

**COVID-19 STATE ACTION**

State	Legislation	Executive Actions
Alabama	Alabama has enacted a series of nonbinding resolutions and several acts related to Medicaid funding. No enacted legislation relates to private employers.	<p>On March 16, the Governor announced that state employees who are unable to work due to COVID-19 will be eligible for unemployment benefits.</p> <p>March 27, 2020 – The State Health Officer <a href="#">announced</a> an order with the following provisions:</p> <ul style="list-style-type: none"> <li>• Suspending all non-work-related gatherings of 10 persons or more, or non-work-related gatherings of any size that cannot maintain a consistent six-foot distance between persons;</li> <li>• Suspending all dental, medical, or surgical procedures with emergency medical exception;</li> <li>• Prohibiting visitors to all Hospitals and Nursing Home/Long Term Care Facilities (including Assisted Living and Specialty Care Assisted Living Facilities); and</li> <li>• Closing in-person instruction or classes at all schools, public and private</li> </ul> <p>April 7, 2020 – The Governor announced the launch of a job-matching site targeted at those who have lost their job as a result of COVID-19.</p> <p>April 9, 2020 – The Alabama Department of Labor <a href="#">announced</a> they have begun paying the Federal Pandemic Unemployment Compensation (FPUC) benefit that was established with the passing of the federal CARES Act. ADOL paid \$40,060,495 in FPUC benefits to 60,848 claimants as of April 8, 2020.</p>
Alaska	<a href="#">SB 240/HB 308</a> Relates to unemployment benefits during a period of state or national emergency resulting from a novel coronavirus disease (COVID-19) outbreak. <b>Pending.</b>	<p>March 26, 2020 – The Governor <a href="#">signed</a> House Bill 308 expands unemployment insurance benefits by waiving the one-week waiting period, increasing the weekly benefit for dependents from \$24 to \$75 per week.</p> <p>March 26, 2020 – The Governor issued the following health mandates:</p> <ul style="list-style-type: none"> <li>• <a href="#">Health Mandate 011: Social Distancing</a> – Ordering individuals to practice social distancing, closure of non-essential businesses, and employers to take reasonable precautions.</li> <li>• <a href="#">Heath Mandated 012: Intrastate Travel</a> – Prohibiting personal travel except as necessary to meet critical personal needs or work in critical infrastructure jobs.</li> </ul>

