



COVID-19 RECOVERY WORK GROUPS

SoVa COVID-19 Task Force Members:

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Phase I looks like this:

- Safer at home—especially if you are vulnerable
- No social gatherings of more than 10 individuals
- Continued social distancing
- Continued teleworking
- Face coverings recommended in public
- Revised business limitations



Forward Virginia: Phase One

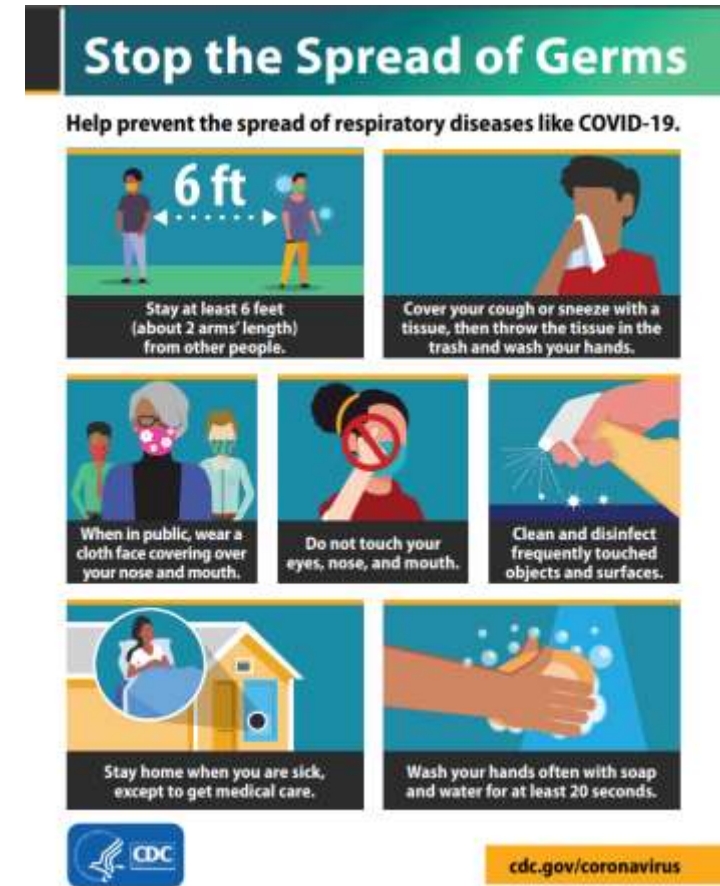
	PHASE ZERO	PHASE ONE
NON-ESSENTIAL RETAIL	 Open with 10 person limit	 Open with 50% capacity
RESTAURANTS AND BEVERAGE SERVICES	 Takeout and delivery	 Takeout and delivery; outdoor seating at 50% capacity
ENTERTAINMENT AND PUBLIC AMUSEMENT	 Closed	 Closed
FITNESS AND EXERCISE	 Closed	 Closed (limited to outdoor fitness classes)
BEACHES	 Exercise and fishing only	 Exercise and fishing only
GATHERINGS	 10 person limit	 10 person limit
TELEWORKING	 Strongly encouraged	 Strongly encouraged
FACE COVERINGS	 Strongly encouraged	 Strongly encouraged
CHILDCARE	 Open for working families	 Open for working families
PLACES OF WORSHIP	 Drive-in services; 10 person limit	 Drive-in services; 50% capacity
PERSONAL GROOMING	 Closed	 Appointment only
PRIVATE CAMPGROUNDS	 Closed	 Open
OVERNIGHT SUMMER CAMPS	 Closed	 Closed
STATE PARKS	 Day use only	 Day use; Overnight in phases
SCHOOLS	 Closed	 Closed

	Phase 0 – EO 53 5/23/2020	Phase I – 5/15/2020 Safer @ Home	Phase II -	Phase III -
• Gatherings	 10-person limit	 10-person limit		
• Teleworking	Strongly encouraged	Strongly encouraged		
• Face coverings	Strongly encouraged	Strongly encouraged		
• Non-Essential Retail	 Open with 10-person limit	 Open with 50% capacity		
• Restaurants and beverage services	 Takeout and delivery	 Takeout and delivery; Outside seating at 50% capacity		
• Entertainment and public amusement	 Closed	 Closed		
• Fitness and exercise	 Closed	 Closed (limited to outdoor fitness classes)		
• Beaches	 Exercise and fishing only	 Exercise and fishing only		
• Childcare	 Open for working families	 Open for working families		
• Places of worship	 Drive-in services; 10-person limit	 Drive-in services; 50 percent indoor capacity		
• Personal grooming	 Closed	 Appointment only; Strict social distancing; face coverings required		
• Private campgrounds	 Closed	 Open		
• Overnight summer camps	 Closed	 Closed		
• State Parks	 Open to daily use only	 Day use: Overnight in phase		
• Schools	 Closed	 Closed		4

