [stated](#) that he believes the judge's actions went beyond the court's authority and joined a group of 10 local restaurant owners in asking a state court to issue an injunction. A state district court judge [declined to overturn](#) an El Paso county judge's order to shut all non-essential businesses for two weeks, so salons and spas will remain closed for one more week.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Texas Department of Licensing and Regulation issued a [statement](#) on April 28 that Under [Executive Order GA-18](#) issued by Gov. Greg Abbott on April 27, all cosmetology salons (including nail salons, estheticians, and mini-salons), barber shops, and massage establishments shall continue to remain closed. Executive Order GA-18 overrides all local and county orders. Whether a salon or shop is a sole proprietorship or not, they are to remain closed until Executive Order GA-18 is amended or rescinded.

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until April 30

Restrictions on Gatherings:

Localities Have Authority to Restrict Gatherings of More Than 100 People

Workplace Facemask:

Yes

UTAH

STATEWIDE ACTIONS

Governor Gary Herbert (R) [updated Utah's public health](#) risk status from Moderate to [low risk](#) for all counties in the state other than Grand County, Summit County, Wasatch County, Salt Lake City, West Valley City, and Magna metro township. This reopens a large portion of the state. Other than the exceptions listed above, all other areas of the state are to comply with the Yellow provisions of the [State's revised 4.4 Phased Guidelines](#). All businesses may reopen if guidelines are followed which include requiring employees to wear face coverings in settings where other distancing measures are difficult to maintain. Refer to link for retail; personal care services; and additional sector specific guidelines. This order went from May 15 and expires on May 29.

Statewide Stay at Home

Order:

No Statewide Order

Restrictions on Gatherings:

None

Workplace Facemask:

Yes due to Statewide Mandate

Governor Gary Herbert (R) [updated Summit and Wasatch Counties'](#) public health risk status to [low risk](#). These counties will now comply with the Yellow provisions of the State's revised 4.4 [Phased Guidelines](#). The order also updates the municipalities of Bluff and Mexican Hat to transition from yellow, or low risk, to orange, or moderate risk status. [Moderate risk guidelines](#) include limiting gatherings to 20 or less people. High-contact businesses can operate under strict protocols as can restaurants for on-premise dining. Schools must be closed. Employees and volunteers must work remotely if possible. Guidance for personal care services in moderate risk areas is available [here](#).

Governor Gary Herbert (R) [issued an order](#) which moves Grand County, West Valley City, and Magna metro township to the yellow low risk phase. This Order went into effect May 29 and expires on June 5.

Governor Gary Herbert (R) [issued](#) an order that moves Salt Lake City, the town of Bluff, and the census-designated place Mexican Hat to the Orange (Moderate Risk) level of reopening. All other parts of the state are in the Yellow (Low Risk) level of reopening. The Order expires on June 12.

Governor Gary Herbert (R) [issued an order](#) moving Kane County to the New Normal Health Risk Status, or Green as well as Bluff and Mexican Hat to the Low Health Risk Status, or Yellow. Salt Lake City will remain in Orange. Along with these changes the Governor has adopted [updated guidelines](#) (Version 4.6) for various industries, including retail and personal services.

Governor Gary Herbert (R) [issued](#) an order updating guidelines ([Version 4.7](#)) for all business sectors in the reopening phases process.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Office of Economic Development [adopted an emergency rule](#) related to the Small Business Bridge Loan Program. This rule will codify the Utah Leads Together Small Business Bridge Loan Program by establishing the purpose, authority, eligible business entity criteria, minimum application requirements, and the approval process. The program will provide immediate assistance to small businesses in the state that have been impacted by the COVID-19 pandemic.

LOCAL ACTIONS OF NOTE

None

US VIRGIN ISLANDS

STATEWIDE ACTIONS

it with a Stay Safer at Home Order. This order allows many non-essential businesses to reopen including almost all retail and personal care services.