<p>Arizona</p>	<p><a href="#">SB 1694</a>/<a href="#">HB 2911</a> An emergency measure that permits the Arizona Department of Economic Security (DES) to establish an alternative unemployment insurance (UI) benefit program for people impacted by the coronavirus disease (COVID-19). <b>Pending.</b></p>	<p>March 20, 2020 – The Governor <a href="#">issued</a> an executive order aimed at providing certainty and economic relief to taxpayers. The order includes the following provisions:</p> <ul style="list-style-type: none"><li>• Waives the one-week waiting period after an employee loses a job before they apply for unemployment benefits;</li><li>• Waives work search requirements for those receiving unemployment benefits;</li><li>• Adds people who work at a business that has been temporarily closed or has reduced hours because of COVID-19, who have to quarantine because of COVID-19, or who have to care for a family member with COVID-19 to the list of people eligible for unemployment insurance; and</li><li>• <u>Waives any increase in employer payments to the unemployment insurance fund for businesses whose employees receive benefits under this provision.</u></li></ul> <p>March 27, 2020 – The Governor <a href="#">signed</a> S.B. 1694, legislation to expand access to unemployment benefits and waiving certain Arizona Department of Economic Security (DES) eligibility requirements.</p> <p>March 28, 2020 – The Governor <a href="#">signed</a> a bipartisan state budget agreement that adds \$50 million for Arizona’s COVID-19 response — dollars to assist Arizonans needing eviction assistance, struggling small businesses, food banks and homeless population.</p> <p>March 30, 2020 – The Governor <a href="#">issued</a> an executive order, “Stay Home, Stay Healthy, Stay Connected,” to promote increased physical distancing, while encouraging social connectedness among citizens.</p> <p>April 1, 2020 – The Governor <a href="#">requested</a> a Presidential Major Disaster Declaration from the federal government – a procedural step to pull down necessary federal assets and resources to assist in the state’s response efforts.</p> <p>April 14, 2020 – The Governor <a href="#">issued</a> an executive order to further expand telemedicine options for state worker’s compensation plan.</p>
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<p>Arkansas</p>	<p><a href="#">SB 2/HB 1001</a> Creates the COVID 19 Rainy Day Fund; transfers funds to the COVID 19 Rainy Day Fund; declares an emergency. <b>Eligible for Governor.</b></p> <p><a href="#">HB 1082</a> Provides appropriations for the 2020 to 2021 fiscal year; appropriates \$2.1 billion to the Department of Finance and Administration from the Disaster Assistance Fund for miscellaneous workforce investment programs; appropriates funds from the Coronavirus Aid, Relief, and Economic Security (CARES) Act for several expenditures, including the Pandemic Unemployment Compensation Program; authorizes public entities to gather, meet and conduct an open public meeting through electronic means during a disaster emergency, among other things. <b>Enacted.</b></p> <p><a href="#">HB 1083</a> Provides for the Department of Finance and Administration appropriation for the 2020 to 2021 fiscal year; provides an exemption from the income tax for recovery rebates provided in the Coronavirus Aid, Relief, and Economic Security (CARES) Act. <b>Enacted.</b></p>	<p>March 17, 2020 – The Governor <b>directed</b> the Arkansas Department of Commerce to expedite unemployment benefits to assist Arkansans whose employment status may be impacted by COVID-19, including waiving the waiting period and work-search requirements for 30 days, and allowing the unemployed to apply for benefits online or by telephone.</p> <p>March 25, 2020 – The Governor <b>announced</b> the Arkansas State Medical Board has granted emergency temporary licenses to medical residents who have completed at least one year of internship and waived all licensing fees.</p> <ul style="list-style-type: none"> <li>• The medical board has also accelerated its overall licensing process.</li> </ul> <p>April 15, 2020 – The Governor <b>announced</b> that Centers for Medicare and Medicaid Services (CMS) has approved Arkansas’s request to use Medicaid funds to temporarily increase the weekly income of long-term services and supports (LTSS) direct care workers.</p> <p>April 17, 2020 – The Governor <b>announced</b> the temporary waiver of the requirement to search for a new job while receiving unemployment.</p> <p>April 27, 2020 – the Department of Workforce Services enacted an emergency rule requiring employers to provide notice of the availability of unemployment benefits upon the employee’s separation.</p> <p>May 1, 2020 – The Governor <b>announced</b> the opening of the Arkansas Ready for Business initiative to aid the owners of small businesses recovering from the financial losses.</p> <p>May 8, 2020 – The Governor <b>issued</b> a directive requiring all business to screen employees daily for symptoms of COVID-19 and to limit the number of persons who can enter the facility to easily maintain a six-foot physical distance from one and other.</p> <p>June 15, 2020 – The Governor issued three executive orders providing certain immunity from civil liability for COVID-19 infections:</p> <ul style="list-style-type: none"> <li>• <a href="#">Executive Order 20-33</a> provides businesses with immunity from liability for “damages or injuries caused by or resulting from exposure to COVID-19 on the premises.”</li> <li>• <a href="#">Executive Order 20-34</a> provides civil liability for healthcare providers while treating COVID-19 patients.</li> <li>• <a href="#">Executive Order 20-35</a> provides that workers may, in certain circumstances, receive workers’ compensation benefits if they contract COVID-19.</li> </ul>
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<p>California</p>	<p><a href="#">AB 3216</a> Requires certain workforce protections related to family and medical leave due to the coronavirus. <b>Pending.</b></p> <p><a href="#">SB 943</a> Authorizes wage replacement benefits to workers who take time off work to care for a minor child whose school has been closed due to the COVID-19 virus outbreak. <b>Pending.</b></p> <p><a href="#">SB 893</a> Defines injury, for a hospital employee who provides direct patient care in an acute care hospital, to include infectious and respiratory diseases. Creates rebuttable presumptions that these injuries that develop or manifest in a hospital employee who provides direct patient care in an acute care hospital arose out of and in the course of employment. <b>Pending.</b></p> <p><a href="#">AB 3123</a> Requires an employer to grant paid sick leave to an employee, upon request, if the employer’s place of business is closed by order of a public health official due to a public health emergency, or if the employee is providing care or assistance to their child, whose school or daycare provider is closed by order of a public health official due to a public health emergency. <b>Pending.</b></p> <p><a href="#">CA A 196</a> Defines injury for certain employees who are employed in an occupation or industry deemed essential except as specified, or who are subsequently deemed essential, to include coronavirus disease that develops or manifests itself during a period of employment of those persons in the essential occupation or industry. Creates a conclusive presumption that the injury arose out of and in the course of the employment. <b>Pending</b></p> <p><a href="#">CA A 103</a> Prohibits unemployment compensation benefits paid from being charged</p>	<p>March 12, 2020 – California <b>issued</b> a new executive order further enhancing California’s ability to respond to the COVID-19 pandemic. The Governor’s order:</p> <ul style="list-style-type: none"> <li>• Waives the one-week waiting period for people who are unemployed and/or disabled as a result of COVID-19;</li> <li>• Delays the deadline for state tax filing by 60 days for individuals and businesses unable to file on time based on compliance with public health requirements related to COVID-19 filings;</li> <li>• Directs residents to follow public health directives and guidance, including to cancel large non-essential gatherings that do not meet state criteria;</li> <li>• Readies the state to commandeer property for temporary residences and medical facilities for quarantining, isolating or treating individuals;</li> <li>• Allows local or state legislative bodies to hold meetings via teleconference and to make meetings accessible electronically; and</li> <li>• Allows local and state emergency administrators to act quickly to protect public health.</li> </ul> <p>March 24, 2020 – The California Infrastructure and Development Bank (IBank) <b>offered</b> the following loan programs for small businesses affected by disasters in California:</p> <ul style="list-style-type: none"> <li>• Disaster Relief Loan Guarantee Program which provides loan guarantees of up to \$1 million for small business borrowers in declared disaster areas; and</li> <li>• Jump Start Loan Program to help low-wealth entrepreneurs in the declared disaster/emergency areas</li> </ul> <p>March 30, 2020 – The Governor <b>issued</b> an executive order that will provide tax, regulatory and licensing extensions for businesses.</p>
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	<p>against the reserve account of a tax rated employer for the duration of all federal unemployment compensation benefits programs specifically created to respond to the coronavirus pandemic. <b>Enacted.</b></p>	
<p>Colorado</p>	<p><a href="#">CO S 207</a> Concerns unemployment insurance, creates a rebuttable presumption that an individual is an independent contractor, allows the individual to establish that the person for whom he or she is performing services does not combine the business operations with the individual's business and the individual performs work that is not the primary work of the person or related to the primary work of the person. <b>Enacted</b></p> <p><a href="#">CO H 1417</a> Establishes administrative conditions related to money in the General Fund from the federal Coronavirus Relief Fund that apply to an allocation established in separate legislation until the unspent money remaining in the CARE Subfund is transferred to the Unemployment Compensation Fund on a specified date. <b>Enacted</b></p> <p><a href="#">CO S 205</a> Enacts the Health Families and Workplaces Act, Requires employers to provide two weeks of paid sick leave to people infected with COVID-19 or must care for a loved one with COVID-19. <b>Enacted</b></p>	<p>March 10, 2020— Governor Polis signed an executive order <a href="#">declaring a state of emergency</a> and requesting certain actions:</p> <ul style="list-style-type: none"> <li>• The Colorado Department of Labor and Employment (CDLE) is directed to engage in emergency rulemaking to ensure workers in food handling, hospitality, child care, health care, and education can get paid sick leave.</li> <li>• For workers who test positive and lack access to paid leave, the Governor is directing CDLE to identify additional supports and wage replacement such as access to unemployment insurance.</li> </ul> <p>March 27, 2020 – The Governor <a href="#">announced</a> an updated public health order corresponding with the stay-at-home executive order. The changes include:</p> <ul style="list-style-type: none"> <li>• Critical businesses must comply with a stay at home and social distancing requirements and should minimize staff to those who are critical to the functioning of the business;</li> <li>• Necessary travel now includes transporting children between separate households pursuant to a parenting plan or other agreement governing parental responsibilities and non-residents returning to their place of residence;</li> <li>• Essential government services now include airports, activities related to the conduct of elections, and local governments; and</li> <li>• Minimum basic operations now include filling online product orders and to process customer orders remotely.</li> </ul>
<p>Connecticut</p>	<p>No employment related legislation has been enacted related to COVID-19.</p>	<p>Numerous executive actions, but none related to private employers and sick leave, unemployment, etc.</p> <p>April 1, 2020 – The Governor <a href="#">issued</a> an executive order taking the following actions:</p> <ul style="list-style-type: none"> <li>• Requiring retail establishment to take additional protective measures to reduce the risk of transmission;</li> <li>• Establishing a 60-day grace period for premium payments, policy cancellations, and non-renewals of insurance policies;</li> </ul>

		<ul style="list-style-type: none"> <li>• Extending the 30-day period of credit for liquor permittees;</li> <li>• Changing daily payment of certain taxes to weekly;</li> <li>• Providing flexibility to amend Medicaid waivers and state plan;</li> <li>• Relieving certain municipal tax deadlines and collection efforts;</li> <li>• Allowing suspension of in-person voting requirements for critical and time sensitive municipal fiscal deadlines;</li> <li>• Suspending of reapplication filing requirement for the homeowners' elderly/disabled circuit breaker tax relief program and for the homeowners' elderly/disabled freeze tax relief program;</li> <li>• Substituting full inspection requirements pertaining to October 1, 2020 grand list revaluations;</li> <li>• Extending of deadline to file income and expense statement to August 15; and</li> <li>• Suspending of non-judicial tax sales.</li> </ul>
<p>Delaware</p>	<p><a href="#">DE H 351</a> Authorizes the expansion of the Unemployment Insurance Appeals Board, authorizes the Board to hold more hearings, if and when necessary to hear unemployment insurance appeals, defers extended benefits under state law until after the payment of pandemic emergency unemployment compensation. <b>To Governor for Signature or Veto</b></p>	<p>March 18, 2020 – The Governor <a href="#">approved</a> the following changes to Delaware's unemployment benefits program for the hospitality industry:</p> <ul style="list-style-type: none"> <li>• The Department of Labor (DOL) will begin processing unemployment claims as they are received with the goal of benefits becoming available within a week;</li> <li>• DOL will allow part-time income while collecting benefits as long as employees can demonstrate their decreased hours and earnings; and</li> <li>• DOL will not classify tipped employees as minimum wage earners as long as their tips are reported as wages.</li> </ul> <p>March 25, 2020 – The Governor <a href="#">announced</a> a modified state of emergency requiring insurers not to cancel or fail to renew the insurance policies of those people and business facing economic impacts.</p> <p>March 26, 2020 – The Governor <a href="#">announced</a> the expansion of the Hospitality Emergency Loan Program (H.E.L.P.) to provide financial relief for additional industries impacted and makes personal care services businesses.</p> <p>April 25, 2020 – The Governor <a href="#">issued</a> the thirteenth modification to his State of Emergency declaration, requiring Delawareans to wear face coverings in public settings, including in grocery stores, convenience stores, pharmacies, doctor's offices, and on public transportation.</p>

