

Face Covering Guidelines and Orders by State as of May 26, 2020

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

This document contains provisions on the state level for where coverings are recommended or required. *Note that this list does not include face covering guidance at the **local** level.*

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| <p>Federal</p> | <p>An Enforcement memo from OSHA dated April 3, 2020 states: <i>Using homemade masks or improvised mouth and nose covers only, as a last resort (i.e., when no respirators or facemasks are available). Improvised masks are not personal protective equipment and, ideally, should be used with a face shield to cover the front and sides of the face. When this measure is the only resort, refer to the Centers for Disease Control and Prevention (CDC) guidance at www.cdc.gov/coronavirus/2019-ncov/hcp/ppe-strategy/face-masks.html</i></p> <p>The CDC recommends that everyone wear a cloth face covering in public settings where other social distancing measures are difficult to maintain, especially in areas of significant community-based transmission.</p> |
| <p>Alabama</p> <p>At least one city in Alabama has provisions concerning face coverings for employees and/or customers.</p> <p>Birmingham has the following: Face coverings or masks shall be worn at all times by persons over the age of two (2) years and who can medically tolerate doing so when in public places within the City of Birmingham. Persons working alone in separate office spaces or in non-public workplaces where there is more than adequate social distancing area, based on the size of and number of people in the space (indoors or out of doors) need not wear a face covering or mask at all times. However, such persons must be prepared to don and wear a face covering or mask when interacting with others in groups of 10 or more persons or in groups of any size where social distancing of more than six (6)feet cannot be consistently maintained.</p> <p>Click here for the City of Birmingham ordinance</p> | <p>Required: Face coverings are required for employees of restaurants, personal care services, entertainment venues, and gyms and fitness centers. Face coverings are recommended for all other businesses.</p> <p>Click here for the order of the State Health Officer</p> |

Alaska

At least one city in Alaska has provisions concerning face coverings for employees and/or customers.

Recommendation: Employees of reopening businesses should wear face coverings.

[Click here for Reopen Alaska Responsibly](#)

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| Arizona | <p><u>Required:</u> Employees and customers of barbers and cosmetologists Click here for Guidance for Restaurants, Barbers and Cosmetologists</p> <p><u>Recommendation:</u> Residents are recommended to wear cloth face coverings worn in public places where physical distancing is difficult to maintain.</p> |
| Arkansas | <p><u>Required</u> for restaurants reopening for dine-in. All staff who come in contact with patrons must wear a face mask that completely covers their nose and mouth. Staff in the back of house are encouraged to wear a face mask. All staff are required to wear gloves. Gloves shall be changed out between each customer, customer group, or task. Patrons must wear a face covering upon entrance and while in the restaurant until the food or drink is served, and may be refused service if not wearing a mask.</p> <p><u>Required</u> for reopening gyms and fitness centers. Employees must wear a face mask at all times. Patrons must wear a mask except when actively exercising. Residents are encouraged to wear a cloth mask when in public and unable to maintain a 6-foot distance from others. Click here for Arkansas Department of Health directive</p> |

California

Many California localities have provisions concerning face coverings for employees and/or customers.

Recommended: If available, and controls such as barriers to block or create physical distance between the employee and the customer are not feasible, employers should provide face masks to workers in the grocery industry with regular close contact with the public, such as cashiers, pharmacy workers, and baggers.

Employers should train and encourage workers to wear the face covering of their choice voluntarily while at work.

[Click here for CAL/OSHA Safety and Health Guidance](#)

Colorado

Many Colorado localities have provisions concerning face coverings for employees and/or customers.

Required: Workers in critical businesses and critical government functions in which workers interact in close proximity with other employees or with the public must (1) wear medical or non-medical cloth face coverings that cover the nose and mouth while working, except where doing so would inhibit that individual's health; and (2) to the extent possible, wear gloves when in contact with customers or goods if gloves are provided to workers by their employer. Face coverings are "advised" for other residents.

[Order for Critical Businesses and Critical Government Functions to Wear Non-Medical Face Coverings](#)

Connecticut

In Connecticut, at least one locality has provisions concerning face coverings for employees and/or customers.

