

# Facing Your Face Mask Duties – A List of Statewide Orders, as of July 10, 2020

By Littler Mendelson on July 10, 2020

Governors and public health officials across the country have implemented stringent measures to help contain the spread of COVID-19, such as safer at home orders. Yet even as businesses begin to reopen, face coverings are likely to remain popular as a preventative measure. Numerous jurisdictions have encouraged—or mandated—citizens to wear face coverings when out in public, especially when social distancing cannot be maintained effectively. Some directives also obligate employers to provide masks to their employees.

This post, current as of July 10, 2020 at 8:00 a.m. (CDT), identifies the jurisdictions where face coverings are recommended or required. We will update this list regularly but expect it will become outdated quickly as new announcements are made. Recent announcements affect Nevada, North Carolina, and Washington.

*Note that this list does not include face covering guidance at the **local** level. If you would like more information, please contact your Littler attorney for additional resources that summarize such requirements at both the state and local level.*

Employers interested in related information may wish to consult our [interactive reopening map](#), as well as our articles identifying [return to work protocols](#) and [employee health screening guidance](#).

Jurisdiction	Requirement or Recommendation	Specifics

Federal	Recommendation	<p><u>CDC</u> recommends that everyone wear a cloth face covering in public settings where other social distancing measures are difficult to maintain.</p> <p><u>OSHA</u> recommends allowing workers to wear masks over their nose and mouth to prevent them from spreading the virus.</p>
<u>Alabama</u>	<b>Requirement</b>	<p>Face coverings are required for employees of restaurants, personal care services, entertainment venues, and gyms and fitness centers. Face coverings are <u>recommended</u> for all other businesses.</p> <p><b>NOTE: Many Alabama localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
<u>Alaska</u>	Recommendation	<p>Employees of reopening businesses should wear face coverings.</p> <p><b>NOTE: At least one city in Alaska has provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>

<p>Arizona</p>	<p><b>Requirement</b></p>	<p><u>Required</u> for employees and customers of barbers and cosmetologists.</p> <p><u>Recommended</u> for businesses where service cannot be provided without physical distancing: employers should provide and require employees to wear masks.</p> <p>Residents are <u>recommended</u> to wear cloth face coverings worn in public places where physical distancing is difficult to maintain.</p> <p><b>NOTE: Many Arizona localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<p>Arkansas</p>	<p><b>Requirement</b></p>	<p><u>Required</u> for restaurants reopening for dine-in. All staff who come in contact with patrons must wear a face mask that completely covers their nose and mouth. Staff in the back of house are encouraged to wear a face mask. All staff are required to wear gloves. Gloves shall be changed out between each customer, customer group, or task. Patrons must wear a face covering upon entrance and while in the restaurant until the food or drink is served, and may be refused service if not wearing a mask.</p> <p><u>Required</u> for reopening gyms and fitness centers. Employees must wear a face mask at all times. Patrons must wear a mask except when actively exercising.</p> <p>Residents are <u>encouraged</u> to wear a cloth mask when in public and unable to maintain a 6-foot distance from others.</p> <p><b>NOTE: In Arkansas, some localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<p><u>California</u></p>	<p><b>Requirement</b></p>	<p>Individuals must wear masks in several specified high-risk situations, including when engaged in work, whether at the workplace or performing work off-site, when (1) interacting in-person with any member of the public; (2) working in any space visited by members of the public, regardless of whether anyone from the public is present at the time; (3) working in any space where food is prepared or packaged for sale or distribution to others; (4) working in or walking through common areas, such as hallways, stairways, elevators, and parking facilities; (5) in any room or enclosed area where other people (except for members of the person’s own household or residence) are present when unable to physically distance.</p> <p>Persons exempted from wearing a face covering due to a medical condition who are employed in a job involving regular contact with others should wear a non-restrictive alternative, such as a face shield with a drape on the bottom edge, as long as their condition permits it.</p> <p><b>NOTE: Many California localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<u>Colorado</u>	<b>Requirement</b>	<p>Workers in critical businesses and reopening businesses in which workers interact in close proximity with other employees or with the public must (1) wear medical or non-medical cloth face coverings that cover the nose and mouth while working, except where doing so would inhibit that individual's health; and (2) to the extent possible, wear gloves when in contact with customers or goods if gloves are provided to workers by their employer. Businesses have the discretion to bar entry to individuals not wearing a mask.</p> <p><b>NOTE: Many Colorado localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<p><u>Connecticut</u></p>	<p><b>Requirement</b></p>	<p>Essential employees should use masks or cloth face coverings.</p> <p><u>Restaurant</u> employees and customers must wear face coverings. Employers must provide face coverings for employees.</p> <p><u>Retail</u> employees and customers must wear face coverings. Employers must provide face coverings for employees.</p> <p><u>Office-based businesses</u> must require employees to wear employer-provided face coverings.</p> <p><u>Personal care services</u> employees and patrons must wear face coverings.</p> <p>Employers must provide face coverings for employees.</p> <p><b>NOTE: In Connecticut, at least one locality has provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<p><u>Delaware</u></p>	<p><b>Requirement</b></p>	<p>Employers must provide employees with a face covering to wear while working in areas open to the general public and areas in which coming within 6 feet of other staff is likely. Businesses must provide, at their expense, such face coverings as well as hand sanitizer for their employees. All employees are strongly encouraged to use personal face coverings until their employer provides a face covering.</p> <p>All individuals must wear a face covering in specified public places, except where doing so would inhibit that individual's health or where the individual is under two years of age. A business must decline entry to an individual refusing to wear, unless the business is providing medication, medical supplies, or food, in which case the business policy should provide alternate methods of pickup and/or delivery of such goods, or the individual has a medical condition that would prevent them from mask use.</p>
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<p><u>District of Columbia</u></p>	<p><b>Requirement</b></p>	<p>Individuals over age 9 living in, working in, or visiting DC must wear a face covering when (1) engaging in essential or minimum basic business operations while in the presence of other people and (2) engaging in essential travel.</p> <p>Essential businesses must require employees and independent contractors to wear masks and instruct on proper use. Businesses must provide masks to employees but not to independent contractors.</p> <p>Retail workers must also wear employer-provided gloves.</p>
<p><u>Florida</u></p>	<p><b>Requirement</b></p>	<p>Personal care services providers and employees must wear masks, and are also encouraged to provide masks to patrons and/or adopt a policy requiring patrons to wear masks.</p> <p><b>NOTE: Many Florida localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>