District of Columbia	<p><a href="#">B 718</a> To provide, on an emergency basis, authority to the Executive and to address critical needs of District residents and businesses during the current public health emergency including wage replacement, business relief, and additional authorities and exemptions regarding health, public safety and consumer protection. <b>Enacted.</b></p> <p><a href="#">R 772</a> To declare the existence of an emergency with respect to the need to provide authority to the Executive and to address critical needs of District residents and businesses during the current public health emergency. <b>Adopted.</b></p>	
Florida	No employment legislation related to COVID-19.	April 1, 2020 – The Governor <a href="#">issued</a> a statewide stay-at-home that will go into effect Thursday, April 2 at midnight and last for at least 30 days.
Georgia	No employment legislation related to COVID-19.	<p>March 26, 2020 – The Governor <a href="#">signed</a> an executive order to assist the with the state’s response to unemployment insurance claims.</p> <p>April 22, 2020 – The Georgia Department of Labor announced options that unemployed individuals and small businesses may use as the state incrementally reopens.</p>
Hawaii	<a href="#">SCR 152</a> Urges state and private health care networks to allow sick employees to take time off without fear of retaliation or retribution in light of COVID-19. <b>Pending.</b>	<p>March 20, 2020 – The Governor <a href="#">announced</a> the following measures to address the economic impacts of COVID-19:</p> <ul style="list-style-type: none"> <li>• Hawaii small businesses may now file for low-interest working capital loans from the U.S. Small Business Administration (US SBA).</li> <li>• The US SBA approved the Governor’s certification request for access to the Economic Injury Disaster Loan (EIDL) Assistance Program for Hawaii small businesses.</li> <li>• Benefits will be paid to individuals who file their initial unemployment claims late.</li> <li>• The state will interpret Hawai’i’s unemployment laws to the broadest extent possible to cover those who are out of work because of COVID-19.</li> <li>• Allocating additional staff to support the influx to facilitate claims filing, processing, and benefits.</li> <li>• Making the adjustments necessary to loosen eligibility requirements for claimants and reduce or eliminate experience rate adjustments for</li> </ul>

		<p>employers because of employees who receive unemployment benefits because of COVID-19.</p> <p>March 24, 2020 – The Hawaii Department of Health waived routine TB clearance requirements for selected groups, the suspension will remain in effect through May 31, 2020. These groups include:</p> <ul style="list-style-type: none"> <li>• Annual clearance for healthcare workers</li> <li>• Annual clearance for patients in long-term care facilities</li> <li>• Food handlers</li> <li>• Children entering childcare, preschool or school (K-12th grade)</li> <li>• Post-secondary school students and employees</li> </ul>
Idaho	No employment legislation related to COVID-19	<p>March 25, 2020 – The Governor <a href="#">signed</a> an extreme emergency declaration allowing the state to increase health care capacity, take steps to reduce and slow coronavirus spread, and take rapid steps to improve the condition of unemployed individuals impacted by the pandemic.</p> <p>March 27, 2020 – The Governor <a href="#">signed</a> multiple executive orders and proclamations that undertake the following actions:</p> <ul style="list-style-type: none"> <li>• Transferring \$39.3 million to the Disaster Emergency Account, the maximum allowable amount under the law.</li> <li>• Reducing non-COVID-19 related General Fund spending in the fiscal year by 1-percent, which will save approximately \$40 million statewide.</li> <li>• Helping Idahoans who are temporarily unable to work because of illness, quarantines, layoff or reduction of work related to COVID-19.</li> </ul> <p>April 23, 2020 – The Governor <a href="#">announced</a> a new plan to reopen Idaho’s economy. The plan will occur in four stages and individuals can track the progress in reopening by visiting the website, <a href="http://rebound.idaho.gov">rebound.idaho.gov</a>, set up by the governor’s team.</p> <p>June 17, 2020 – The Governor <a href="#">signed</a> an executive order establishing the authority for the administration of “Return to Work” bonuses.</p>

<p>Illinois</p>	<p>No employment legislation related to COVID-19</p>	<p>March 10, 2020— In a press conference, Governor Pritzker <a href="#">announced</a> that his office would file emergency rules to allow those who are unemployed because they are sick to collect unemployment insurance if permitted under federal law.</p> <p>March 30, 2020 – The Governor <a href="#">announced</a> a series of actions in the area of consumer borrowing, servicing, and collections. The governor also provided guidance to its regulated entities, state banks, credit unions, installment lenders, payday lenders, title loan lenders, sales finance lenders including auto loans, currency exchanges, student loan servicers, mortgage servicers, and collection agencies concerning their lending, servicing, and collection during the COVID-19 pandemic.</p> <p>May 24, 2020 – The Governor <a href="#">has released guidelines</a> for businesses and workplaces to reopen in the state after the stay-at-home executive order set to expire on May 29, paving the way for an estimated 700,000 Illinoisans to return to work. The guidelines came with a set of industry-specific toolkits.</p>
<p>Indiana</p>	<p>No employment legislation related to COVID-19</p>	<p>March 16 – The Governor <a href="#">announced</a> the following updates regarding COVID-19:</p> <ul style="list-style-type: none"> <li>• The Department of Workforce Development (DWD) suspended rules requiring certain unemployment insurance claimants to physically appear at a Work One location to engage in reemployment services for the next four weeks. The DWD will also request flexibility under federal and state law to expand eligibility for claimants and ease burdens on employers.</li> </ul> <p>April 23, 2020 – The Governor <a href="#">signed</a> an executive order outlining several measures, including:</p> <ul style="list-style-type: none"> <li>• Extending the deadline for business personal property tax returns.</li> <li>• Suspending the 5-year limitation on business reinstatement and the requirements for a business to submit a certificate of clearance when applying, allowing them to qualify for seeking federal assistance programs.</li> <li>• Allowing corporations registered in Indiana to hold remote board meetings via notification to its shareholders.</li> <li>• Expediting unemployment insurance claims adjudication</li> </ul>