Guidelines for All Business Sectors

Signage

- Post signage - no one with a fever, symptoms, or known exposure in the prior 14 days, is permitted
- Post signage regarding
 - physical distancing,
 - gatherings,
 - options for high risk individuals, and
 - staying home if sick



Guidelines for All Business Sectors

Physical Distancing Best Practices

- Establish physical distancing policies/practices
- Clear communication/signage
- Limit occupancy
- Limit in-person work-related gatherings
- Encourage telework or move/stagger workstations
- Utilize face coverings where possible

Guidelines for All Business Sectors

Enhanced Cleaning and Disinfection Best Practices

- Clean/disinfect high contact areas and hard surfaces
- Provide access to and instruct workers to disinfectant shared tools/equipment
- Provide hands washing station or hand sanitizer
- Implement short breaks to increase hand washing or provide sanitizer
- Provide best hygiene practices on a regular basis

Guidelines for All Business Sectors

Enhanced Workplace Safety Best Practices

- Screen employees prior to starting work
- Display signage instructing employees not to work when sick
- Flexible sick leave policies
- Reduce exposure of high risk employees
- Designate staff responsible for COVID-19 concern responses
- Implement staggered shifts
- Limit number of employees in break rooms
- Find alternatives pre-shift meeting information
- Public health considerations for unoccupied buildings

Steps Leading to Forward Virginia

- U.S. Department of Homeland Security & CDC Guidelines
- Virginia Executive Order 53, 55, 61, 62
- Significance of May 28 and June 10

U.S. Department of Homeland Security

May 19, 2020

- [ADVISORY MEMORANDUM ON IDENTIFICATION OF ESSENTIAL CRITICAL INFRASTRUCTURE WORKERS DURING COVID-19 RESPONSE](#)
- **Guidance on the Essential Critical Infrastructure Workforce: Ensuring Community and National Resilience in COVID-19 Response Version 3.1 (May 19, 2020)**

U.S. Department of Homeland Security

May 19, 2020

CONSIDERATIONS FOR GOVERNMENT AND BUSINESS

1. Response efforts to the COVID-19 pandemic are **locally executed, state managed, and federally supported**.
2. **Critical infrastructure workers and employers** should follow guidance from the Centers for Disease Control Prevention (CDC), as well as state and local government officials, regarding strategies to limit disease spread.
3. **Employers must comply with applicable Occupational Safety and Health Administration (OSHA) requirements for protecting critical infrastructure workers** who remain on or return to the job during the COVID-19 pandemics guidance and enforcement information for workplaces at www.osha.gov/coronavirus.
4. Businesses and government agencies may continue to implement **organization-specific measures**, which protect the workforce while meeting mission needs.

U.S. Department of Homeland Security

May 19, 2020

5. Workers should be encouraged to **work remotely when possible** and focus on core business activities.
6. When continuous remote work is not possible, businesses should **enlist strategies to reduce the likelihood of spreading the disease.**
7. Consider the **impact of workplace sick leave policies** that may contribute to an employee decision to delay reporting medical symptoms. **Sick employees should not return to the workplace** until they meet the criteria to stop home isolation.
8. Critical infrastructure employers have an obligation to **limit to the extent possible the reintegration of in person workers who have experienced an exposure to COVID-19** but remain asymptomatic in ways that best protect the health of the worker, their co-workers, and the general public.
9. All organizations should **implement their business continuity and pandemic plans or put plans in place** if they do not exist.

U.S. Department of Homeland Security

May 19, 2020

10. **Reliance on technology and just-in-time supply chains means that certain workers must be able to access certain sites, facilities, and assets to ensure continuity of functions.**
11. Government workers, such as emergency managers, and the business community need to **establish and maintain lines of communication.**
12. **Essential critical infrastructure workers need continued and unimpeded access** to sites, facilities, and equipment within quarantine zones, containment areas, areas under curfew restrictions, or other areas where access or movement is limited to perform functions for community relief and stability; for public safety, security and health; for maintaining essential supply chains and preserving local, regional, and national economic well-being.
13. Whenever possible, **local governments should consider adopting specific state guidance on essential workers to reduce potential complications of workers crossing jurisdictional boundaries.** When this is not possible, local jurisdictions should consider aligning access and movement control policies with neighboring jurisdictions to reduce the burden of cross-jurisdictional movement of essential critical infrastructure workers.

U.S. Department of Homeland Security

May 19, 2020

IDENTIFYING ESSENTIAL CRITICAL INFRASTRUCTURE WORKERS

The following list of identified essential critical infrastructure workers is intended to be overly inclusive reflecting the diversity of industries across the United States.