<p><u>Georgia</u></p>	<p><b>Requirement</b></p>	<p>Required for certain businesses permitted to reopen, including restaurants and others. Gyms, fitness centers, bowling alleys, body art studios, estheticians, hair designers, and massage therapists reopening must comply with sanitation requirements, including providing personal protective equipment as available and appropriate to the function and location of each worker within the business.</p> <p><u>Recommended</u> for the general public. Everyone should wear cloth face coverings in public settings where other social distancing measures are difficult to maintain.</p> <p><b>NOTE: In Georgia, some localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction</b></p>
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<u>Hawaii</u>	<b>Requirement</b>	<p>All customers must wear a face covering while waiting to enter and while at an essential or designated business or operation. All employees of essential or designated businesses or operations who have any contact with customers or goods to be purchased must wear the cloth face covering recommended by the CDC while at their place of employment.</p> <p><b>NOTE: In Hawaii, some localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
<u>Idaho</u>	Recommendation	<p>Employers should identify how personal use items such as masks, face coverings, and gloves may be required by employees, vendors, and/or patrons. Use of face coverings by the general public is strongly recommended.</p> <p><b>NOTE: In Idaho, some localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>

<u>Illinois</u>	<b>Requirement</b>	<p>People over age 2 must wear a mask or face covering when in a public place and they either cannot or it is impractical to maintain 6 feet of physical distance between themselves and others. All businesses must ensure that employees and visitors wear face coverings when social distancing is not possible.</p> <p><b>NOTE: Many Illinois localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
<u>Indiana</u>	<b>Requirement</b>	<p>Face coverings are required for restaurant employees and personal care services employees.</p> <p>Cloth face coverings recommended for residents in public settings where other social distancing measures are difficult to maintain.</p> <p><b>NOTE: In Indiana, some localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
Iowa	None	