Iowa	No employment legislation related to COVID-19	<p>March 23, 2020 – The Governor <a href="#">announced</a> that first quarter unemployment tax payments that are due April 30th will be delayed till the end of the 2nd quarter, July 31, 2020. Eligible employers include those employers with 50 or fewer employees.</p> <p>March 26, 2020 – The Governor <a href="#">signed</a> a new proclamation continuing the State Public Health Emergency Declaration, suspending elective and nonessential medical and dental procedures, extending and expanding retail business closures, ordering health care facilities and nursing homes to engage in advanced health care screenings.</p>
Kansas	<p><a href="#">HCR 5025</a> Ratifies and provides the continuation of the March 12, 2020, state of disaster emergency declaration for the state of Kansas. <b>Adopted.</b></p> <p><b>Senate Bill 27:</b> House Substitute for Senate Bill 27 extends unemployment eligibility for workers who started to file unemployment insurance claims on or after January 1, 2020. These workers would be eligible for a maximum of 26 weeks of benefits, instead of the current effective maximum of 16 weeks.</p>	<p>March 19, 2020 – The Governor <a href="#">signed three bills</a>:</p> <ul style="list-style-type: none"> <li>• Senate Bill 27 extends unemployment eligibility for workers who filed after January 1, 2020.</li> </ul>
Kentucky	<p><a href="#">SB 282</a> Requires employers to provide accrued paid sick leave to employees. Provides mechanism for employees to accrue paid sick leave; establishes guidelines for employers to calculate paid sick leave for employees; sets forth manner in which paid sick leave can be used; creates a civil penalty for violation of provisions. <b>Pending</b></p> <p><a href="#">SB 150</a> In response to the coronavirus public health emergency, waives various professional and business licensing fees; provides for unemployment benefits; provides for the Coronavirus Hotline. <b>Enacted.</b></p>	<p>March 20, 2020 – The Governor <a href="#">announced</a> Kentucky unemployment insurance implements new procedures to manage the influx of claims including new phonelines and video conference services.</p>

<p>Louisiana</p>	<p><a href="#">LA HCR 80</a> Requests the Workforce Commission to provide clear, consistent, and easily accessible explanations of unemployment benefits and potential ramifications. <b>Adopted.</b></p> <p><a href="#">LA S 508</a> Limits liability for restaurants during the coronavirus public health emergency, provides for claims pursuant to the Workers' Compensation Law. <b>Enacted</b></p> <p><a href="#">LA SCR 11</a> Requests certain state agencies and private businesses to recognize the value that justice involved persons can bring to the workforce and society and to act with intention to empower, train, and employ such individuals.</p>	<p>March 27, 2020 – The Governor <b>announced</b> the opening of a Louisiana Economic Development help desk, providing email and hotline support for Louisiana businesses impacted by COVID-19.</p>
<p>Maine</p>	<p>March 17, 2020 – The Governor’s emergency legislation were <b>approved</b> by the House and Senate. Key provisions include the following:</p> <ul style="list-style-type: none"> <li>• Access to at least \$11 million in state funding to respond to COVID-19.</li> <li>• Establishing a consumer loan guarantee program through the Finance Authority of Maine, in partnership with financial institutions, to provide low- or no-interest loans for eligible people in Maine.</li> <li>• Temporarily expanding eligibility for unemployment benefits for workers impacted by COVID-19.</li> </ul>	<p>March 26, 2020 – The Governor <b>launched</b> a new online resource in the state that outlines the ways the people of Maine can support relief efforts. It outlines 4 ways help can be provided:</p> <ul style="list-style-type: none"> <li>• Financial assistance</li> <li>• Healthcare and medical assistance</li> <li>• Small business assistance</li> <li>• Connections with family, friends, and neighbors</li> </ul> <p>April 7, 2020 – The Governor signed an <b>executive order</b> related to unemployment and other issues related to the Louisiana Workforce Commission, as it seeks to manage the influx in unemployment claims.</p>
<p>Maryland</p>	<p>No employment legislation related to COVID-19.</p>	<p>March 30, 2020 – The Governor <b>issued</b> a Stay at Home order and announced the opening of four new testing sites. Additionally, he <b>announced</b> updates on the state’s \$175 million economic relief package for workers and small businesses, including an additional \$2 million for the state’s COVID-19 Layoff Aversion Fund.</p>

<p>Massachusetts</p>	<p><a href="#">SB 2599</a> Authorizes waiver of the one week waiting period for unemployment benefits. <b>Enacted.</b></p> <p><a href="#">SB 2618</a> An Act providing additional support to those affected by the novel coronavirus through the unemployment insurance system. <b>Enacted.</b></p> <p><a href="#">HB 4598</a> Addresses challenges faced by municipalities and state authorities resulting from COVID-19 related to town meetings, annual budgets, deficit amortization, local permits, the authority of the chief executive officer of a city or town, the temporary employment of a former or retired employee, and to allow certain licensed establishments to sell alcoholic beverages for off-premises consumption. <b>Enacted.</b></p> <p><a href="#">HB 4625</a> Expands unemployment insurance benefits to certain employees due to the COVID-19 emergency declaration. <b>Pending</b></p> <p><a href="#">HB 4627</a> Relates to providing certain state employees sick leave for Coronavirus disease related absences. <b>Pending</b></p>	<p>March 15, 2020 – The Governor <a href="#">announced</a> several new steps to address COVID-19, including the following:</p> <ul style="list-style-type: none"> <li>• All public and private elementary and secondary schools will be closed for three weeks.</li> <li>• Gatherings of more than 25 people are prohibited.</li> <li>• Visitors are prohibited from entering long-term care facilities and nursing homes.</li> <li>• The administration is filing emergency legislation that will allow new claims to be paid more quickly by waiving the one week waiting period for unemployment benefits.</li> </ul> <p>April 9, 2020 – The Governor <a href="#">announced</a> details for the initial implementation of federal unemployment benefits in the CARES Act, such as an additional \$600 per week for individuals collecting benefits from regular unemployment compensation and a 13-week extension of benefits for individuals who exhausted their previous benefits.</p> <p>April 20, 2020 – The Governor <a href="#">announced</a> that residents who are not eligible for regular unemployment benefits can now apply online for the new Pandemic Unemployment Assistance program. This includes self-employed workers, independent contractors, gig economy workers, and those with limited work history.</p>
<p>Michigan</p>	<p><a href="#">MI S 812</a> Modifies work search requirements under the Michigan Employment Security Act. <b>Enacted.</b></p>	<p><a href="#">Executive Order 2020-10</a> orders the temporary expansion of eligibility for unemployment benefits.</p> <p>March 25, 2020 — The Governor <a href="#">signed</a> an Executive Order that allows the Michigan Employment Relations Commission to temporarily carry out more of their operations digitally. The order allows for Unemployment Insurance hearings to take place via teleconference and for e-signatures on related documents.</p> <p>March 30 – The Governor <a href="#">announced</a> a new program to expand Pandemic Unemployment Insurance to self-employed and gig economy workers.</p>
<p>Minnesota</p>	<p><a href="#">SF 4194</a> Relates to health; modifies employee protections related to isolation and quarantine provisions. <b>Pending.</b></p> <p><a href="#">HF 4531</a> Relates to state government; provides Coronavirus response efforts; establishes a Coronavirus Minnesota fund; modifies certain</p>	<p>March 11, 2020—Proposed legislation would <a href="#">grant</a> the Governor the authority to declare a peacetime emergency and allow employees to seek unemployment insurance or paid sick leave should they be quarantined due to COVID-19.</p> <p>March 28, 2020 – The Governor <a href="#">signed</a> HF 4531, which allocates \$330 million in COVID-19 aid and includes actions such as, expanding support to small businesses, supporting food banks, providing assistance for veterans, and creating peacetime</p>