Governor Albert Bryan Jr. said he is [initiating](#) the blue “Open Doors” phase on the Territory’s path back to normalcy effective June 1.

Governor Albert Bryan Jr. [issued](#) an order returning the territory to a Stay at Home phase. Effective August 17, the public is ordered to stay at home and non-essential businesses must close, and restaurants are only allowed to provide takeout and delivery. Refer to order for list. Hair salons are not listed as exempt, so they must close. Mass gatherings of more than 10 people will be prohibited. Public, private, and parochial schools must physically close campuses from August 17 through August 31. Individuals must continue to wear facemasks in public places. This order expires on August 31. This order was [extended](#) until September 8.

On September 8, Governor Albert Bryan Jr. issued [an executive order](#) moving the territory to the Safer at Home phase of its COVID-19 reopening strategy on September 8. Restaurants will be allowed to offer dine-in service on September 8. Seating will be limited to 6 at a table and alcohol will not be served at bar counters. Masks will be required in all commercial entities and gatherings will be limited to 50 people. Hotels may begin accepting new leisure travel reservations on September 12. All non-essential businesses and recreation facilities will be allowed to reopen as specified. Personal grooming services may resume.

STATE LEGISLATIVE AND REGULATORY ACTIONS

The legislature will [convene a special session](#) on August 25.

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until August 31

Restrictions on Gatherings:

10 or More People

Workplace Facemask:

Yes

VERMONT

STATEWIDE ACTIONS

Governor Phil Scott (R) [announced the resumption](#) of additional business operations, including outdoor seating at restaurants and bars, hair salons and barber shops and some additional health services on May 22. The Agency of Commerce and Community Development [issued guidelines](#) for personal services businesses that are effective May 29. Salons and barbershops may reopen on this date pursuant to guidelines that include but are not limited to capping occupancy at 25%; implementing social distancing; maintaining a log of customers; and more. Refer to link.

Governor Phil Scott (R) [issued an order](#) allowing gatherings of 25 or less people. The order also direct the Secretary of the Agency of Commerce and Community Development (ACCD) to issue mitigation requirements and procedures for the limited, incremental and phased resumption of close contact businesses such as gymnasiums, fitness centers and similar exercise facilities, nail salons, spas and tattoo parlors business, effective June 1. This Order expires on June 15.

Governor Phil Scott (R) signed an [executive order](#) to update and extend the State of Emergency in Vermont to July 15. The order reflects all current re-openings and eased restrictions, which have been underway since late April to account for the State's low case counts and continued slow growth rate. It restated that close contact businesses must follow state guidance on operations.

Statewide Stay at Home Order:

Effective Until May 15

Restrictions on Gatherings:

More Than 2 Households

Workplace Facemask:

Yes due to Statewide Mandate

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Agency of Commerce and Community Development has, as the authority was granted by the Governor, [issued additional guidelines](#) for businesses, non-profits, and government operations. Updated on May 15, the guidelines require all businesses to follow state Department of Health and CDC guidelines including but not limited to adopting a reopening and training plan; implementing social distancing measures; and more. Refer to link. The Agency also has restricted cross state travel for non-essential work. The Agency also has restricted in-store retail to 25% capacity effective May 18. Refer to link.

The Agency of Commerce and Community Development has [published a Restart Vermont resources](#) webpage. Governor Scott's Work Smart and Stay Safe initiative lays out how businesses can return to work. This resource is designed to be a one-stop portal of tools needed to comply with the Work Smart and Stay Safe initiative.

The Departments of Health and Labor [have released a powerpoint](#) outlining mandatory VDOH, CDC, and VOSHA requirements all businesses must follow.

The Agency of Commerce and Community Development [updated the guidelines](#) due to the governor's new addendum order. Close contact businesses including gyms, salons, tattoo parlors, indoor recreational facilities; and business that require home visits may resume activities June 1 under these new guidelines. Guidelines have been issued for overnight summer camps to resume June 7. Libraries, galleries, museums, theaters and other indoor arts may reopen June 1 under the new guidelines. The guidelines expire on June 15.