<p><u>Kansas</u></p>	<p><b>Requirement</b></p>	<p>All businesses and organizations must require employees, customers, members of the public to wear face coverings when (1) employees are working in any space visited by the public, (2) when food is being prepared or packaged, (3) working or present in common areas, (4) customers or members of the public are present in the facility, and (5) in any enclosed area where others are present and are unable to maintain 6 feet distance.</p> <p>All individuals over age 5 are required to wear a face covering in indoor and outdoor public spaces and while using transportation services.</p> <p><b>NOTE: Some counties may have opted-out of the governor's face covering requirement, under recently-enacted Kansas law. Other localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<p><u>Kentucky</u></p>	<p><b>Requirement</b></p>	<p>Individuals over age 5 must wear a face covering while inside or waiting to enter any retail establishment, grocery store, pharmacy, personal care services establishment, child care facility, restaurant, bar, health care provider, or any other indoor or outdoor public space where it is difficult to maintain 6 feet of physical distance from others. Face coverings are also required when using transportation services.</p> <p><u>Businesses</u> must provide PPE to employees and ensure, to the greatest extent practicable, that their employees wear a cloth mask. A business need not require an employee to wear a mask when masking would create a serious health or safety hazard to the employee or when the employee is working alone in an enclosed space. Businesses must ensure that employees whose job duties include touching items often touched by others (e.g., credit cards/cash, paper, computers) wear gloves that are regularly replaced.</p>
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<p><u>Louisiana</u></p>	<p><b>Requirement</b></p>	<p>All employees of a business who have contact with the public must wear a mask. All <u>restaurant employees</u> must wear masks and should wear gloves.</p> <p>Face coverings strongly encouraged for all individuals when outside of the home.</p> <p><b>NOTE: In Louisiana, some localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<p><u>Maine</u></p>	<p><b>Requirement</b></p>	<p>Individuals must wears a cloth face covering in public settings when other social distancing is difficult.</p> <p>The following businesses must <u>require</u> face coverings to be worn: retail stores with more than 50,000 square feet of shopping space, restaurants, outdoor bars or tasting rooms, and lodging establishments in Hancock, Waldo, Knox, Lincoln, Sagadahoc, Cumberland, and York Counties, and in the cities of Bangor, Brewer, Lewiston, Auburn, and Augusta.</p> <p><u>Retail</u> employees must wear face coverings.</p> <p><u>Restaurant</u> employees must wear face coverings.</p> <p><b>NOTE: In Maine, at least one locality has provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<p><u>Maryland</u></p>	<p><b>Requirement</b></p>	<p>All riders and operators on any public transportation are required to wear face coverings (excluding any operator in a separate compartment that is off-limits to riders).</p> <p>All customers over age 9 are required to wear face coverings while inside the enclosed area of any retail establishment or food service establishment. Adult customers accompanying children age 2-9 must use reasonable efforts to ensure children wear face coverings.</p> <p>All retail establishments shall require staff to wear, and those staff shall wear, face coverings while working in areas open to the public and areas in which interactions with other staff are likely.</p> <p>All food service establishments shall require staff who interact with customers (including, without limitation, delivery personnel) to wear, and those staff shall wear, face coverings while working.</p> <p>Employees and customers of <u>personal care services</u> must wear face coverings.</p> <p><b>NOTE: In Maryland, some localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<p><u>Massachusetts</u></p>	<p><b>Requirement</b></p>	<p>Residents over age 2 must wear face coverings in public settings, including in essential businesses and on public transportation. The requirement applies to both customers and employees of essential businesses. If a customer refuses to wear a face covering for non-medical reasons, the business may decline entry.</p> <p><b>NOTE: Many Massachusetts localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<u>Michigan</u>	<b>Requirement</b>	
		<p>All businesses and operations whose workers perform in-person work must, at a minimum, provide non-medical grade face coverings to their workers, as well as gloves, goggles, face shields as appropriate for the activity being performed.</p> <p>Any individual leaving their residence must wear a face covering. Businesses and building owners, and those authorized to act on their behalf, are permitted to deny entry or access to any individual who refuses to comply with the face covering requirement.</p> <p><b>NOTE: In Michigan, some localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>