	<p>authorities; provides exemptions and extensions; modifies certain fees; eliminates refill timelines for opiate or narcotic pain relievers; extends due date for filing property tax appeals; modifies loan programs; provides for unemployment insurance for certain employees affected by Coronavirus; requires reports; appropriates money for Coronavirus response efforts. <b>Enacted</b></p> <p><a href="#">MN H 4537</a> Relates to workers' compensation, provides a presumption for coronavirus workers' compensation claims for certain employees, requires a report, authorizes an extension of the implementation date of the CAMPUS system. <b>Enacted</b></p>	<p>emergency child care grants.</p> <p>April 8, 2020 – The Governor <a href="#">signed</a> H.F. 4537, expanding workers' compensation eligibility for emergency first responders and front-line workers by allowing them to qualify for workers' compensation benefits if they test positive.</p>
Mississippi	<p><a href="#">MS H 1805</a> Authorizes the transfer of certain Coronavirus disease 2019 funds to the Unemployment Compensation fund. <b>Enacted</b></p>	<p>March 21, 2020 – The Governor <a href="#">signed</a> Executive Order 1462 that gives the Mississippi Department of Employment Security the ability to expedite payments to unemployed Mississippians and relax collection requirements on employers.</p> <p>April 21, 2020 – The Governor <a href="#">announced</a> that Pandemic Unemployment Assistance is now available for residents.</p>
Missouri	<p>No legislation impacting private employers related to COVID-19.</p>	<p>Numerous executive actions, but none related to private employers and sick leave, unemployment, etc.</p> <p>March 24, 2020 – The Governor <a href="#">signed</a> Executive Order No. 1463 which:</p> <ul style="list-style-type: none"> <li>• Limits mass gatherings to 10 or less;</li> <li>• Suspends dine-in services at restaurants and bars;</li> <li>• Restricts visits to hospitals, nursing homes, and long-term care facilities;</li> <li>• Directs businesses to allow employees to work from home; and</li> <li>• Defines essential businesses.</li> </ul> <p>April 7, 2020 – The Governor <a href="#">announced</a> that the state has received its first operational guidance related to the Federal Pandemic Unemployment Compensation (FPUC) program under the CARES Act. Funds will provide a \$600 federal supplement to those that are unemployed.</p>

Montana	N/A	<p>March 17, 2020 – The Governor <a href="#">announced</a> emergency rules to make unemployment benefits accessible to workers who have been laid off due to COVID-19, while also waiving the waiting period for receiving benefits.</p> <p>March 26, 2020 – The Governor <a href="#">issued</a> a directive requiring Montanans to stay home and temporarily closes all nonessential businesses and operations.</p>
Nebraska	N/A	<p>March 17, 2020 – The Governor <a href="#">issued an Executive Order</a> to relax eligibility requirements for unemployment benefits.</p> <p>March 30, 2020 – The Governor <a href="#">announced</a> extended statewide social distancing restrictions through April 30th. He also announced that the Department of Labor is preparing to roll out the unemployment programs outlined in the CARES Act through the following actions:</p> <ul style="list-style-type: none"> <li>• Pandemic Unemployment Assistance – Allows unemployment benefits to individuals who have exhausted all other unemployment benefits, and those not eligible for other unemployment benefits, including workers who are self-employed and independent contractors. The minimum PUA weekly payment will be \$174 and top out at \$440.</li> <li>• Federal Pandemic Unemployment Compensation – This emergency increase in Unemployment Insurance Benefits adds \$600 per week in federal benefits to the unemployment benefit amount for COVID-19 unemployment claims, including PUA claims.</li> <li>• Pandemic Emergency Unemployment Compensation – Allows 13 weeks of federally funded benefits to be added to the end of the normal 26 weeks of benefits.</li> <li>• Short Time Compensation Programs (also known as Work Share) – Provides federal funding of Short-Time Compensation, a program that allows businesses to uniformly reduce their teammates’ hours while the workers receive a partial unemployment benefit.</li> </ul>
Nevada	N/A	<p>March 18, 2020 – The Governor <a href="#">waived</a> the one-week waiting requirement for accessing unemployment insurance.</p>
New Hampshire	N/A	<p>March 17, 2020 – The Governor <a href="#">issued three emergency orders</a> that:</p> <ul style="list-style-type: none"> <li>▪ Provide immediate access to unemployment benefits for those impacted by COVID-19 (and prohibit service providers from disconnecting or discontinuing services for non-payments; prohibits evictions for impacted)</li> </ul> <p>March 20, 2020 – The Governor <a href="#">sent</a> a letter to Leader McConnell and Speaker Pelosi regarding the Disaster Unemployment Assistance program.</p>

		<p>March 26, 2020 – The Governor <a href="#">issued</a> Emergency Order 17, which directed the closure of non-essential businesses and required residents to shelter in place.</p> <p>March 30, 2020 – The Governor <a href="#">signed</a> the Relief for Workers Affected by Coronavirus [CARES] Act agreement which provides New Hampshire with 100 percent funding from the U.S. Department of Labor to support benefit payments to people receiving unemployment. This activity supports the program by:</p> <ul style="list-style-type: none"> <li>• For those eligible under Pandemic Unemployment Assistance, there will be an increase of the minimum weekly benefit amount from \$32/week to \$168/week, which includes people earning less than \$15,500 during their base period.</li> <li>• An additional \$600 per week to be added to an individual’s weekly benefits for all weeks claimed starting this week — 100% federally funded.</li> <li>• Extends the length of time a person can receive benefits by 13 weeks, totaling 39 weeks — 100% federally funded.</li> </ul>
<p>New Jersey</p>	<p><a href="#">AB 3846</a> Creates the Temporary Lost Wage Unemployment Program; allows persons to claim for lost wages due to coronavirus disease 2019, and employers to pay wages to workers ordered under quarantine by licensed healthcare practitioner; appropriates a certain amount. <b>Pending.</b></p> <p><a href="#">AB 3848</a> Concerns time off from work in connection with infectious disease. <b>Enacted.</b></p> <p><a href="#">SB 2304</a> Concerns family leave and disability benefits during epidemic related emergencies. <b>Enacted.</b></p> <p><a href="#">AB 3930</a> Excludes payments made for unemployment compensation benefits related to layoffs resulting from coronavirus disease 2019 pandemic from calculation of employer contribution for unemployment compensation benefits. <b>Pending.</b></p> <p><a href="#">AB 3938</a> Excludes from severance requirements under "Millville Dallas Airmotive Plant Job Loss Notification Act" mass layoffs resulting from</p>	<p>March 20, 2020 – The Governor <a href="#">signed</a> Assembly Bill 3848, which prohibits an employer, during the ongoing public health emergency, from terminating or refusing to reinstate an employee who has, or is likely to have, an infectious disease which requires the employee to miss time at work.</p> <p>March 26, 2020 – The Governor and New Jersey Economic Development Authority <a href="#">approved</a> a suite of new programs designed to support businesses and workers facing economic hardship, such as a grant program for small businesses, a zero-interest loan program for mid-size companies, support for private-sector lenders and Community Development Finance Institutions, funding for entrepreneurs, and a variety of resources providing technical support and marketplace information.</p> <p>March 31, 2020 – The Department of Labor and Workforce Development <a href="#">urged</a> employers to keep employees on the payroll throughout the pandemic and to take advantage of a 100 percent, dollar for dollar, payroll tax credit provided under the Families First Coronavirus Response Act.</p> <p>April 14, 2020 – The Department of Labor and Workforce Development <a href="#">announced</a> that they have made a series of moves – from upgrading computer technology to adding personnel and boosting phone capacity – to get unemployment claims processed faster.</p> <p>April 14, 2020 – The Governor <a href="#">signed</a> legislation which expands protections of the Family Leave Act to allow employees forced to take time off to care for a family</p>