The Agency of Commerce and Community Development has [updated its Be Smart, Stay Safe Order Guidelines](#). Effective September 1, fitness centers (gyms) and similar exercise facilities, massage therapists, nail salons, spas, tattoo parlors, businesses that require home visits, such as cleaning services and similar operations, and businesses that require limited close personal contact may not allow more than 75 customers indoors and 150 customers outdoors.

LOCAL ACTIONS OF NOTE

None

VIRGINIA

STATEWIDE ACTIONS

The governor issued an [order](#) allowing some businesses to resume operations per his earlier press release. Brick and mortar retailers may resume on premise shopping under strict protocols including but not limited to requiring employees to wear face coverings. Refer to order. Personal care and personal grooming services may resume operations May 15 under strict protocols including but not limited to capping occupancy and requiring employees to wear face coverings. Refer to order. Those essential businesses that have remained open during this time must comply with the [Guidelines](#) for All Business Sectors. Refer to link for full detail. This order will go into effect on May 15 and will remain in effect until June 10.

Governor Ralph Northam (D) issued an [order](#) implementing [Phase 2](#). This order excludes the City of Richmond and the Northern Virginia Region. Facemasks must still be worn statewide in public. Personal care and grooming services may resume operations under safety protocols including but not limited to capping occupancy and requiring staff to wear facemasks. Refer to order. This order rescinds the Stay At Home executive order (EO 55) at 11:59PM June 4. This order goes into effect on June 5. Governor Ralph Northam (D) [issued an amendment](#) to this order allowing the Northern Virginia Region and the City of Richmond to enter Phase 2 effective 12:00AM June 12.

Governor Ralph Northam (D) [announced](#) the third phase of the “Forward Virginia” plan to continue easing public health restrictions while mitigating the spread of COVID-19. The Commonwealth does not yet have a targeted date for entering Phase Three, but the announcement included [detailed guidance](#) for businesses.

Governor Ralph Northam (D) [announced](#) that the full state will move into [Phase 3](#) of the reopening plan on July 1. Restaurants and retailers will no longer have indoor or outdoor capacity limits but must still operate pursuant to other safety protocols. Personal care services may operate without capacity limits but still pursuant to other safety protocols. Entertainment and public amusement businesses may reopen at 50% capacity pursuant to safety protocols. Governor Northam has [issued](#) an executive order to implement Phase 3. Face coverings are still required statewide.

Governor Ralph Northam (D) has issued a [modified stay at home order](#). Among other things, retail businesses may continue to operate according to state guidance. Gyms and pools will be limited to 75% capacity. Personal care businesses may operate according to the issued guidance and routine cleaning of high contact surfaces must happen every hour. The order outlines what businesses are deemed essential. All Virginians will be required to wear face coverings when out in public and around others whether indoors or outdoors.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

Effective Until June 5

Restrictions on Gatherings:

More Than 10 People

Workplace Facemask:

Yes

WASHINGTON

STATEWIDE ACTIONS

The governor announced that through the Washington "[Safe Start](#)" plan, more businesses and activities will re-open in subsequent phases with adequate safety and health standards in place. Phase 2 includes salons and barbershops. County variance applications will be approved or denied by the secretary of the Department of Health. Eight counties have received the variance.

Washington State Secretary of Health John Wiesman [announced on May 11](#) the approved applications from Wahkiakum, Skamania, and Stevens counties to move into Phase 2 of the Safe Start plan. This brings the total to 8 counties. Last week, Secretary Wiesman approved variances for Columbia, Garfield, Lincoln, Ferry and Pend Oreille counties. The governor issued [guidance](#) for resuming personal services and professional services for counties granted variance under the Safe Start Phase 2. For counties granted variance to move to Phase 2, personal services may resume, effective May 13.