Essential Critical Infrastructure Workers



CISA
CYBER+INFRASTRUCTURE

ESSENTIAL CRITICAL INFRASTRUCTURE WORKERS

- **HEALTHCARE / PUBLIC HEALTH**
- **LAW ENFORCEMENT, PUBLIC SAFETY, AND OTHER FIRST RESPONDERS**
- **FOOD AND AGRICULTURE**
- **ENERGY**
 - Electricity Industry
 - Petroleum Industry
 - Natural Gas, Natural Gas Liquids (NGL), Propane, and Other Liquid Fuels

ESSENTIAL CRITICAL INFRASTRUCTURE WORKERS

- **WATER AND WASTEWATER**
- **TRANSPORTATION AND LOGISTICS**
- **PUBLIC WORKS AND INFRASTRUCTURE SUPPORT SERVICES**
- **COMMUNICATIONS AND INFORMATION TECHNOLOGY**
 - Communications
 - Information Technology

ESSENTIAL CRITICAL INFRASTRUCTURE WORKERS

- **CRITICAL MANUFACTURING**
- **HAZARDOUS MATERIALS**
- **FINANCIAL SERVICES**
- **CHEMICAL**
- **DEFENSE INDUSTRIAL BASE**
- **COMMERCIAL FACILITIES**
- **RESIDENTIAL/SHELTER FACILITIES, HOUSING AND REAL ESTATE, AND RELATED SERVICES**
- **HYGIENE PRODUCTS AND SERVICES**



Commonwealth of Virginia
Office of the Governor

Executive Order

NUMBER FIFTY-THREE (2020)

Ex Order 53 – Phase 0

1. **All public and private in person gatherings of 10 or more individuals are prohibited.**
2. **Cessation of all in-person instruction at K-12 schools, public and private, for the remainder of the 2019-2020 school year.**
Facilities providing **child care services may remain open.**
3. **Closure of all dining and congregation areas in restaurants, dining establishments, food courts, breweries, microbreweries, distilleries, wineries, tasting rooms, and farmers markets.** Restaurants, dining establishments, food courts, breweries, microbreweries, distilleries, wineries, tasting rooms, and farmers markets **may continue to offer delivery and take-out services.**
4. **Closure of all public access to recreational and entertainment businesses:**
 - Theaters, performing arts centers, concert venues, museums, and other indoor entertainment centers;
 - Fitness centers, gymnasiums, recreation centers, indoor sports facilities, and indoor exercise facilities;
 - Beauty salons, barbershops, spas, massage parlors, tanning salons, tattoo shops, and any other location where personal care or personal grooming services are performed that would not allow compliance with social distancing guidelines to remain six feet apart;
 - Racetracks and historic horse racing facilities; and
 - Bowling alleys, skating rinks, arcades, amusement parks, trampoline parks, fairs, arts and craft facilities, aquariums, zoos, escape rooms, indoor shooting ranges, public and private social clubs, and all other places of indoor public amusement.

Ex Order 53

5. Essential retail businesses may remain open during their normal business hours.

- Grocery stores, pharmacies, and other retailers that sell food and beverage products or pharmacy products, including dollar stores, and department stores with grocery or pharmacy operations;
- Medical, laboratory, and vision supply retailers;
- Electronic retailers that sell or service cell phones, computers, tablets, and other communications technology;
- Automotive parts, accessories, and tire retailers as well as automotive repair facilities;
- Home improvement, hardware, building material, and building supply retailers;
- Lawn and garden equipment retailers;
- Beer, wine, and liquor stores;
- Retail functions of gas stations and convenience stores;
- Retail located within healthcare facilities;
- Banks and other financial institutions with retail functions;
- Pet and feed stores;
- Printing and office supply stores; and
- Laundromats and dry cleaners.

Ex Order 53

6. Any brick and mortar retail business not listed in paragraph 5 may continue to operate but must limit all in-person shopping **to no more than 10 patrons per establishment.**

7. All businesses shall, to the extent possible, **adhere to social distancing recommendations, enhanced sanitizing practices on common surfaces**, and other appropriate **workplace guidance from state and federal authorities** while in operation.

8. Although business operations offering professional rather than retail services may remain open, they should **utilize teleworking as much as possible.**

9. Nothing in the Order shall limit:

(a) the provision of health care or medical services;

(b) access to essential services for low-income residents, such as food banks;

(c) the operations of the media;

(d) law enforcement agencies; or

(e) the operation of government.



Commonwealth of Virginia
Office of the Governor

Executive Order

NUMBER FIFTY-FIVE (2020)

Ex Order 55 – Phase 0 – Stay at Home

1. All individuals in Virginia shall **remain at their place of residence, except as provided below by this Order and Executive Order 53**. To the extent individuals use shared or outdoor spaces, whether on land or on water, they must at all times maintain **social distancing of at least six feet from any other person**, with the exception of family or household members or caretakers.