	<p>coronavirus disease 2019 pandemic. <b>Pending.</b></p> <p><a href="#">AB 3951</a> Provides civil immunity for employer for damages arising from employee's injury or death related to exposure to coronavirus disease 2019 ("COVID-19") during public health emergency and state of emergency declared by Governor in Executive Order 103 of 2020. <b>Pending.</b></p> <p><a href="#">SB 2380</a> Concerns employment benefits and coronavirus disease infections contracted by essential employees. <b>Pending.</b></p> <p><a href="#">SB 2374</a> Concerns family leave benefits during epidemic-related emergencies. <b>Enacted.</b></p> <p><a href="#">SB 2347</a> Establishes Employment and Business-Related Tax Deferral Assistance Program in EDA to allow small businesses to defer the payment and remittance of certain employment and business-related taxes during COVID-19 public health emergency. <b>Pending.</b></p> <p><a href="#">AB 3999</a> Concerns employment benefits and coronavirus disease 2019 infections contracted by essential employees. <b>Pending.</b></p> <p><a href="#">NJ S 2350</a> Revises provisions relating to benefits provided to workers, provides that the advance written notice of a layoff requirement does not apply to employees who have their weekly hours of work reduced and receive shared unemployment benefits under a shared work program.</p> <p><a href="#">NJ A 3998</a> Concerns certain workers' compensation supplemental benefits for surviving dependents of essential employees who die in course of employment.</p> <p><a href="#">NJ A 3999</a> Concerns employment benefits and coronavirus disease 2019 infections contracted by essential employees.</p>	<p>member during the COVID-19 outbreak with up to 12 weeks of unpaid family leave in a 24-month period without losing their jobs</p>
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<p>New Mexico</p>	<p>N/A</p>	<p>March 17, 2020- New Mexico <a href="#">extended eligibility for unemployment insurance benefits</a> to those workers that have been impacted by reduced hours or layoffs due to COVID-19.</p> <p>March 25, 2020 – The Governor <a href="#">announced</a> two public health orders with the goal of conserving personal protective equipment:</p> <ul style="list-style-type: none"> <li>• One order <a href="#">prohibits</a> non-essential health services, defined as services that can be delayed for three months without undue risk to the patient’s health.</li> </ul> <p>March 26, 2020 – The New Mexico Small Business Investment Corporation <a href="#">committed</a> up to \$25 million to its lending partners to assist New Mexico businesses that have been impacted by market disruption.</p> <p>March 28, 2020 – The Governor <a href="#">announced</a> a call-in filing system for unemployment claimants in anticipation of a surge of claims for self-employed workers in New Mexico who are newly eligible under the expanded Unemployment Insurance provided through the CARES Act.</p> <p>April 7, 2020 – The New Mexico Department of Workforce Solutions <a href="#">announced</a> it is extending Unemployment Insurance Operations Center call hours, waiving the “waiting week” requirement for claimants, and beginning an auto-adjudication program to clear specific pending issues that will result in a release of held payments to claimants</p> <p>April 22, 2020 – The New Mexico Department of Workforce Solutions <a href="#">announced</a> the application for unemployment insurance benefits for self-employed, independent contractors and gig economy workers will become available on April 26.</p>
<p>New York</p>	<p><a href="#">AB 10152/SB 8090</a> Amends the Labor Law; provides requirements for sick leave and the provision of certain employee benefits when such employee is subject to a mandatory or precautionary order of quarantine or isolation due to COVID-19; provides for sick leave. <b>Pending.</b></p> <p><a href="#">SB 8091</a> Provides provisions for certain employee benefits when such employee is subject to a mandatory or precautionary order of quarantine or isolation due to COVID-19. <b>Enacted.</b></p>	<p>March 3, 2020—The Governor also announced he will amend his Paid Sick Leave budget proposal to specifically protect from termination people who are required to stay home from work because they are being isolated or quarantined as a result of the novel coronavirus.</p> <p>March 11, 2020—Governor Cuomo <a href="#">announced</a> that , he announced that the state will provide two weeks paid leave for workers who are quarantined.</p> <p>March 17, 2020- The Governor <a href="#">announced</a> legislation that guarantees job protection and pay for New Yorkers who have been quarantined. The bill also includes comprehensive paid sick leave.</p> <p>March 19, 2020 – The Governor <a href="#">signed</a> an executive order requiring in-office personnel to decrease in-office workforce by 75 percent, with exceptions for</p>

[SB 8167](#) Provides eligibility for unemployment benefits for certain persons under quarantine for coronavirus (COVID-19). **Pending.**

[SB 8179](#) Relates to providing relief for business owners and employers affected by COVID-19. **Pending.**

[AB 10297](#) Amends the labor law, in relation to prohibiting the inclusion of claims for unemployment insurance arising from the closure of an employer due to COVID-19 from being included in such employer's experience rating charges. **Pending.**

[SB 8266](#) Amends the Workers' Compensation Law; includes exposure to novel coronavirus, Coronavirus disease, as an occupational disease for which compensation shall be payable for disabilities sustained or death incurred by an employee. **Pending.**

[AB 10349](#) Amends the Labor Law; requires employers to warn employees of potential hazardous environmental and health conditions in the workplace. **Pending.**

[SB 8292](#) Provides requirements for sick leave and the provision of certain employee benefits when such employee is subject to a mandatory or precautionary order of quarantine or isolation due to coronavirus, in relation to practices and procedures for documenting mandatory and precautionary orders of quarantine or isolation. **Pending.**

[NY A 10358](#) Amends the Labor Law, requires employers to provide a written notice of the right to file for unemployment benefits to any employee who has not been scheduled or offered work hours in the past seven days or offered work for the next seven day period.

essential businesses.

March 19, 2020 – New York [waived](#) the one-week waiting requirement for accessing Unemployment Insurance.

March 30 – The New York Department of Labor [published](#) an unemployment insurance flow chart to clearly outline how different eligible individuals can access unemployment compensation and what levels of compensation are available.

April 20, 2020 – The New York State Department of Labor [launched](#) a one-stop-shop for unemployment benefits that will connect New Yorkers with benefits through a streamlined application.

April 23, 2020 – The Governor and Attorney General [launched](#) an employment portal to increase staffing through the state and expand training and technical assistance for nursing homes to use the professional staffing portal.

[NY S 8275](#) - Amends the Labor Law, in relation to suspending the forfeiture of unemployment benefits during the coronavirus state of emergency.

[NY A 10392](#) Amends the Labor Law, allows employers to participate in the shared work program under the unemployment insurance law retroactively to the date of the Coronavirus declared emergency.

[NY A 10400](#) Amends the Labor Law, permits unemployment benefits in the case of voluntary separation from employment during the Coronavirus emergency for persons over age 65 or persons with health conditions which make them at risk.

[NY S 8275](#) Amends the Labor Law, suspends the forfeiture of unemployment benefits imposed under a prior claim based upon a willful false statement or representation, during the coronavirus state of emergency, requires penalties and refunds to be paid after the emergency ends.

[NY S 8172](#) Provides for requirements for sick leave when such employee is subject to a mandatory or precautionary order of quarantine or isolation due to coronavirus.

[NY S 8249](#) Amends the Labor Law, excludes claims for unemployment insurance arising as a result of an employer closing his or her business because of novel coronavirus, from an employer's experience rating charges.

[NY S 8266](#) Amends the Workers' Compensation Law, includes exposure to novel coronavirus, Coronavirus disease, as an occupational disease for which compensation shall be payable for disabilities sustained or death incurred by an employee.