Required: Restaurant employees and customers must wear face coverings. Employers must provide face coverings for employees.

Retail employees and customers must wear face coverings. Employers must provide face coverings for employees. Office based businesses must require employees to wear employer-provided face coverings.

Personal care services employees and patrons must wear face coverings. Employers must provide face coverings for employees.

[Click here for Governor Ned Lamont sector rules for May 20th reopen](#)

Delaware

Required: By May 1, 2020 at 8:00 a.m.:

Employers must provide employees with a face covering to wear while working in areas open to the general public and areas in which coming within 6 feet of other staff is likely. All restaurants must require that all employees who interact with customers (including, without limitation, delivery personnel) to wear a face covering while working. Businesses must provide, at their expense, such face coverings as well as hand sanitizer for their employees. All employees are strongly encouraged to use personal face coverings until their employer provides a face covering.

All individuals must wear a face covering in specified public places, except where doing so would inhibit that individual's health or where the individual is under two years of age. A business must decline entry to an individual refusing to wear, unless the business is providing medication, medical supplies, or food, in which case the business policy should provide alternate methods of pickup and/or delivery of such goods, or the individual has a medical condition that would prevent them from mask use.

Employees and customers of reopening hair care services also must wear cloth face masks at all times. Staff must also wear gloves. [Click here for Governor Carney's guidelines](#)

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| <p>District of Columbia</p> | <p><u>Required:</u> Individuals over age 9 living in, working in, or visiting DC must wear a face covering when (1) engaging in essential or minimum basic business operations while in the presence of other people and (2) engaging in essential travel.</p> <p>Essential businesses must require employees and independent contractors to wear masks and instruct on proper use. Businesses must provide masks to employees but not to independent contractors.</p> <p>Retail workers must also wear employer- provided gloves.</p> <p>Click here for the Mayors order</p> |
| <p>Florida</p> <p>Many Florida localities have provisions concerning face coverings for employees and/or customers.</p> | <p><u>Requirement:</u> Personal care services providers and employees must wear masks, and are also encouraged to provide masks to patrons and/or adopt a policy requiring patrons to wear masks.</p> <p>Click here for State of Florida COVID 19 Updates</p> |

Georgia

Required for businesses permitted to reopen. Gyms, fitness centers, bowling alleys, body art studios, estheticians, hair designers, and massage therapists reopening must comply with sanitation requirements, including providing personal protective equipment as available and appropriate to the function and location of each worker within the business.

Recommended for the general public.

Everyone should wear cloth face coverings in public settings where other social distancing measures are difficult to maintain.

Click here to download the [Georgia Executive order.pdf](#)

Hawaii

In Hawaii, some localities have provisions concerning face coverings for employees and/or customers

Required: All customers must wear a face covering while waiting to enter and while at an essential or designated business or operation. All employees of essential or designated businesses or operations who have any contact with customers or goods to be purchased must wear the cloth face covering recommended by the CDC while at their place of employment.

[Click here for the Governor David Ige's Proclamation](#)

Idaho

In Idaho, at least one locality has provisions concerning face coverings for employees and/or customers.

Recommended: Employers should identify how personal use items such as masks, face coverings, and gloves may be required by employees, vendors, and/or patrons. Use of face coverings by the general public is strongly recommended.

[Click here for Idaho Stay Healthy Order](#)

Illinois

Many Illinois localities have provisions concerning face coverings for employees and/or customers

Required: Beginning May 1, 2020, essential businesses and manufacturers are required to provide face coverings to all employees who are not able to maintain 6 feet of social distancing. People over age 2 must wear a mask or face covering when in a public place and they either cannot or it is impractical to maintain 6 feet of physical distance between themselves and others.