Individuals may **leave their residences** for the purpose of:

- a. Obtaining food, beverages, goods, or services as permitted in Executive Order 53;
- b. Seeking medical attention, essential social services, governmental services, assistance from law enforcement, or emergency services;
- c. Taking care of other individuals, animals, or visiting the home of a family member;
- d. Traveling required by court order or to facilitate child custody, visitation, or child care;
- e. Engaging in outdoor activity, including exercise, provided individuals comply with social distancing requirements;
- f. Traveling to and from one's residence, place of worship, or work;
- g. Traveling to and from an educational institution;
- h. Volunteering with organizations that provide charitable or social services; and
- i. Leaving one's residence due to a reasonable fear for health or safety, at the direction of law enforcement, or at the direction of another government agency.

Ex Order 55

2. **All public and private in-person gatherings of more than ten individuals are prohibited.** This includes parties, celebrations, religious, or other social events, whether they occur indoor or outdoor. This restriction does not apply:
 - a. To the operation of businesses not required to close to the public under Executive Order 53; or
 - b. To the gathering of family members living in the same residence
3. **Institutions of higher education shall cease all in-person classes and instruction, and cancel all gatherings of more than ten individuals.**
4. **Cessation of all reservations for overnight stays of less than 14 nights at all privately-owned campgrounds,** as defined in § 35.1-1 of the Code of Virginia.
5. **Closure of all public beaches** as defined in § 10.1-705 of the Code of Virginia for all activity, except exercising and fishing. Social distancing requirements must be followed.
6. All relevant **state agencies shall continue to work with all housing partners to execute strategies to protect the health, safety, and well-being of Virginians experiencing homelessness** during this pandemic **and to assist Virginians in avoiding evictions or foreclosures.**
7. As provided in Executive Order 53, **nothing in this Order shall limit:**
 - a. the provision of health care or medical services;
 - b. access to essential services for low-income residents, such as food banks;
 - c. the operations of the media; (d) law enforcement agencies; or (e) the operation of government.

Violation of paragraphs 2, 3, 4, and 5 of this Order shall be a Class 1 misdemeanor pursuant to § 44-146.17 of the Code of Virginia.



Commonwealth of Virginia
Office of the Governor

Executive Order

NUMBER SIXTY-ONE (2020)

Ex Order 61 – Phase 1

Now, we must set **the path forward**.

A. EASING OF BUSINESS RESTRICTIONS

1. All Businesses - Any businesses, not listed in this section, should **adhere to the [Guidelines for All Business Sectors](#) expressly incorporated by reference herein as best practices.**



SAFER AT HOME: PHASE ONE GUIDELINES FOR ALL BUSINESS SECTORS

PHYSICAL DISTANCING BEST PRACTICES:

- ✓ Establish policies and practices for physical distancing between co-workers and between members of the public. (See sector-specific guidelines below for more detailed information on public engagement.)
- ✓ Provide clear communication and signage for physical distancing in areas where individuals may congregate, especially at entrances, in seating areas, and in check-out lines.
- ✓ Limit the occupancy of physical spaces to ensure that adequate physical distancing may be maintained. (See sector-specific guidelines for more detailed information.)

Ex Order 61 – Phase 1

2. Restaurants, Dining Establishments, Food Courts, Breweries, Microbreweries, Distilleries, Wineries, and Tasting Rooms may operate delivery, take-out, and outdoor dining and beverage services only, provided such businesses comply with the Guidelines for All Business Sectors, and sector-specific guidance for restaurant and beverage services incorporated by reference herein. Such guidance includes, but is not limited to, the following requirements:

Ex Order 61

- a. **Occupancy** may not exceed the 50% of the lowest occupancy load on the certificate of occupancy, if applicable.
- b. **No more than 10 patrons may be seated as a party.**
- c. Tables at which dining parties are **seated must be positioned six feet apart from other tables.** If tables are not movable, parties must be seated at least six feet apart
- d. **No self-service of food (except beverages), including condiments.** Condiments should be removed from tables and dispensed by employees upon the request of a customer. Buffets must be staffed by servers. For self-service beverage areas, use beverage equipment designed to dispense by a contamination-free method.
- e. **Bar seats and congregating areas of restaurants must be closed to patrons except for through-traffic.** Non-bar seating in an outdoor bar area may be used for customer seating as long as a minimum of six feet is provided between parties at tables.
- f. **Employees working in customer-facing areas must wear face coverings over their nose and mouth at all times.**
- g. A **thorough cleaning and disinfection of frequently contacted surfaces must be conducted every 60 minutes during operation.** Tabletops, chairs, and credit card/bill folders must be cleaned in between patrons.
- h. **If any such business cannot adhere to these requirements, it must close.**

Ex Order 61

3. Farmers Markets

Effective 12:00 a.m., Friday, May 15, 2020, **farmers markets may reopen**, provided such businesses comply with the Guidelines for All Business Sectors and the sector-specific guidelines for farmers markets incorporated by reference herein. Such guidance includes, but is not limited to, the following requirements:

- a. **On-site shopping is allowed**, as long as physical distancing guidelines are followed. Configure operations to avoid congestion or congregation points.
- b. **Employees and vendors in customer-facing areas must wear face coverings over their nose and mouth at all times.**
- c. **Vendors must supply hand sanitizer stations or hand washing stations** for patrons and employees.
- d. A thorough **cleaning and disinfection of frequently contacted surfaces must be conducted.**
- e. **If any such business cannot adhere to these requirements, it must close.**

Ex Order 61

4. Brick And Mortar Retail Businesses Not Listed In Section C, Paragraph 1 (NonEssential Retail) may continue to operate, provided such businesses 4 comply with the Guidelines for All Business Sectors and the sector-specific guidance for brick and mortar retail expressly incorporated by reference herein. Such guidance includes, but is not limited to, the following requirements:

- a. Occupancy must be limited to no more than 50% of the lowest occupancy load on the certificate of occupancy.
- b. Employees working in customer-facing areas must wear face coverings over their nose and mouth at all times.
- c. If any such business cannot adhere to these requirements, it must close.

Ex Order 61

Fitness and Exercise Facilities – fitness centers, gymnasiums, recreation centers, sports facilities, and exercise facilities may reopen for outdoor activities only. Outdoor activities may be conducted provided such businesses comply with the Guidelines for All Business Sectors and the sector-specific guidelines for fitness and exercise facilities expressly incorporated by reference herein. Such guidance includes, but is not limited to, the following requirements:

- a. Patrons, members, and guests must remain at least ten feet apart during all activities.**
- b. Hot tubs, spas, splash pads, spray pools, and interactive play features must be closed.**
- c. Outdoor swimming pools** may be open for lap swimming only and must be limited to one person per lane.
- d. Employees working in customer-facing areas are required to wear face coverings over their nose and mouth at all times.**
- e. Employers must ensure cleaning and disinfection of shared equipment after each use.**
- f. Facilities shall prohibit the use of any equipment that cannot be thoroughly disinfected between uses** (e.g., climbing rope, exercise bands, etc.).
- g. Businesses must supply hand sanitizer stations or hand washing stations** for patrons, members, and guests.
- h. All group outdoor activities may not have more than 10 guests, patrons, or members.**
- i. If any such business cannot adhere to these requirements, it must close.**

Ex Order 61

6. Personal Care and Personal Grooming Services

Beauty salons, barbershops, spas, massage centers, tanning salons, tattoo shops, and any other location where personal care or personal grooming services are performed may reopen, provided such businesses comply with the Guidelines for All Business Sectors and the sector-specific guidelines for personal care and personal grooming services expressly incorporated by reference herein. Such guidance includes, but is not limited to, the following requirements:

- a. **Occupancy may not exceed 50% of the lowest occupancy load on the certificate of occupancy** with at least **six feet of physical distancing between work stations** and **only one appointment per service provider at a time**.
- b. **Service providers and employees working in customer-facing areas must wear face coverings over their nose and mouth at all times**.
- c. **Provide face coverings for clients or ask that clients bring a face covering with them**, which they must wear during the service. Limit services to only those that can be completed without clients removing their face covering.
- d. A thorough **cleaning and disinfection of frequently-contacted surfaces must be conducted every 60 minutes in operations**, while **cleaning and disinfecting all personal care and personal grooming tools after each use**. If that is not possible such items must be discarded.
- e. **If any such business cannot adhere to these requirements, it must close**.

Ex Order 61

7. Campgrounds

Privately-owned campgrounds, as defined in § 35.1-1 of the Code of Virginia may reopen, provided they comply with the Guidelines for All Business Sectors and the sector-specific guidelines for campgrounds, which are expressly incorporated by reference herein. Such guidance includes, but is not limited to, the following requirements:

- a. **A minimum of 20 feet must be maintained between units for all lots rented for short-term stays** of less than 14 nights (and not owned by individuals).
- b. **Employees working in public-facing areas are required to wear face coverings over their nose and mouth at all times.**
- c. It is **recommended** that **campgrounds must strongly encourage customers to wear face coverings** over their nose and mouth.
- d. The **provision of hand washing in bath houses and sanitizing stations for guests and employees.**
- e. **If any such business cannot adhere to these requirements, it must close.**

Ex Order 61

8. Indoor Shooting Ranges

Indoor shooting ranges may reopen, provided they comply with the following requirements:

- a. **Occupancy must be limited to 50% of the lowest occupancy load on the certificate of occupancy** with at least **six feet of physical distancing** between individuals at all times. Use **every other lane to achieve six feet of physical distancing**.
- b. **Employees working in customer-facing areas are required to wear face coverings over their nose and mouth at all times.**
- c. Perform thorough **cleaning and disinfection of frequently contacted surfaces every 60 minutes in operation**, while disinfecting all equipment between each customer use and prohibiting the use of equipment that cannot be thoroughly disinfected.
- d. Either **thoroughly clean shared or borrowed equipment in between uses**, or **only allow the use of personal equipment at the range**.
- e. It is recommended that facilities strongly **encourage patrons, members, and guests to wear face coverings over their nose and mouth** while in the facility
- f. **If any such indoor shooting range cannot adhere to these requirements, it must close.**

Ex Order 61

9. Enforcement

Guidelines for All Business Sectors and the sector-specific guidelines appear here. The Virginia Department of Health shall have authority to enforce section A of this Order. Any willful violation or refusal, failure, or neglect to comply with this Order, issued pursuant to § 32.1-13 of the Code of Virginia is **punishable as a Class 1 misdemeanor** pursuant to § 32.1-27 of the Code of Virginia.

The **State Health Commissioner** may also seek injunctive relief in circuit court for violation of this Order, pursuant to § 32.1-27 of the Code of Virginia.

In addition, **any agency with regulatory authority over a business listed in section A may enforce this Order** as to that business to the extent permitted by law.

Ex Order 61

B. CONTINUED RESTRICTIONS

1. Certain Recreational and Entertainment Businesses

All public access to recreational and entertainment businesses set forth below shall remain closed:

- a. Theaters, performing arts centers, concert venues, museums, and other indoor entertainment centers;
- b. Racetracks and historic horse racing facilities; and
- c. Bowling alleys, skating rinks, arcades, amusement parks, trampoline parks, fairs, arts and craft facilities, aquariums, zoos, escape rooms, public and private social clubs, and all other places of indoor public amusement.

Ex Order 61

2. All Public And Private In-Person Gatherings

All public and private in-person gatherings of more than 10 individuals are prohibited. The presence of more than 10 individuals performing functions of their employment is not a “gathering.” A “gathering” includes, but is not limited to, parties, celebrations, or other social events, whether they occur indoors or outdoors. This restriction does not apply to the gathering of family members living in the same residence. “Family members” include blood relations, adopted, step, and foster relations, as well as all individuals residing in the same household. Family members are not required to maintain physical distancing while in their homes.

A individuals may attend religious services subject to the following requirements:

- i. **Religious services must be limited to no more than 50% of the lowest occupancy load on the certificate of occupancy** of the room or facility in which the religious services are conducted.
- ii. Individuals attending religious services must be at least **six feet apart** when seated and must practice proper physical distancing at all times. Family members, as defined above, may be seated together.
- iii. Mark seating **in six-foot increments** and **in common areas where attendees may congregate.**

Ex Order 61

- iv. Persons attending religious services must **strongly consider wearing face coverings** over their nose and mouth at all times.
- v. **No items can be passed to or between attendees**, who are not family members, as defined above.
- vi. Any **items used to distribute food or beverages must be disposable**, used only once, and discarded.
- vii. A thorough **cleaning and disinfection of frequently contacted surfaces** must be conducted prior to and following any religious service.
- viii. **Post signage at the entrance that states that no one with a fever or symptoms of COVID-19 is permitted in the establishment.**
- ix. **Post signage** to provide public health reminders regarding social distancing, gatherings, options for high risk individuals, and staying home if sick.
- x. **If religious services cannot be conducted in compliance with the above requirements, they must not be held in-person**

Ex Order 61

3. K-12 Schools

K-12 schools, public and private, will continue to be closed for in-person instruction for the remainder of the 2019-2020 school year. Those facilities providing child care services may remain open.

4. Institutions of Higher Education

Institutions of higher education shall continue to cease all in-person classes and instruction, and cancel all gatherings of more than ten individuals. For purposes of facilitating remote learning, performing critical research, or performing essential functions, institutions of higher education may continue to operate, provided that social distancing requirements are maintained.

5. Public Beaches

Continued closure of all public beaches as defined in § 10.1-705 of the Code of Virginia for all activity, except exercising and fishing. Physical distancing requirements must be followed.

6. Overnight Summer Camps

Overnight services of summer camps, as defined in § 35.1-1 of the Code of Virginia, must cease.

7. Enforcement

Violations of section B paragraphs 1, 2, 4, 5, and 6 of this Order shall be a Class 1 misdemeanor pursuant to § 44-146.17 of the Code of Virginia.

Ex Order 61

C. CONTINUED GUIDANCE AND DIRECTION

1. Essential Retail Businesses

Essential retail businesses as set out below may **remain open during their normal business hours**. They should comply with the Guidelines for All Business Sectors expressly incorporated by referenced and linked here, as best practices. Employers are required to provide face coverings to employees.