The governor [issued a statement and memo](#) related to voluntary contact information as part of phased reopening. The memorandum serves to clarify any requirement in a COVID-19 safety plan that businesses maintain logs of customers' contact information. Effective May 15, the state no longer is requiring customers to provide a business with contact information, and businesses should not condition service on a customer's unwillingness to do so. Businesses are still obligated to maintain a customer log of those who voluntarily provide their information.

Governor Jay Inslee (D) [released a template](#) for businesses in Phase 3 of the Washington "Safe Start" plan. Each business or entity operating in Phase 3 must develop a written safety plan outlining how its workplace will prevent the spread of COVID-19. A business may fill out this template to fulfill the requirement or may develop its own safety plan.

Governor Jay Inslee (D) [Proclamation \(20-25.5\)](#) which extends all of the provisions of previous Safe Start proclamations, provides minor clarifications, and adds the following requirements for employers: cooperate with public health authorities in the investigation of COVID-19 cases and outbreaks; cooperate with the implementation of infection control measures; comply with all public health authority orders and directives; and comply with all Department of Labor & Industries interpretive guidance, regulations and rules. This extension is effective until 11:59PM July 9.

Governor Inslee [announced](#) that modified phase 1 activities have been standardized for the counties still in phase 1. The state worked with local jurisdictions to agree on one set of activities that would be allowed. Among other things, personal services will continue to be allowed to operate at 25% capacity, while in-store retail will be limited to 30%. The retail restrictions are an increase from 25% for Yakima, Benton, and Franklin counties and a decrease from 50% for Chelan and Douglas counties.

Governor Jay Inslee (D) has issued [new COVID-19 restrictions](#). Indoor Social gatherings with people from outside your household are prohibited. Outdoor gatherings will be limited to 5 people. Among other things, fitness facilities and gyms are closed for indoor operations. Outdoor fitness classes are permitted but are subject to and limited by the outdoor social gathering restrictions. In store retail will be limited to 25% capacity. Religious and personal services will be limited to 25% indoor capacity. Long term care facilities will permit outdoor visiting.

Governor Jay Inslee (D) [announced](#) that the state will move to a new regional phased recovery plan beginning January 11, with every region beginning in Phase 1, the most restrictive phase. This phase restricts personal services to a capacity limit of 25%, which is also the limit for phase 2.

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

Snohomish County is [seeking](#) Gov. Jay Inslee's permission to enter the next stage of his reopening plan for the state amid the COVID-19 pandemic, officials said in a Thursday news release.

On June 19, King County [moved](#) into Phase 2 of the states reopening plan. Phase 2 allows hair and nail salons to reopen. King County is the home of Seattle.

Statewide Stay at Home Order:

Effective Until May 31

Restrictions on Gatherings:

All Indoor Gatherings Prohibited; No More Than 5 People (Outdoors)

Workplace Facemask:

Yes

WEST VIRGINIA

STATEWIDE ACTIONS

On April 27, The governor announced his weekly-phased [plan](#), West Virginia Strong, for reopening the economy. When the state achieves three consecutive days of a statewide cumulative percent of positive test results below 3%, certain businesses will be allowed - but not required - to open. Week one will allow elective medical procedures, outpatient healthcare, and testing of daycare staff. Week two (May 4) will allow (i) small businesses with fewer than 10 employees, (ii) salons, barbershops, and pet groomers, (iii) outdoor dining spaces, and (iv) churches and funerals to open, all with the requirement to maintain physical distancing and face coverings. Weeks three to six will reopen all other businesses except entertainment venues, and will not allow nursing home visitation or gatherings larger than 25 people.

Governor Jim Justice (R) [issued an order](#) that formally allows spas, swimming pools, and businesses with indoor amusement to reopen May 30 pursuant to safety standards. This measure states that spas and massage businesses are permitted to resume operations as long as social distancing and hygiene guidelines are maintained. In addition swimming pools, limited video lottery retailers, and businesses with indoor amusement, such as bowling alleys, pool halls, and roller rinks, are allowed to reopen. [Safety guidelines](#) have been issued. Refer to link.