[Click here for Governor Pritzker's Order](#)

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| <p>Indiana</p> | <p><u>Required:</u> Face coverings are required for restaurant employees and personal care services employees.</p> <p><u>Recommended:</u> Cloth face coverings recommended for residents in public settings where other social distancing measures are difficult to maintain</p> <p>Click here for Indiana Executive order Back on Track: Stage Three</p> |
| <p>Iowa</p> | <p>None</p> |
| <p>Kansas</p> <p>In Kansas, some localities have provisions concerning face coverings for employees and/or customers.</p> | <p><u>Recommendation:</u> People are recommended to cover nose and mouth with a cloth mask while in public.</p> <p>Click here for Governor Kelly's Plan to Safely, Gradually Reopen Kansas</p> |
| <p>Kentucky</p> | <p><u>Required:</u> Businesses must provide PPE to employees and ensure, to the greatest extent practicable, that their employees wear a cloth mask. A business need not require an employee to wear a mask when masking would create a serious health or safety hazard to the employee or when the employee is working alone in an enclosed space. Businesses must ensure that employees whose job duties include touching items often touched by others (e.g., credit cards/cash, paper, computers) wear gloves that are regularly replaced.</p> <p>Click here for Kentucky Healthy at Work</p> |

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| <p>Louisiana</p> <p>In Louisiana, at least one locality has provisions concerning face coverings for employees and/or customers.</p> | <p><u>Required:</u> All employees of a business who have contact with the public must wear a mask.</p> <p><u>Recommended:</u> Cloth face coverings recommended in public settings where other social distancing measures are difficult to maintain, such as grocery stores and pharmacies, especially in areas of significant community-based transmission.</p> <p><u>Click here for Governor Edwards</u></p> |
| <p>Maine</p> <p>In Maine, at least one locality has provisions concerning face coverings for employees and/or customers.</p> | <p><u>Required:</u> Individuals must wear a cloth face covering in public settings when other social distancing is difficult. Employers in settings that are not typically accessible to the public may determine the persons who should wear a cloth face covering at their workplace and shall permit any employee who wants to wear a covering to do so.</p> <p><u>Click here for Stay Safer at Home Executive Order</u></p> |

Maryland

In Maryland, some localities have provisions concerning face coverings for employees and/or customers.

Required: All riders and operators on any public transportation are required to wear face coverings (excluding any operator in a separate compartment that is off-limits to riders).

All customers over age 9 are required to wear face coverings while inside the enclosed area of any retail establishment or food service establishment. Adult customers accompanying children age 2-9 must use reasonable efforts to ensure children wear face coverings.

All retail establishments shall require staff to wear, and those staff shall wear, face coverings while working in areas open to the public and areas in which interactions with other staff are likely.

All food service establishments shall require staff who interact with customers (including, without limitation, delivery personnel) to wear, and those staff shall wear, face coverings while working.

[Click here for State of Maryland Executive Order](#)

Massachusetts

Many Massachusetts localities have provisions concerning face coverings for employees and/or customers.

Required: Residents over age 2 must wear face coverings in public settings, including in essential businesses and on public transportation. The requirement applies to both customers and employees of essential businesses. If a customer refuses to wear a face covering for non-medical reasons, the business may decline entry.

[Click here for the Order Requiring Face Coverings](#)

Michigan

In Michigan, some localities have provisions concerning face coverings for employees and/or customers

Required: All businesses and operations whose workers perform in-person work must, at a minimum, provide non-medical grade face coverings to their workers, as well as gloves, goggles, face shields as appropriate for the activity being performed. Food service and pharmacies must require checkout employees to wear face coverings. Construction businesses must require face shields or masks to be worn when workers cannot consistently maintain 6 feet of separation from other workers, and must encourage or require the use of work gloves, as appropriate. Any individual able to medically tolerate a face covering must wear a covering over his or her nose and mouth when in any enclosed public space.

[Click here for Governor Whitmer Executive Order](#)

Minnesota

Required: Workers at reopening retail establishments who may have limited interaction with customers for purposes of curbside or outdoor pickup or delivery must wear a non- medical cloth mask.

Recommended: Cloth face coverings in public settings where other social distancing measures are difficult to maintain. [Click here for Governor Tim Walz Emergency Executive Order](#)

Mississippi

In Mississippi, at least one locality has provisions concerning face coverings for employees and/or customers.

Required: for all businesses in 7 specified counties. "Appropriate PPE," including face coverings, shall be worn by all employees based on their duties and responsibilities.

[Click here for the State of Mississippi's Executive Order 1483](#)

Restaurants and bars reopening for dine-in service must provide cloth masks to employees who come into contact with customers and require those employees to wear the masks. "Appropriate PPE" must be worn by all restaurant and bar employees based on their duties.

