



Illinois Executive Order #43

Workplace Regulations

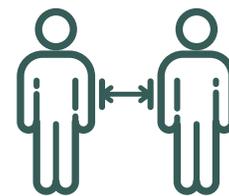
As of June 12, 2020, there are regulations and instructions affecting workplaces and employers in the State of Illinois, issued by Governor JB Pritzker in his Executive Order #43.

SECTION 2: PUBLIC HEALTH REQUIREMENTS FOR INDIVIDUALS

Summary of critical requirements:

2a. Practice social distancing.

When using shared spaces when outside your home, including when outdoors, you must at all times and as much as reasonably possible **maintain social distancing of at least six feet** from any other person who does not live with you.



2b. Wear a face covering in public places or when working.

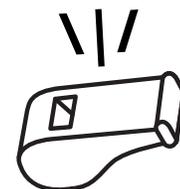
Any individual who is over age two and able to medically tolerate a face covering (a mask or cloth face covering) is required to cover their nose and mouth with a face covering when in a public place and unable to maintain a six-foot social distance. This requirement **applies whether in an indoor space**, such as a store, or in a **public outdoor space where maintaining a six-foot social distance is not always possible.**



6. Enforcement. This Executive Order may be enforced by State and local law enforcement pursuant to the Illinois Emergency Management Agency Act

Businesses must follow guidance provided or published by the Illinois Department of Commerce and Economic Opportunity regarding safety measures during Phase IV, and the Illinois Department of Public Health, local public health departments, and the Workplace Rights Bureau of the Office of the Illinois Attorney General with respect to Social Distancing Requirements.

Pursuant to Section 25(b) of the **Whistleblower Act**, **businesses are prohibited from retaliating against an employee** for disclosing information where the employee has reasonable cause to believe that the information discloses a violation of this Order.





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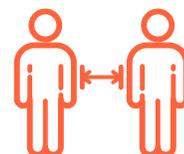
SECTION 3: PUBLIC HEALTH REQUIREMENTS FOR EMPLOYERS

Summary of critical requirements:

For the purposes of this Executive Order, covered businesses include **any** for-profit, non-profit, or educational entity. **These entities must take the following public health measures to protect their employees, their customers, and all others who come into physical contact with their operations:**

3a. Requirements for all businesses. All businesses must:

- Continue to evaluate which employees are able to work from home, and are encouraged to facilitate remote work from home when possible
- Ensure that employees **practice social distancing and wear face coverings** when social distancing is not always possible
- **Ensure that all spaces where employees may gather**, including locker rooms and lunchrooms, **allow for social distancing**
- Ensure that all visitors (customers, vendors, etc.) to the workplace can **practice social distancing**; but if maintaining a six-foot social distance will not be possible at all times, encourage visitors to wear face coverings
- **Prominently post the guidance from the Illinois Department of Public Health and Office of the Illinois Attorney General regarding workplace safety during the COVID-19 emergency.**



The Department of Commerce and Economic Opportunity, in partnership with IDPH, has developed **industry-specific guidance and toolkits** to help businesses operate safely and responsibly:

<https://dceocovid19resources.com/restore-illinois/restore-illinois-phase-4/>





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SECTION 5: SOCIAL DISTANCING, FACE COVERING, AND PPE REQUIREMENTS

Summary of critical requirements:

For purposes of this Executive Order, social distancing includes **maintaining at least six-foot distance** from other individuals, **washing hands** with soap and water for at least twenty seconds as frequently as possible or using **hand sanitizer**, **covering coughs or sneezes** (into the sleeve or elbow, not hands), regularly **cleaning high-touch surfaces**, and **not shaking hands**.



5a. Required measures.

Businesses **must** take proactive measures to ensure compliance with Social Distancing Requirements, including where possible:

- Designate six-foot distances: Designating with signage, tape, or by other means six-foot spacing for employees and customers in line to maintain appropriate distance
- Hand sanitizer and sanitizing products: Having hand sanitizer and sanitizing products readily available for employees and customers
- Separate operating hours for vulnerable populations: Implementing separate operating hours for elderly and vulnerable customers
- Online and remote access: Posting online whether a facility is open and how best to reach the facility and continue services by phone or remotely.
- Face Coverings and PPE: Providing employees with appropriate face coverings and requiring that employees wear face coverings where maintaining a six-foot social distance is not possible at all times. When the work circumstances require, providing employees with other PPE in addition to face coverings.





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SECTION 3: PUBLIC HEALTH REQUIREMENTS FOR EMPLOYERS

Requirements by Industry:

3b. Requirements for retail stores.

Retail stores must ensure all employees practice social distancing and must take appropriate additional public health precautions, in accordance with DCEO guidance, which include:

- **provide face coverings to all employees who are not able to maintain a minimum six-foot social distance from customers and other employees at all times;**
- **cap occupancy at 50 percent** of store capacity, or, alternatively, at the occupancy limits based on store square footage set by the Department of Commerce and Economic Opportunity;
- communicate with customers through in-store signage, and public service announcements and advertisements, about the social distancing and face covering requirements set forth in this Order;
- discontinue use of reusable bags.
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3c. Requirements for manufacturers.

Manufacturers must ensure all employees practice social distancing and must take appropriate additional public health precautions, in accordance with DCEO guidance, which include:

- **provide face coverings to all employees who are not able to maintain a minimum six-foot social distance at all times;**
- ensure that all spaces where employees may gather, including locker rooms and lunchrooms, allow for social distancing; and
- modify and downsize operations (**staggering shifts, reducing line speeds, operating only essential lines, while shutting down non-essential lines**) to the extent necessary to allow for social distancing and to **provide a safe workplace in response to the COVID-19 emergency.**





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Requirements by Industry:

3e. Requirements for meetings and events.

Indoor venues and meeting spaces can operate with the **lesser of fifty attendees or fifty percent of room capacity**, and in accordance with DCEO guidance.



***See DCEO meeting & events guidelines here:**

<https://dceocovid19resources.com/assets/Restore-Illinois/businessguidelines4/meetings.pdf>

3f. Requirements for restaurants and bars

All businesses that offer food or beverages for on-premises consumption—including restaurants, bars, grocery stores, and food halls—may resume service for on-premises consumption, as permitted by DCEO guidance.

Such businesses continue to be permitted and encouraged to serve food and beverages so that they may be consumed **off-premises, as permitted by law, through means such as in-house delivery, third-party delivery, drive-through, and curbside pick-up**. Establishments offering food or beverages for on-premises consumption or for carry-out must ensure that they have an environment where patrons maintain adequate social distancing. All businesses covered in this section may permit outdoor on-premises food and beverage consumption in accordance with DCEO guidance and when permitted by local ordinances and regulations.



***See DECO dining guidelines here:**

<https://dceocovid19resources.com/assets/Restore-Illinois/businessguidelines4/restaurantbars.pdf>

****Additional industry requirements can be found here:***

<https://www2.illinois.gov/Pages/Executive-Orders/ExecutiveOrder2020-43.aspx>