North Carolina	<p><a href="#">HB 1039</a> Increases access to unemployment benefits, provides employers a SUTA tax credit, waives accrual of interest on certain tax payment and extends certain tax-related deadlines. <b>Pending.</b></p> <p><a href="#">HB 1046</a> Provides paid sick leave in response to the coronavirus outbreak. <b>Pending.</b></p> <p><a href="#">NC S 792</a> Amends the employment security Laws by increasing benefit eligibility to a twenty-six week period and the maximum weekly benefit to a specified amount, bases the calculation of the benefit amount on the average of the two highest paid quarters, provides benefits in cases where an individual leaves employment for spousal relocation or health reasons or due to an undue hardship, appropriates funds to inform the public of these changes.</p> <p><a href="#">NC H 1061</a> Amends the employment security laws relating to attached claims, the benefits duration sliding scale, and the calculation of the weekly benefit amount, increases the maximum weekly benefit amount, provides for the creation of a work sharing program for employers in this state with an appropriation of funds for that purpose.</p> <p><a href="#">NC H 1056</a> Amends the workers' compensation law to provide occupational disease coverage for first responders and health care workers who contract coronavirus.</p>	<p>March 17, 2020 – The Governor <a href="#">signed Executive Order 118</a> which closes sit down services at restaurants and bars, and makes state unemployment benefits more widely available.</p> <p>March 27, 2020 – The Governor <a href="#">announced</a> a statewide stay at home order in effect until April 29, providing for essential businesses to continue to operate while prioritizing social distancing measures.</p> <p>March 29, 2020 – The Governor <a href="#">announced</a> that the first payments for the approximately 270,000 unemployment claims related to COVID-19 will be issued within the forthcoming week.</p>
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North Dakota	N/A	<p>March 20, 2020 – The Governor <a href="#">signed</a> three executive orders to reduce regulatory burdens and improve services for North Dakotans that included this waiver: Require immediate changes to the unemployment insurance process by expanding eligibility</p> <p>March 25, 2020 – The Governor issued an <a href="#">executive order</a> extending worker’s compensation coverage to first responders and health care providers who encounter an infected person. Notably, the executive order:</p> <ul style="list-style-type: none"> <li>• Provides up to 14 days of medical and wage replacement benefits if first responders and health care providers are quarantined, and</li> <li>• Provides employees who contract the virus on the job with full workers’ compensation benefits just like any other compensable work injury claim.</li> </ul> <p>March 27, 2020 – The Governor <a href="#">issued</a> an executive order suspending payment of unemployment taxes and suspending interest on all Workforce Safety &amp; Insurance employer accounts, which will allow them to focus on preserving their business operations and retaining critical cash flow.</p> <p>April 1, 2020 – The Governor <a href="#">issued</a> an executive order waiving the mandatory one-week waiting period for unemployment benefits.</p> <p>April 23, 2020 – The Governor <a href="#">announced</a> that the CARES Act funding will help cover unemployment insurance costs that aren’t otherwise reimbursed by the federal government.</p> <p>July 8, 2020 – The Governor <a href="#">signed</a> an executive order restoring the work registration and search requirements for individuals seeking unemployment benefits, effective July 26.</p>
Northern Mariana Islands	N/A	<p>March 29, 2020 – The Governor <a href="#">signed</a> an agreement with the US Department of Labor to implement the Pandemic Unemployment Assistance for CNMI workers.</p> <p>April 15, 2020 – The Governor <a href="#">announced</a> that government employees are eligible for Pandemic Unemployment Assistance Compensation and Federal Pandemic Unemployment Compensation.</p>
Ohio	<p><a href="#">HB 574</a> Transfers and appropriates money for unemployment compensation. <b>Pending.</b></p> <p><a href="#">SB 299</a> Provides paid leave to quarantined workers and to create a grant program to compensate contract who cannot perform services during public health emergencies. Pending.</p>	<p>March 20, 2020 – The Ohio Department of Insurance <a href="#">issued</a> an order for insurers to allow employers to offer employees a grace period (up to 60 calendar days from original premium due date) for insurance premiums.</p> <p>March 21, 2020 – The Ohio Bureau of Workers’ Compensation <a href="#">announced</a> that insurance premium installment payments due for March through May for the current policy year may be deferred until June 1.</p> <p>April 8, 2020 – The Governor <a href="#">requested</a> the Ohio Bureau of Workers’</p>

	<p><a href="#">HB 593</a> Requires paid leave for an employee who is unable to work due to quarantine or mandatory isolation; creates a grant program to compensate contract workers who cannot perform services during public health emergencies; makes an appropriation; declares an emergency. <b>Pending.</b></p> <p><a href="#">HB 605</a> Amends the Revised Code to make COVID-19 contracted by an employee of a retail food establishment or food processing establishment an occupational disease under the Workers' Compensation Law under certain circumstances. <b>Pending.</b></p> <p><a href="#">HB 606</a> Grants civil immunity to a person who provides services for essential businesses and operations for injury, death, or loss that was caused by the transmission of COVID-19 during the period of emergency declared by Executive Order 2020-01D, issued on March 9, 2020, and to declare an emergency. <b>Pending.</b></p> <p><a href="#">HB 584</a> Changes eligibility and work search requirements under the Unemployment Compensation Law to minimize the impact to state citizens from the coronavirus disease outbreak. <b>Pending.</b></p> <p><a href="#">OH H 668</a> Makes coronavirus contracted by a peace officer, firefighter, or emergency medical worker an occupational disease under the Workers' Compensation Law, declares an emergency.</p> <p><a href="#">OH H 573</a> Makes COVID-19 an occupational disease in some cases.</p>	<p>Compensation to provide \$1.6 billion to Ohio employers, equal to 100 percent of the premium employers paid in policy year 2018.</p> <p>April 21, 2020 – The Governor <b>announced</b> the Ohio Bureau of Workers' Compensation board of directors approved the distribution of 170,000 dividend checks over the next five days to private employers and local governments.</p> <p>May 28, 2020 – The Ohio Bureau of Workers' Compensation is <b>deferring</b> Ohio employers' premium installments for the months of June, July, and August designed to help employers focus financial resources on re-opening their businesses under the Responsible RestartOhio Plan.</p>
Oklahoma	N/A	N/A

Oregon	N/A	April 13, 2020 – The Governor <b>announced</b> the state is ramping up its enforcement activity. Specifically, Oregon OSHA will begin systematically conducting spot checks to verify that employers are complying with the requirements – including closures to the public.
Pennsylvania	<p><a href="#">HB 68</a> Amends the Unemployment Compensation Law; requires the Secretary of Labor and Industry to transmit notice to the Legislative Reference Bureau for publication upon completion of the implementation of the technological upgrades to the delivery system for unemployment compensation benefits. Eligible for Governor.</p> <p><a href="#">HB 1822</a> Amends the Fiscal Code to prohibit an employer from terminating, depriving or otherwise coercing an employee with respect to their employment, position or benefits as a result of an individual’s compliance with an order of isolation or quarantine or other control measure related to COVID-19; relates to the Local Government Capital Project Loan Fund; provides for assistance to municipalities, and for the powers and duties of the Department. <b>Pending.</b></p> <p><a href="#">PA H 2393</a> Provides for emergency unemployment compensation assistance.</p> <p><a href="#">PA S 1137</a> Amends the Unemployment Compensation Law, in emergency provisions related to Coronavirus, provides for daily application reporting.</p> <p><a href="#">PA H 2495</a> Provides for Coronavirus large employer emergency paid sick leave.</p> <p><a href="#">PA H 2694</a> Imposes duties on employers for the health and safety of employees relating to limiting exposure to COVID 19, provides for right to bring own personal protective equipment, for notification of illness in the workplace, for</p>	March 16, 2020- The Governor <b>issued statewide mitigation efforts</b> beginning on March 17 which include the following: Telework or a 10 workday paid absence for individuals who do not have telework capability