[Click here for Executive Order 1478](#)

Personal care employees and patrons must wear employer-provided face coverings and must also require customers to wear face coverings

Gym and fitness center employees must wear employer-provided face coverings.

[Click here for Executive Order 1480](#)

Recommended: Residents are recommended to wear non- medical grade masks or homemade cloth masks when shopping, running errands, or otherwise away from home.

[Click here for Mississippi Dept of Health](#)

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| <p>Missouri</p> <p>In Missouri, some localities have provisions concerning face coverings for employees and/or customers.</p> | <p><u>Recommended:</u> People should wear cloth face coverings in public settings where other social distancing measures are difficult to maintain.</p> <p><u>Click here for Governor Parson Order</u></p> |
| <p>Montana</p> | <p>None</p> |

Nebraska

In Nebraska, at least one locality has provisions concerning face coverings for employees and/or customers.

Required: Personal care services _____ (barbershops, salons, bodyart, massage therapy) employees and customers must wear face coverings.

Recommended: Residents are recommended to wear a cloth face covering in public places where they cannot stay 6 feet away from others. Also recommended for restaurant employees. Recommended for meat processing employees. It is highly recommended, as available, to provide employees in meat processing plants with procedure (surgical) masks due to the close contact they have with other employees and the liquid contact frequency in the work environment.

[Click here for Directed Health Measures for Nebraska](#)

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| <p>Nevada</p> | <p><u>Required:</u> All employers must require employees who interact with the public to wear face coverings.</p> <p>Also required for the following employers: agriculture, appliance and furniture showrooms, auto dealerships, banks and financial services, personal care services, restaurants and food and drink establishments, general office operations, retail and consumer services, and transportation, couriers, and warehousing.</p> <p><u>Recommended:</u> People should use an improvised face covering whenever they leave their residence to obtain any essential good or service.</p> <p>Click here for Roadmap to Recovery for Nevada</p> |
| <p>New Hampshire</p> | <p><u>Required:</u> Retail, restaurant, golf course, and personal care services employees must wear face coverings at all times when in the retail facility and in public locations or shared staff areas (e.g. break rooms), even if other individuals are not immediately present.</p> <p><u>Recommended:</u> Employees of other essential businesses and organizations and those that are re-opening all or a portion of their operations are strongly recommended to wear a cloth face covering while at work and in potential close contact with others.</p> <p>Click here for Governor Chris Sununu Emergency Orders</p> |

New Jersey

In New Jersey, some localities have provisions concerning face coverings for employees and/or customers

Required: Workers and visitors on construction sites.

[Click here for New Jersey executive Order 142](#)

Required for agricultural workers.

[Click here for Guidance for Migrant and Seasonal Farmworkers](#)

Customers and employees of essential retail Businesses. (retail, restaurants, manufacturing, warehousing, essential construction) must wear cloth face coverings inside the business, and businesses may decline entry to customers not wearing a covering. The order specifies the requirements and exceptions. Employees must also wear gloves when in contact with customers or goods. Businesses must provide, at their expense, the face coverings and gloves for employees.

[Click here for Requirements for all Businesses operating](#)

NJ Transit and private transit companies must require workers and customers to wear cloth face coverings while on trains, buses and light rail vehicles, and passengers may be declined entry if they do not wear a covering. The order specifies the requirements and exceptions.

[Click here for Executive order 125](#)

New Mexico

In New Mexico, at least one locality has provisions concerning face coverings for employees and/or customers

Required: All employers must provide all employees with face coverings and require they be used in the workplace. All "essential businesses" operating as "retail space" (such as grocery and hardware stores) with a building footprint of more than 50,000 sq. Ft., *and* all restaurants, must ensure that all employees wear face coverings or medical grade masks. As of May 11, all smaller, essential retailers must also require employees to wear face coverings or medical grade masks.

[Click here for COVID-Safe practices for all employers from Governor Michelle Lujan Grisham](#)

New York

New York City has its own face covering obligations. In addition, some localities may have provisions concerning face coverings for employees and/or customers.

