Summary of Provisions of Executive Order 2020-32
Dated April 30, 2020

- Individuals must wear a face covering in public place and when unable to maintain a six-foot social distance. Face coverings are required in public indoor spaces, such as stores.

- **All retail stores that are designated as essential businesses shall:**
  - Provide face coverings to all employees who are not able to maintain a minimum six-foot social distance at all times
  - Cap occupancy at 50% of store capacity or at 50% of occupancy limits based on store square footage as set by the Department of Commerce & Economic Opportunity (DCEO)
  - Set up one-way store aisles where practicable and clearly identify them
  - Communicate to customers about social distancing
  - Discontinue use of reusable bags

- **Non-essential retail stores**
  - May fulfill telephone and online orders through curbside pickup outside the store and delivery
  - Employees working in the store must follow social distancing requirements, and must wear a face covering when they come within 6 feet of another employee or customer

- **Manufacturers:**
  - Must take additional appropriate precautions, which may include:
    - Provide face coverings for all employees who are not able to maintain a six-foot social distance at all times
    - Stagger shifts
    - Reduce line speeds
    - Operate only essential lines
    - Ensure all spaces where employees gather (locker rooms, lunch/break rooms) allow for social distancing
    - Downsize operations to the extent necessary to allow for social distancing

- **All Businesses**
  - Must evaluate which employees are able to work remotely
  - If employees are physically reporting to a work-site, must post guidance from the Illinois Department of Public Health and Office of the Attorney General regarding workplace safety during COVID-19
  - Must follow social distancing guidelines set forth below

- **Exercise of Religion**
  - Permitted in groups of no more than 10 individuals as long as social distancing requirements are met
  - Drive-in services are permitted
• **Outdoor Activities:**
  - Individuals can go to public parks and outdoor recreation areas, including specific state parks for certain activities as designated by the Illinois Department of Natural Resources
  - Fishing and boating is permitted in groups of no more than two people
  - Golf is permitted; groups are limited to twosomes; see additional guidance on the DCEO website at [https://www2.illinois.gov/dceo](https://www2.illinois.gov/dceo).
  - Playgrounds must remain closed
  - Other outdoor activity is permitted, including walking, hiking, running, and biking, provided social distancing requirements are observed

• **Pets:**
  - Pet grooming is now permitted

• **Greenhouses, garden centers, and nurseries:**
  - These businesses are now specifically included as essential businesses but must comply with the requirements of an essential business to ensure Social Distancing of both the public and their employees.

• **Education:**
  - Educational institutions may allow and establish procedures for pick-up of necessary supplies and/or student belongings and dormitory move-out if conducted in a manner consistent with public health guidelines, including social distancing requirements

• **Minimum Basic Operations:**
  - Now includes, for retail stores, fulfilling online and telephonic orders through pick-up outside the store or delivery.

• **Social Distancing, Face Covering, and PPE Requirements:**
  - Social distancing means maintaining at least six feet of social distance from other individuals, washing hands with soap and water for at least 20 seconds as frequently as possible or using hand sanitizer, covering coughs or sneezes (into the sleeve or elbow, not hands), regularly cleaning high-touch surfaces, and not shaking hands.

• **Required measures:**
  - Essential Businesses and Operations and businesses engaged in Minimum Basic Operations must take proactive measures to ensure compliance with Social Distancing Requirements (as defined above), including where possible:
    - Designate six-foot distances. Designating with signage, tape, or by other means six-foot spacing for employees and customers in line to maintain appropriate distance;
• **Hand sanitizer and sanitizing products.** Having hand sanitizer and sanitizing products readily available for employees and customers;
• **Separate operating hours for vulnerable populations.** Implementing separate operating hours for elderly and vulnerable customers; and
• **Online and remote access.** Posting online whether a facility is open and how best to reach the facility and continue services by phone or remotely.
• **Face Coverings and PPE.** Providing employees with appropriate face coverings and requiring that employees wear face coverings where maintaining a six-foot social distance is not possible at all times. When the work circumstances require, providing employees with other PPE in addition to face coverings

• **Intent of the Executive Order.** The intent of the Executive Order is to ensure that the maximum number of people self-isolate in their places of residence to the maximum extent feasible, while enabling essential services to continue, to slow the spread of COVID-19 to the greatest extent possible. When people need to leave their places of residence, whether to perform Essential Activities, or to otherwise facilitate authorized activities necessary for continuity of social and commercial life, they should at all times and as much as reasonably possible comply with Social Distancing Requirements. All provisions of the Executive Order are to be interpreted to effectuate this intent. Businesses not specifically addressed by the Executive Order generally should cease activities and reduce to Minimum Basic Operations.

• **Prohibited Activities:**
  o All public and private gatherings of any number of people occurring outside a single household or living unit are prohibited, except for the limited purposes permitted by the Executive Order. Any gathering of more than 10 people is prohibited unless exempt by the Executive Order
  o All travel, except for essential travel and permitted essential activities, remains prohibited. Fitness and exercise gyms, spas, salons, barber shops, tattoo parlors, and similar facilities must remain closed.

• **Enforcement.** The Executive Order may be enforced by State and local law enforcement

  o **Businesses must follow guidance provided or published by:**
    • The Office of the Governor, the Illinois Department of Commerce and Economic Opportunity, and State and local law enforcement regarding whether they qualify as Essential; and

  • Pursuant to Section 25(b) of the Whistleblower Act, 740 ILCS 174, businesses are prohibited from retaliating against an employee for disclosing information where the employee has reasonable cause to believe that the information discloses a violation of this Order.