	whistleblower protection, and for enforcement.	
Puerto Rico	<p><a href="#">HB 2471</a> Provides for the mandatory use of medical masks for all employees in their work setting to prevent the spread of the coronavirus holds their employer responsible for providing the same to their employees; imposes penalties for violations. <b>Pending.</b></p> <p><a href="#">PR S 1540</a> Amends Law 45 of April 18, 1935, the Work Accident Compensation System Law, with the purpose of ensuring coverage of benefits to any public or private employee who is infected with the COVID-19 virus, or coronavirus, while providing an authorized service during the validity of the emergency declared by the Governor of Puerto Rico, as a result of the pandemic.</p> <p>July 13, 2020 – The Governor <b>issued</b> an executive order streamlining processes related to unemployment programs.</p>	N/A
Rhode Island	<p><a href="#">RI S 2576</a> Creates a new definition for the term employee which assumes a worker to be an employee, as opposed to an independent contractor, unless three specific conditions are satisfied, for purposes of wages, workers' compensation, temporary disability, and unemployment insurance benefits.</p>	N/A
South Carolina	<p><a href="#">HB 5417</a> Memorializes the United States Congress to refrain from increasing federal unemployment taxes until a specified date. <b>Pending.</b></p>	<p>March 19, 2020 – The Governor <b>signed</b> an executive order which, among other actions Waives regulations to allow unemployment claims to be expedited by at least one week; and Suspends unemployment insurance payments for employers through June 1</p> <p>April 8, 2020 – The Governor <b>issued</b> an executive order, allowing furloughed employees to receive “COVID-19 Support Payments” from their employers and still qualify for unemployment benefits.</p>
South Dakota	<p><a href="#">SD S 187</a> Revises certain provisions regarding reemployment assistance benefits in response to coronavirus disease.</p>	<p>April 1, 2020 – The Governor <b>signed</b> Senate Bill 187 amending reemployment assistance benefits.</p>

Tennessee	N/A	<p>March 17, 2020 – The Governor also <a href="#">announced</a> the following actions: The Tennessee Department of Labor and Workforce Development is working to determine how to utilize the Unemployment Insurance Trust Fund. The Department will extend unemployment benefits to those quarantined by a physician for COVID-19.</p> <p>March 24, 2020 – The Governor <a href="#">extended</a> work from home orders for state employees under the Alternative Workplace Solutions program, until April 24.</p> <p>April 23, 2020 – The Department of Labor and Workforce Development <a href="#">issued</a> an update on actions to support Tennesseans including system upgrades and benefit distribution.</p>
Texas	N/A	<p>May 22, 2020 – The Governor <a href="#">announced</a> that the Texas Workforce Commission has extended payment deadlines for designated reimbursing employers that are required to pay a share of unemployment benefits.</p>
Utah	<p><a href="#">SB 3007</a> Provides legal immunity for damages or an injury resulting from exposure of an individual to COVID-19 on the premises owned or operated by the person, or during an activity managed by the person. <b>Eligible for Governor.</b></p> <p><a href="#">UT S 3003</a> Modifies provisions of the Employment Security Act, authorizes the Department of Workforce Services to waive the one week waiting period for unemployment benefits and provide an unemployed individual with a benefit for that week if a state of emergency has been declared by the President of the United States or the Governor, or the federal government has agreed to pay for the benefit.</p>	<p>April 15, 2020 – The state <a href="#">launched</a> its Pandemic Unemployment Assistance benefits, available to those who were previously ineligible for traditional unemployment benefits.</p>
Vermont	<p><a href="#">HB 681</a> Relates to employer registration for unemployment insurance. Contains amendments that ensure employees receive benefits when quarantined or providing care for a quarantined family member. <b>Pending.</b></p> <p><a href="#">SB 341</a> Relates to disclosure of tax information to facilitate the provision of Pandemic Unemployment Assistance benefits. <b>Pending.</b></p>	<p>June 23, 2020 – The Governor and the Vermont Department of Labor <a href="#">announced</a> changes to the Unemployment Insurance program that will reduce employers’ UI tax rates and increase the maximum weekly benefit amount for UI claimants.</p>

	<p><a href="#">SB 342</a> Relates to temporary workers' compensation amendments related to COVID-19. <b>Pending.</b></p> <p><a href="#">VT S 108</a> Authorizes the Attorney General to enforce complaints of employee misclassification under the workers' compensation and unemployment insurance laws, provides for the self-employed.</p> <p><a href="#">VT S 342</a> Relates to temporary workers' 2019 compensation amendments related to COVID-19.</p>	
Virgin Islands	N/A	N/A
Virginia	N/A	<p>March 17, 2020 – The Governor <a href="#">moved</a> to increase support to affected workers and employers by:</p> <ul style="list-style-type: none"> <li>• Directing the Commissioner of the Virginia Employment Commission to waive the one-week waiting period to receive unemployment benefits;</li> <li>• Enhancing unemployment eligibility to include those directed to self-quarantine by a medical or public health official;</li> <li>• Granting affected workers special considerations on deadlines for mandatory re-employment appointments and work search requirements;</li> <li>• Activating regional workforce teams to support employers who have slowed or ceased operations;</li> <li>• Waiving financial penalties for employers who experience an increase in workers requesting unemployment benefits;</li> <li>• Authorizing funding through the Workforce Innovation and Opportunity Act for employers to remain open; and</li> <li>• Directing employers to follow U.S. Department of Labor guidance on workplace safety.</li> </ul> <p>March 23, 2020 – The Governor <a href="#">urged</a> the Trump administration to expand unemployment benefits.</p> <p>April 8, 2020 — The Governor <a href="#">announced</a> several changes to unemployment insurance rules and processes to help make it easier for people to receive benefits in a timely manner.</p>

Washington	<p><a href="#">HB 2739</a> Adjusts certain requirements of the shared leave program. Includes a provision of shared leave for employees in isolation or quarantine as requested or ordered by a public health official or health care provider as a result of COVID-19. <b>Enacted.</b></p>	<p>March 10, 2020—The Governor’s office published a <a href="#">resource list for business and workers</a> in the state who have been impacted by the virus. These resources are aimed at supporting economic retention and recovery efforts.</p> <p>March 25, 2020 – The Governor <a href="#">signed</a> a proclamation waiving work search requirements in order to receive unemployment insurance.</p> <p>April 13, 2020 – The Governor issued a <a href="#">proclamation</a> providing high-risk workers the right to protect themselves without jeopardizing their employment status.</p> <p>April 22, 2020 – The Employment Security Department <a href="#">launched</a> an online system to accommodate the expansion of unemployment benefits enabled by the CARES Act.</p>
West Virginia	N/A	<p>March 19, 2020 – The Governor <a href="#">directed</a> the West Virginia Department of Commerce and Workforce to provide unemployment benefits to those affected by COVID-19 to the maximum extent possible.</p>
Wisconsin	N/A	<p>March 18, 2020 – The Governor <a href="#">issued</a> an emergency order waiving work search requirements and modifying eligibility requirements for unemployment insurance benefits.</p> <p>April 23, 2020 – The Governor <a href="#">announced</a> that staff from Workforce West Virginia, with assistance from the West Virginia National Guard, have cleared the backlog of unemployment claims that have been submitted consequent of COVID-19.</p>
Wyoming	N/A	N/A