Required: Employers that are essential businesses must provide, at the employer's expense, face coverings for employees to wear when performing work that involves direct contact with customers or members of the public. Any individual who is over age 2 and able to medically tolerate a face-covering shall be required to cover their nose and mouth with a mask or cloth face-covering when in a public place and unable to maintain, or when not maintaining, social distance.

[Click here for the New York Executive order](#)

North Carolina

In North Carolina, some localities have provisions concerning face coverings for employees and/or customers.

Required: Personal care services employees. Workers in Personal Care, Grooming, and Tattoo Businesses shall wear Face Coverings when they are within six (6) feet of another person.

Notwithstanding this general requirement, people whose religious beliefs prevent them from wearing a Face Covering, people who cannot wear a Face Covering due to a medical or behavioral condition, and people who are under twelve (12) years of age are excepted from the requirement to wear a Face Covering. Children under two (2) years of age shall not wear a Face Covering so that their breathing may not be inhibited.

Recommended: Retail establishments are encouraged to supply, encourage the use of, and educate on proper use of, cloth face coverings for employees in close contact with patrons and other employees.

Members of the public recommended to wear face coverings in public.

[Click here for the Executive order from Governor Roy Cooper](#)

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| <p>North Dakota</p> | <p><u>Required</u> for personal care services employees.</p> <p><u>Recommended</u> for everyone else. Employees and the public should wear face coverings especially in settings where social distancing may be difficult to maintain. Employers should encourage use of face coverings by employees and contracted workers whose duties require close contact (within 6 feet for ten minutes or more) with other employees and/or the public.</p> <p>Click here for ND Standards for all industries</p> |
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| Ohio | <u>Required:</u> Face coverings required for employers and employees; the guidance lists exceptions. Face coverings are recommended for all people (including clients/customers) who can safely wear them. Click here to download Responsible Restart Ohio |
| Oklahoma In Oklahoma, some localities have provisions concerning face coverings for employees and/or customers. | None. No statewide order. |

Oregon

In Oregon, at least one locality has provisions concerning face coverings for employees and/or customers.

Required: Grocery stores, retail stores, pharmacies, restaurants and bars, gyms and fitness centers, personal care services, and ride-sharing and public transit must require employees, contractors and volunteers to wear an employer-provided mask, face shield, or face covering, unless an accommodation for people with disabilities or other exemption applies.

These employers must develop and comply with policies and procedures that provide for accommodations and exemptions from the mask or face covering requirement. These businesses may require customers and visitors to wear face coverings.

[Click here for Oregon Public health Guidelines](#)

Pennsylvania

In Pennsylvania, at least one locality has provisions concerning face coverings for employees and/or customers.

Required: Employers permitted to maintain in-person operations must provide masks for employees to wear during their time at the business, and make it a mandatory requirement to wear masks while on the work site, except to the extent an employee is using break time to eat or drink. Employers may approve masks or face coverings obtained or made by employees.

Businesses, other than health care providers, that serve the public within a building or a defined area require all customers to wear masks while on premises, and deny entry to people not wearing masks, unless the business is providing medication, medical supplies, or food, in which case the business must provide alternative methods of pick-up or delivery of such goods. Customers who cannot wear a mask due to a medical condition, and children under the age of two, may enter the premises without a mask. Customers are not required to provide documentation of a medical condition.

[Click here for Pennsylvania Dept of Health](#)

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| Puerto Rico | <p><u>Required:</u> People are required to wear face coverings when in public spaces. Re-opening employers must submit a COVID-19 Exposure Control Plan, which must include strict measures like the mandatory use of face coverings by employees, visitors, and clients.</p> <p>Click here for Puerto Rico "Stay Home" Order</p> |
| Rhode Island | <p><u>Required:</u> All employers must provide, at their expense, face coverings or materials for making of face coverings to their employees, and employees must wear face coverings. If any employee refuses to wear a face covering when required, and is not otherwise exempt from the requirement, an employer shall deny access to the establishment.</p> <p>Click here for the Rhode Island Guidelines</p> |
| South Carolina | <p><u>Recommended:</u> Employees should be encouraged to wear masks or cloth face coverings, especially when in settings in which social distancing is not feasible. Cloth face coverings should be optional for employees with underlying respiratory illness, but if not worn, social distancing must be performed.</p> <p>Click here for SC Re-opening Guidance for Business</p> |

South Dakota

Recommended: People are encouraged to wear cloth face coverings in public settings where other social distancing measures are difficult to maintain, especially in areas of significant community- based transmission.