<p><u>Minnesota</u></p>	<p><b>Requirement</b></p>	<p>Workers at reopening retail establishments who may have limited interaction with customers for purposes of curbside or outdoor pickup or delivery must wear a non-medical cloth mask.</p> <p>Cloth face coverings <u>recommended</u> in public settings where other social distancing measures are difficult to maintain.</p> <p><b>NOTE: In Minnesota, some localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<p>Mississippi</p> <p><b><i>*Face covering order for specified counties anticipated 7/10/20 and effective early next week, affecting at a minimum: Hinds, De Soto, Harrison, Rankin, Jackson, Washington, Sunflower, Grenada, Madison, Claiborne, Jefferson, Wayne and Quitman</i></b></p>	<p><b>Requirement</b></p>	<p><u>Required</u> for all businesses in 7 specified counties. "Appropriate PPE," including face coverings, shall be worn by all employees based on their duties and responsibilities.</p> <p><u>Restaurants and bars</u> reopening for dine-in service must provide cloth masks to employees who come into contact with customers and require those employees to wear the masks. "Appropriate PPE" must be worn by all restaurant and bar employees based on their duties.</p> <p><u>Personal care services</u> employees and patrons must wear employer-provided face coverings and must also require customers to wear face coverings.</p> <p><u>Gym and fitness center</u> employees must wear employer-provided face coverings.</p> <p>Residents are <u>recommended</u> to wear non-medical grade masks or homemade cloth masks when shopping, running errands, or otherwise away from home.</p> <p><b>NOTE: In Mississippi, some localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<p><u>Missouri</u></p>	<p>Recommendation</p>	<p>People should wear cloth face coverings in public settings where other social distancing measures are difficult to maintain.</p> <p><b>NOTE: In Missouri, some localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
<p>Montana</p>	<p>None</p>	<p><b>NOTE: In Montana, at least one locality has provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>

Nebraska	<b>Requirement</b>	<p>Personal care services (<u>barbershops, salons, body art, massage therapy</u>) employees and customers must wear face coverings.</p> <p><u>Recommended</u> for restaurant employees.</p> <p>Residents are <u>recommended</u> to wear a cloth face covering in public places where they cannot stay 6 feet away from others.</p> <p><u>Recommended</u> for meat processing employees. It is highly recommended, as available, to provide employees in meat processing plants with procedure (surgical) masks due to the close contact they have with other employees and the liquid contact frequency in the work environment.</p> <p><b>NOTE: In Nebraska, at least one locality has provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
<u>Nevada</u>	<b>Requirement</b>	<p>All individuals over age 9 must wear face coverings in public spaces. Businesses operating during Phase 2 must ensure that employees, customers, patrons, patients, and clients wear face coverings, including by prohibiting persons without face coverings from entering the premises.</p>

<p>New Hampshire</p>	<p><b>Requirement</b></p>	<p>Retail, restaurant, golf course, and personal care services employees <u>must</u> wear cloth face coverings at all times when in the retail facility and in public locations or shared staff areas (e.g. break rooms), even if other individuals are not immediately present.</p> <p>Employees of other essential businesses and organizations and those that are re-opening all or a portion of their operations are strongly <u>recommended</u> to wear a cloth face covering while at work and in potential close contact with others.</p> <p><b>NOTE: In New Hampshire, at least one locality has provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<p>New Jersey</p>	<p><b>Requirement</b></p>	<p>Individuals must wear face coverings in both <u>indoor and outdoor spaces</u> accessible to the public.</p> <p><u>Customers and employees of essential retail businesses</u> (retail, restaurants, manufacturing, warehousing, essential construction) must wear cloth face coverings inside the business, and businesses may decline entry to customers not wearing a covering. The order specifies the requirements and exceptions. Employees must also wear gloves when in contact with customers or goods. Businesses must provide, at their expense, the face coverings and gloves for employees.</p> <p><u>Required</u> for workers and visitors on construction sites.</p> <p><u>NJ Transit and private transit companies</u> must require workers and customers to wear cloth face coverings while on trains, buses and light rail vehicles, and passengers may be declined entry if they do not wear a covering. The order specifies the requirements and exceptions.</p> <p><u>Required</u> for agricultural workers.</p> <p><b>NOTE: In New Jersey, some localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<p><u>New Mexico</u></p>	<p><b>Requirement</b></p>	<p>All <u>employers</u> must provide all employees with face coverings and require they be used in the workplace.</p> <p>All "essential businesses" operating as "retail space" (such as grocery and hardware stores) with a building footprint of more than 50,000 sq.ft., <i>and</i> all restaurants, must ensure that all employees wear face coverings or medical grade masks. As of May 11, all smaller, essential retailers must also require employees to wear face coverings or medical grade masks.</p> <p><b>NOTE: In New Mexico, at least one locality has provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<p><u>New York</u></p>	<p><b>Requirement</b></p>	<p>Employers that are essential businesses must provide, at the employer's expense, face coverings for employees to wear when performing work that involves direct contact with customers or members of the public.</p> <p>Any individual who is over age 2 and able to medically tolerate a face-covering shall be <u>required</u> to cover their nose and mouth with a mask or cloth face-covering when in a public place and unable to maintain, or when not maintaining, social distance. <u>Business owners</u> may deny admittance to individuals who fail to comply with the directive to wear a face covering.</p> <p><b>NOTE: New York City has its own face covering obligations. In addition, some localities may have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<p><u>North Carolina</u></p>	<p><b>Requirement</b></p>	<p>Restaurant, retail, construction, manufacturing, trades, agricultural, meat processing, transportation, and personal care services employees are required to wear face coverings. Customers of restaurants, retail, transportation, and personal care services must wear face coverings at the business.</p> <p>Members of the public are recommended to wear face coverings in public.</p> <p><b>NOTE: In North Carolina, many localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
<p><u>North Dakota</u></p>	<p><b>Requirement</b></p>	<p><u>Required</u> for personal care services employees.</p> <p>Recommended for everyone else. Employees and the public should wear face coverings especially in settings where social distancing may be difficult to maintain. Employers should encourage use of face coverings by employees and contracted workers whose duties require close contact (within 6 feet for ten minutes or more) with other employees and/or the public.</p>