- a. Grocery stores, pharmacies, and other retailers that sell food and beverage products or pharmacy products, including dollar stores, and department stores with grocery or pharmacy operations;
- b. Medical, laboratory, and vision supply retailers;
- c. Electronic retailers that sell or service cell phones, computers, tablets, and other communications technology;
- d. Automotive parts, accessories, and tire retailers as well as automotive repair facilities;

Ex Order 61

- e. Home improvement, hardware, building material, and building supply retailers;
- f. Lawn and garden equipment retailers;
- g. Beer, wine, and liquor stores; g. Beer, wine, and liquor stores;
- h. Retail functions of gas stations and convenience stores;
- i. Retail located within healthcare facilities;
- j. Banks and other financial institutions with retail functions;
- k. Pet and feed stores;
- l. Printing and office supply stores; and
- m. Laundromats and dry cleaners.
- n. Pet and feed stores;

Ex Order 61

2. State Agencies - All relevant **state agencies shall continue to work with all housing partners to execute strategies to protect the health, safety, and well-being of Virginians experiencing homelessness** during this pandemic and to **assist Virginians in avoiding evictions or foreclosures.**
3. Face Coverings - The waiver of § 18.2-422 of the Code of Virginia is continued, so as **to allow the wearing of a medical mask, respirator, or any other protective face covering for the purpose of facilitating the protection of one's personal health in response to the COVID-19 public health emergency declared by the State Health Commissioner** on February 7, 2020, and reflected in Executive Order 51 declaring a state of emergency in the Commonwealth. Executive Order 51 remains so amended. This waiver is effective as of March 12, 2020.
4. Large State Events - **Continued cancellation of all specially-scheduled state conferences and large events**

Ex Order 61

5. State Travel - **Continued cessation of all official travel outside of Virginia by state employees**, with **increased flexibility for inter-state commuters and essential personnel**.

6. **Exceptions** - Nothing in the Order shall limit: (a) the provision of health care or medical services; (b) access to essential services for low-income residents, such as food banks; (c) the operations of the media; (d) law enforcement agencies; or (e) the operation of government.

7. **Expiration of Order** - Amended Order of the Governor and State Health Commissioner Declaration of Public Health Emergency, Order of Public Health Emergency One shall expire on at 11:59 p.m., on May 14, 2020. Effective Date of this Executive Order This Order shall be effective 12:00 a.m., Friday, May 15, 2020. This Order further amends Executive Order 55 (2020). Unless otherwise expressly provided herein, this Executive 11 Order shall remain in full force and effect until 11:59 p.m., Wednesday, June 10, 2020, unless amended or rescinded by further executive order.

Ex Order 62

JURISDICTIONS TEMPORARILY DELAYED FROM ENTERING PHASE ONE IN EXECUTIVE ORDER 61 AND PERMITTED TO REMAIN

The **Northern Virginia Region's entrance into Phase One will be delayed** and the restrictions above shall remain in place until 11:59 p.m., May 28, 2020.

On May 9, 2020, local officials from the **Counties of Arlington, Fairfax, Loudoun, and Prince William, and the Cities of Alexandria, Fairfax, Falls Church, Manassas, Manassas Park, as well as the Towns of Dumfries, Herndon, Leesburg, and Vienna (Northern Virginia Region) requested to remain in Phase Zero.**

AMENDED NUMBER SIXTY-TWO (2020) AND AMENDED ORDER OF PUBLIC HEALTH EMERGENCY FOUR

JURISDICTIONS TEMPORARILY DELAYED FROM ENTERING PHASE ONE IN EXECUTIVE ORDER 61 AND PERMITTED TO REMAIN IN PHASE ZERO

PHASE ZERO JURISDICTION

Effective Date of this Executive Order This Order shall be effective 12:00 a.m., Friday, May 15, 2020 and further amends Executive Order 55. Unless otherwise expressly provided herein, this Order shall remain in full force and effect until 11:59 p.m., Thursday, May 28, 2020, unless amended or rescinded by further executive order.

On May 14, 2020, **the City of Richmond and the County of Accomack requested to delay implementation of Phase One.** After considering the City of Richmond's and the County of Accomack's requests and the relevant data, I find the requests to delay entering Phase One and to remain in Phase Zero appropriate.