[Click here for the SD Dept of Health](#)

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| <p>Tennessee</p> <p>In Tennessee, some localities have provisions concerning face coverings for employees and/or customers.</p> | <p><u>Recommended:</u> Employees are encouraged to wear a face covering at work. Members of the public are encouraged to wear a face covering in public places.</p> <p><u>Click here for the office of the Governor's guidelines</u></p> |
| <p>Texas</p> <p>In Texas, many localities have provisions concerning face coverings for employees and/or customers.</p> | <p><u>Recommended:</u> Consider having all employees wear face coverings.</p> <p><u>Click here to download Texas Minimum Standard Health Protocols</u></p> |
| <p>Utah</p> | <p><u>Required:</u> Employers must require employees to wear masks or face coverings.</p> <p>Individuals are required to wear a cloth face covering that covers the nose and mouth in any place of public accommodation, including retail establishments and grocery stores, and whenever social distancing is not possible.</p> <p><u>Click here for the Directive to the State of Utah</u></p> |

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| Vermont | <p><u>Required:</u> All businesses operating during the state of emergency must require employees to wear non-medical cloth face coverings over their nose and mouth when in the presence of others. In the case of retail cashiers, a translucent shield or “sneeze guard” is acceptable in lieu of a mask.</p> <p>Click here for Vermont COVID-19 Resource Center</p> |
| Virginia | <p><u>Required for some businesses:</u> Retail, restaurant and other food and beverage establishments, gyms and fitness centers, and personal care services must require employees in public-facing areas to wear face coverings. Personal care services must also require patrons to wear face coverings.</p> <p><u>Recommended generally:</u> Where possible, employees and customers should utilize face coverings. Where six feet of physical distance is not possible in a given business setting, employers should provide face covering to employees.</p> <p>People should wear a cloth face covering in public places.</p> <p>Click here for Virginia issued guidelines</p> |

Washington

In Washington, at least one locality has provisions concerning face coverings for employees and/or customers.

Required: Low-risk construction- masks must be worn at all times by every employee on the work site

[Click here for Phase 1 Construction Restart COVID-19 Job Site Requirements](#)

All employers must identify PPE and cloth facial coverings in accordance with requirements on facial coverings and industry specific COVID-19 standards and provide the necessary PPE and supplies to employees.

[Click here for Guidance on Cloth Face Coverings from the Washington State Department of Health](#)

Recommended: Residents are recommended to wear cloth face coverings when they are in public settings where they cannot maintain 6 feet of distance from others

West Virginia

Required: Reopening personal care services (barbershops, salons, etc.) must ensure all employees wear masks. Restaurants open for takeout, or that will reopen for dining when the state permits, must require all employees to wear face coverings at all times. Small businesses (10 or fewer employees) are recommended to require their employees who have contact with customers to wear a mask and gloves. [Click here for a Guide to West Virginia reopening](#)

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| <p>Wisconsin</p> <p>In Wisconsin, at least one locality has provisions concerning face coverings for employees and/or customers.</p> | <p><u>Recommended:</u> People should wear a cloth face cover when outside the home conducting essential activities.</p> <p><u>Click here for Wisconsin Department of Health Services</u></p> |
| <p>Wyoming</p> <p>In Wyoming, at least one locality has provisions concerning face coverings for employees and/or customers.</p> | <p><u>Required</u> for gym employees.</p> <p><u>Required</u> for personal care services employees and patrons.</p> <p><u>Click here to read the order from the Wyoming State Health Officer</u></p> <p><u>Recommended:</u> Grocery store and retail personnel are recommended to follow CDC guidance regarding wearing face coverings while at work. Customers should be encouraged to wear face coverings while in the store.</p> <p><u>Click here for Guidance for Grocery and Retail Stores from the WY Dept of Health</u></p> |

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