Statewide Stay at Home Order:

Effective Until May 3

Restrictions on Gatherings:

Varies By Region

Workplace Facemask:

Yes

STATE LEGISLATIVE AND REGULATORY ACTIONS

None

LOCAL ACTIONS OF NOTE

None

WISCONSIN

STATEWIDE ACTIONS

On May 13, the [State Supreme Court struck down](#) the Administration's Stay At Home order. Governor Tony Evers (D) released a statement regarding the ruling "that puts the health and safety of Wisconsinites across the state at risk by ending Wisconsin's Safer at Home order, effective immediately, and requiring the Wisconsin Department of Health Services (DHS) to go through the rulemaking process to be able to respond to an epidemic." The governor states that, "Up until now, Wisconsin was in a pretty good place in our battle against COVID-19. We had reached almost all our gating criteria... We need everyone to continue doing their part to keep our families, our neighbors, and our communities safe by continuing to stay safer at home, practice social distancing, and limit travel, because folks, deadly viruses don't wait around for politicians and bureaucrats to settle their differences or promulgate rules."

Statewide Stay at Home Order:

Effective Until May 13

Restrictions on Gatherings:

More Than 25% Indoor Capacity or More Than 10 People

Workplace Facemask:

Yes

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Wisconsin Economic Development Corporation has released sector-specific [guidance](#), relief and recovery resources for the eventual reopening of the state's economy.

The Department of Safety and Professional Services issued memos notifying barbershop and cosmetology credential holders of the guidelines and encouraging credential holders to follow them.

WEDC Guidelines: <https://dsps.wi.gov/pages/Home.aspx>

Cosmetology Memo: <https://dsps.wi.gov/Documents/5.15.2020-CosmetologyCredentialHolders-SalonReopeningUpdate.pdf>

Barbershop Memo: <https://wedc.org/reopen-guidelines/>

The Wisconsin legislature will have a [special session](#) which convenes on August 31.

LOCAL ACTIONS OF NOTE

In response to the Wisconsin Supreme Court ruling [which struck down Gov. Tony Evers' "Safer at Home" order](#), suburban Milwaukee County released its own stay-at-home order and local business guidelines late Wednesday evening, in effect immediately through Thursday, May 21.

Businesses in the city of Milwaukee can [allow](#) more customers in their establishments starting Wednesday, July 1, with the city now announcing it is moving into phase 4 of its Moving Milwaukee Forward plan. Under the city's new guidelines for this next phase, retail stores could operate at 50% capacity; stores that sell groceries and medicine can operate at 75%; restaurants and bars can operate at 50% capacity; salons and spas can have capacity for one client per service provider; and hotels and motels could operate at 50% capacity with their pools and fitness rooms at 50%, one person every 30 square feet, or a maximum of 250 people. Capacity is waived for restaurants that have a health department-approved Covid safety plan.

WYOMING

STATEWIDE ACTIONS

The governor announced that the State Health Officer has [ordered](#) hair salons, barbershops, cosmetology, electrology, and esthetic services may begin reopening or continue operations on May 15 under strict protocols including but not limited to implementing social distancing; screening employees; requiring patrons and employees to wear face coverings; and more. Refer to order. Countywide variances may be granted. This order was [extended until February 14, 2021](#).

STATE LEGISLATIVE AND REGULATORY ACTIONS

The Wyoming Board of Cosmetology issued reopening [guidelines](#) and a reopening [checklist](#) for cosmetology clinics to implement the governor's executive order allowing operations to resume.

LOCAL ACTIONS OF NOTE

None

Statewide Stay at Home Order:

No Statewide Order

Restrictions on Gatherings:

More Than 10 People

Workplace Facemask:

Yes