

April 30, 2020

In an effort to keep you updated during the COVID-19 pandemic, we will be sending you updates on the latest developments. Please do not hesitate to reach out to your Sheakley HR team member should you have additional questions or concerns!

## State Reopening Requirements

As the states begin to open back up and employers begin calling employees back to work, employers should be aware of the state requirements for workplace environments. All states will be required to observe the federal mandate of social distancing and other practices as outlined by the CDC. The requirements for PPE equipment will be different for each state. Please see below links for the states and their mandates on reopening.

### Federal

- <https://www.whitehouse.gov/openingamerica/>

### Ohio

- <https://coronavirus.ohio.gov/wps/portal/gov/covid-19/responsible-restart-ohio>
- **Manufacturing, Distributions, and Construction:**  
<https://coronavirus.ohio.gov/static/responsible/Manufacturing-Distribution-Construction.pdf>
- **Consumer and Retail Services:**  
<https://coronavirus.ohio.gov/static/responsible/Consumer-Retail-Services.pdf>
- **General Office Environments:**  
<https://coronavirus.ohio.gov/static/responsible/General-Office-Environments.pdf>

### Kentucky

- **10 step Process on Business Reopening starting on 4/27/2020**  
<https://kentucky.gov/Pages/Activity-stream.aspx?n=GovernorBeshear&priId=147>

### Indiana

- More information being released by IN governor on Friday

### Illinois

- Extend disaster declaration through May 30, residents age two and older are required to wear masks in public spaces. Finalizing steps for reopening.

### Tennessee

- <https://www.tn.gov/governor/covid-19/economic-recovery.html>
- **General Guidelines for Businesses**  
[https://www.tn.gov/content/dam/tn/governorsoffice-documents/covid-19-assets/Pledge\\_General.pdf](https://www.tn.gov/content/dam/tn/governorsoffice-documents/covid-19-assets/Pledge_General.pdf)
- **Restaurant Guidelines**  
[https://www.tn.gov/content/dam/tn/governorsoffice-documents/covid-19-assets/Pledge\\_Restaurants.pdf](https://www.tn.gov/content/dam/tn/governorsoffice-documents/covid-19-assets/Pledge_Restaurants.pdf)
- **Retail Guidelines**  
[https://www.tn.gov/content/dam/tn/governorsoffice-documents/covid-19-assets/Pledge\\_Retail.pdf](https://www.tn.gov/content/dam/tn/governorsoffice-documents/covid-19-assets/Pledge_Retail.pdf)
- **Exercise Facility Guidelines**  
[https://www.tn.gov/content/dam/tn/governorsoffice-documents/covid-19-assets/Pledge\\_Exercise.pdf](https://www.tn.gov/content/dam/tn/governorsoffice-documents/covid-19-assets/Pledge_Exercise.pdf)

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## Employment Recall Template

As employers begin to call employees back to work, employers can provide employees with a written document providing the return to work date, pay rate, and signature requirement for the recalled employee. This document will be placed in the employee's personnel file for records. Please see attached template employers can provide to employees on company letter head.

## Sheakley HR COVID-19 Resource Page:

In addition to our daily email updates, we are also working diligently to keep our Sheakley HR COVID-19 Resource Page up-to-date. You can visit this page at <https://ww2.sheakley.com/coronavirus-update/>.