<u>Ohio</u>	<b>Requirement</b>	<p>Face coverings required for employees at all times. The guidance lists exceptions.</p> <p>Per a July 8 <u>order</u>, individuals in <u>counties at red or purple status</u> must wear a face covering in public settings.</p> <p><b>NOTE: In Ohio, some localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
Oklahoma	None	<p>No statewide order.</p> <p><b>NOTE: In Oklahoma, some localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>

<p><u>Oregon</u></p>	<p><b>Requirement</b></p>	<p>Grocery stores, retail stores, pharmacies, restaurants and bars, gyms and fitness centers, personal care services, and ride-sharing and public transit must require employees, contractors and volunteers to wear an employer-provided mask, face shield, or face covering, unless an accommodation for people with disabilities or other exemption applies.</p> <p>These employers must develop and comply with policies and procedures that provide for accommodations and exemptions from the mask or face covering requirement. These businesses may require customers and visitors to wear face coverings.</p> <p>Face coverings are <u>required</u> in indoor public spaces in the following counties: Multnomah, Washington, Clackamas, Hood River, Marion, Polk, and Lincoln. As of July 1, this requirement applies <u>statewide</u>.</p> <p><b>NOTE: In Oregon, at least one locality has provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<p><u>Pennsylvania</u></p>	<p><b>Requirement</b></p>	<p>Employers permitted to maintain in-person operations must provide masks for employees to wear during their time at the business, and make it a mandatory requirement to wear masks while on the work site, except to the extent an employee is using break time to eat or drink. Employers may approve masks or face coverings obtained or made by employees.</p> <p>Businesses, other than health care providers, that serve the public within a building or a defined area require all customers to wear masks while on premises, and deny entry to people not wearing masks, unless the business is providing medication, medical supplies, or food, in which case the business must provide alternative methods of pick-up or delivery of such goods. Customers who cannot wear a mask due to a medical condition, and children under the age of two, may enter the premises without a mask. Customers are not required to provide documentation of a medical condition.</p> <p>Individuals over age 2 are <u>required</u> to wear face coverings in indoor or outdoor locations where maintaining 6 feet distance is not possible. This includes while working at the workplace or off site, interacting with or working in a space visited by the public, where food is being packaged or prepared, and in common areas and spaces where others are present.</p>
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<u>Puerto Rico</u>	<b>Requirement</b>	<p>People are required to wear face coverings when in public spaces. Businesses must ensure customers are wearing face coverings.</p>
<u>Rhode Island</u>	<b>Requirement</b>	<p>Employees, customers, and visitors to essential and reopening businesses must wear face coverings. All individuals over age 2 must wear face coverings in indoor and outdoor public places.</p>
<u>South Carolina</u>	Recommendation	<p>Employees should be encouraged to wear masks or cloth face coverings, especially when in settings in which social distancing is not feasible. Cloth face coverings should be optional for employees with underlying respiratory illness, but if not worn, social distancing must be performed.</p> <p><b>NOTE: In South Carolina, many localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>