THE SAFE SIX: WORKPLACE READINESS ESSENTIALS

The migration from furloughed and Work From Home (WFH) workforce back to places of business will look different for every organization. How can real estate owners most effectively prepare their assets for the return of building occupants? And how can employers make sure they are prepared to receive their workforce—and make sure their employees are prepared? Faced with many of the same challenges, owners and occupiers have a unique opportunity to come together, following a handful of operational guiding principles to help navigate the return to the workplace:



PREPARE THE BUILDING

Cleaning plans, pre-return inspections, HVAC & mechanicals checks

- ❑ Ensure safety of all workers
- ❑ Ready Mechanical, HVAC, Fire/Life Safety systems
- ❑ Clean with products from approved lists from governing authorities
- ❑ Ensure compliance with owner/Landlord requirements policies
- ❑ Engage vendors in back-to-work plan
- ❑ Review and prepare plans regarding changes to cleaning scope or any additional services
- ❑ Ensure all inspections, remediations, repairs and communications are complete before reopening



PREPARE THE WORKFORCE

Policies for deciding who returns and when; employee communications

- ❑ Mitigate anxiety of returning to the workplace through change management planning and communications
- ❑ Consider why people can benefit from returning to work
 - Productivity from proximity to colleagues; socialization; amenities; and work tools & resources
- ❑ Consider why people can benefit from continued WFH
 - Health and family priorities; reduced commute time; technology enables WFH without loss of productivity
- ❑ Develop and execute detailed plan on how to return to work
- ❑ Advise on alternate means of safe commuting
- ❑ Prepare and post reminders of social distancing and cleaning protocols



CONTROL ACCESS

Protocols for safety and health checks, building reception, shipping/receiving, elevators, visitor policies

- ❑ Control the entry points including deliveries
- ❑ Reconfigure gathering and lobby areas for social distancing
- ❑ Install plexiglass shields as appropriate
- ❑ Clearly communicate building protocols through signage and floor markings
- ❑ Consider temperature screening
- ❑ Provide sanitizer, wipes, PPE as appropriate
- ❑ Disable touchscreens



CREATE A SOCIAL DISTANCING PLAN

Decreasing density, schedule management, office traffic patterns

- ❑ Consider phasing based on roles and priorities, including temp workers if needed
 - Alternating work weeks in the office and WFH
 - Staggered arrival/departure times
 - Enable teams to negotiate their own 'in-office' schedules
- ❑ Introduce planning to support social distancing/ 6 Feet Office Protocols
- ❑ Monitor space usage
- ❑ Specify seating assignments for employees to ensure staff adheres to minimum work distances
- ❑ Redesign spaces, alternate desk/chair use, etc., for social distancing
- ❑ Add panels between desks including height adjustable panels for sit/stand desks
- ❑ Enforce stringent cleaning protocols for shared spaces
- ❑ Reduce capacity of spaces—e.g., remove some chairs from large



REDUCE TOUCH POINTS & INCREASE CLEANING

Touchless ingress/egress, clean desk policy, food plan, cleaning common areas

- ❑ Maintain enhanced cleaning and disinfecting practices
- ❑ Supply disinfectants near or on each desk or work area, particularly those that are shared
- ❑ Remove food/beverages – consider restocking with single-serving items
- ❑ Enable DIY cleaning through hand sanitizer, disinfectant wipes, and other such products
- ❑ Sanitize all workspace areas, including office, conference room, breakroom, cafeteria, restroom, and other areas prior to opening. Ensure appliances/equipment are in working order
- ❑ Limit in person meetings
- ❑ Consider low-touch or no-touch switches, doors, drawers and other fittings
- ❑ Remove high-touch shared tools such as whiteboard markers, remote



COMMUNICATE FOR CONFIDENCE

Recognize the fear in returning, communicate transparently, listen/survey regularly

- ❑ Ensure leadership alignment on re-entry
- ❑ Establish two-way communication
- ❑ Ensure a trusting and transparent culture
- ❑ Clearly set employee expectations, with an emphasis on making them feel secure
 - Return to work/WFH policies and incentives
 - Guest and visitor policies
 - Employee travel policies
 - HR policies regarding illness, support for caregivers, etc.

SoVa COVID-19 Work Groups

- Education
- Manufacturing
- Hospitality and Tourism
- Agriculture and Forestry
- Health Care
- Retail
- Professional Services

Sources and References

- [US Dept of Homeland Security Guidance](#)
- [Governor Northam Executive Order 53](#)
- [Governor Northam Executive Order 55](#)
- [Governor Northam Executive Order 61](#)
- [Forward Virginia Guidelines - Safer at Home: Phase I](#)
- [Cushman & Wakefield Recovery Readiness – The Safe Six: Workplace Readiness Essentials](#)
- Hunton Andrews Kurth – [Government Relations and Economic Development Pandemic Resource Center](#)
- American Enterprise Institute (AWI) National Coronavirus Response – [A Road Map to Reopening](#)
- [Reopen Alabama Responsibly](#)
- [CDC Use of Cloth Face Coverings guidance](#)
- [CDC Guidance for Cleaning and Disinfection](#)
- [EPA – Approved Disinfectants for Cleaning](#)
- [CDC Handwashing Training Video](#)
- [VDH Interim Guidance for COVID-19 Daily Screening of Employees](#)
- [VDH Interim Guidance for Implementing Safety Practices for Critical Infrastructure Workers During Widespread Community Transmission](#)