<p><u>South Dakota</u></p>	<p>Recommendation</p>	<p>People are encouraged to wear cloth face coverings in public settings where other social distancing measures are difficult to maintain, especially in areas of significant community-based transmission.</p>
<p><u>Tennessee</u></p>	<p>Recommendation</p>	<p>Employees are encouraged to wear a face covering at work. Members of the public are encouraged to wear a face covering in public places.</p> <p><b>NOTE: In Tennessee, many localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>

<p><u>Texas</u></p>	<p><b>Requirement</b></p>	<p>Every person over age 9 shall wear a face covering over the nose and mouth when inside a commercial entity or other building or space open to the public, or when in an outdoor public space, wherever it is not feasible to maintain six feet of social distancing from another person not in the same household.</p> <p>People in counties with minimal COVID-19 cases as certified by the state are exempt, but are strongly encouraged to wear face coverings.</p> <p><b>NOTE: In Texas, many localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
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<p><u>Utah</u></p>	<p><b>Requirement</b></p>	<p>Individuals acting in the capacity of an employee of a business are required to wear a face covering when unable to maintain a distance of 6 feet from another individual.</p> <p>Face coverings are strongly recommended for all other individuals.</p> <p>Face coverings will be required for all students, faculty, staff and visitors of K-12 and charter schools, in buildings and on buses.</p> <p><b>NOTE: In Utah, some localities have provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
<p><u>Vermont</u></p>	<p><b>Requirement</b></p>	<p>All businesses operating during the state of emergency must require employees to wear non-medical cloth face coverings over their nose and mouth when in the presence of others. In the case of retail cashiers, a translucent shield or “sneeze guard” is acceptable in lieu of a mask.</p>

<p><u>Virginia</u></p>	<p><b>Requirement</b></p>	<p><u>Essential retail businesses</u> must provide face coverings to employees.</p> <p><u>Required for some businesses.</u> Retail, restaurant and other food and beverage establishments, gyms and fitness centers, and personal care services must require employees in public facing areas to wear face coverings. Personal care services must also require patrons to wear face coverings. Businesses may deny entry to patrons not wearing face coverings.</p> <p><u>Required</u> for patrons over age 10 when in essential and reopened businesses and any other indoor place shared by groups of people who are in close proximity to each other.</p>
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<p>Washington</p>	<p><b>Requirement</b></p>	<p>Residents are <u>required</u> to wear cloth face coverings when they are in indoor or outdoor public settings where they cannot maintain 6 feet of distance from others.</p> <p><u>Businesses serving the public</u> must require employees to wear face coverings and strictly enforce the requirement and refuse to serve patrons not wearing masks.</p> <p><u>All employers</u> must identify PPE and cloth facial coverings in accordance with <u>requirements on facial coverings and industry specific COVID-19 standards</u> and provide the necessary PPE and supplies to employees.</p> <p><b>NOTE: In Washington, at least one locality has provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
<p><u>West Virginia</u></p>	<p><b>Requirement</b></p>	<p>All individuals over age 9 must wear a face covering when in confined indoor spaces and when not able to adequately social distance from others</p> <p><u>Restaurants</u> must require all employees to wear face coverings at all times.</p> <p><u>Small businesses</u> (10 or fewer employees) are recommended to require their employees who have contact with customers to wear a mask and gloves.</p>

<p><u>Wisconsin</u></p>	<p>Recommendation</p>	<p>People should wear a cloth face cover when outside the home conducting essential activities.</p> <p><b>NOTE: In Wisconsin, at least one locality has provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>
<p><u>Wyoming</u></p>	<p><b>Requirement</b></p>	<p>Required for employees of reopening businesses. <u>Required</u> for personal care services employees and patrons.</p> <p>Grocery store and retail personnel are <u>recommended</u> to follow CDC guidance regarding wearing face coverings while at work. Customers should be encouraged to wear face coverings while in the store.</p> <p><b>NOTE: In Wyoming, at least one locality has provisions concerning face coverings for employees and/or customers. Please check with your Littler attorney for additional information about your particular jurisdiction.</b></p>

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