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Workplace Resources

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State Public Health Color-Coded Guidelines

Economic recovery is not like flipping a switch, it's more like moving a dial. The color-coded health guidance system will guide Utahns as we make adjustments to

open businesses, but still keep our most at risk populations safe. Public health and economic opportunity are intrinsically linked. Utahns and businesses must strictly follow the health guidance of each color or risk backtracking and causing greater economic harm. View the business guidelines below by choosing which risk phase your business is in.

[Moderate Risk 'Orange' Business Guidelines](#)

[Low Risk 'Yellow' Business Guidelines](#)

Returning to the Workplace

The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) has published [COVID-19 standards](#) for employers to follow as workforce returns to work.

The highest priority of any business is to protect the health, safety, and life of employees and clients. Every decision emanates from that single objective, including guidelines employees have within their places of business, the flexibility and encouragement they are given to attend to their own health needs — as well as those of their families — and a supportive workplace environment that has considered and prepared for disruptions in services, manufacturing, marketing, sales, and supply chains.

While many, if not most, businesses may never experience an incident of coronavirus on their premises, almost all will feel the effects of the illness through disruptions in the stock market, a break in the supply chain, or legitimate concerns among employees. Businesses should also be aware of potential shortages for pharmaceutical supplies, health care supplies, and other resources that may be required for needs unrelated to coronavirus or may leave a company unprepared for subsequent emergencies. These are best addressed by advance planning, considering the resources and best practices that encourage healthy engagement and behaviors within the business environment, at the employee's home, and support throughout the community.

Best practices encouraged by business and health care experts separate into two categories, those who are not feeling well or suspect they have the coronavirus, and those who are feeling well and need to take precautions.

Those who believe they may have been exposed to coronavirus or who are not feeling well should:

- Be actively encouraged to remain at home except to receive health care.
- Stay separate and apart from individuals and animals within the home.
- Call the doctor before visiting to describe symptoms and receive instructions.
- Wear a facemask in public and among household companions.
- Cover coughs and sneezes.
- Clean hands and wash often with soap and water for 20 seconds or an alcohol-based sanitizer.
- Avoid sharing household items.
- Clean all “high touch” surfaces every day.
- Have clothing and bedding washed as frequently as possible.
- Monitor symptoms and inform healthcare professionals, particularly if they worsen.
- Confirm illness and contagion have passed before returning to work or public engagement.
- CDC recommends that employees who appear to have acute respiratory illness symptoms (i.e. cough, shortness of breath) upon arrival to work or become sick during the day should be separated from other employees and be sent home immediately. Sick employees should cover their noses and mouths with a tissue when coughing or sneezing (or an elbow or shoulder if no tissue is available).

Those who are feeling well and have no reason to believe they have been exposed to coronavirus should proceed as they would during any cold and flu season:

- Perform hand hygiene frequently.
- Avoid touching eyes, nose, and mouth with unwashed hands.
- Try to remain in open spaces with good airflow.
- Maintain a healthy diet and exercise.
- Do not share dishes, drinking glasses, cups, eating utensils, towels, and clothing items with workmates.
- Clean all “high-touch” surfaces, such as counters, desk- and tabletops, doorknobs, bathroom fixtures, toilets, phones, keyboards, and tablets, every day.
- Sanitize workspaces and public transportation areas like handles and stabilizing bars in subway cars, as well as arm rests and tray tables in buses, trains, and airplanes.
- Wash clothing regularly.
- Maintain a comfortable distance in conversations and in tight working environments, such as where two or more are gathered around a computer.
- Consider replacing a handshake with a fist bump or friendly salute.

For additional information, please see [Interim Guidance for Preventing the Spread of Coronavirus Disease 2019 \(COVID-19\)](#).

Around the office:

- Place posters that encourage staying home when sick, cough and sneeze etiquette, and hand hygiene at the entrance to your workplace and in other workplace areas where they are likely to be seen.
- Provide tissues and no-touch disposal receptacles for use by employees.
- Instruct employees to clean their hands often with an alcohol-based hand sanitizer that contains at least 60-95% alcohol, or wash their hands with soap and water for at least 20 seconds. Soap and water should be used preferentially if hands are visibly dirty.
- Provide soap and water and alcohol-based hand rubs in the workplace. Ensure that adequate supplies are maintained. Place hand rubs in multiple locations or in conference rooms to encourage hand hygiene.
- Visit the coughing and sneezing etiquette and clean hands web page for more information.
- Provide disposable wipes so that commonly used surfaces (for example, doorknobs, keyboards, remote controls, desks) can be wiped down by employees before each use.

For more general workplace health and safety information, view the [U.S. Chamber's Coronavirus \(COVID-19\) Workplace Tips for Employees](#). You can also [download an infographic about social distancing](#).

Preparing Your Business

As Utah does everything possible to limit the spread of COVID-19, the best remedy against serious outbreak is prevention. Businesses, no matter their size, can significantly influence their community's readiness, awareness, resources, and engagement against the spread of COVID-19. This begins with organizational preparedness, including risk management teams and contingency plans.

The CDC encourages all employers to implement strategies to protect their workforce. During a coronavirus outbreak, all sick employees should stay home and away from the workplace, respiratory etiquette and hand hygiene should be encouraged, and high-touch surfaces should be cleaned regularly.

PPE Resources

The state maintains a spreadsheet that lists Utah vendors for personal protective equipment (PPE) like masks, sanitizer and disinfectant. If you're a Utah organization in need of PPE for your workforce or on-site visitors, we encourage you to reach out to other Utah companies that can provide those products. View the spreadsheet [here](#).

If you're a Utah company that has made, or can make, PPE, please submit your information [here](#).

If you have PPE to donate to help support Utah small businesses, please submit your information [here](#).

If you'd like to make a cash donation to support PPE for Utah small businesses, click [here](#).

PPE Push Pack

The state is providing free startup PPE to help small businesses get back to work in May. PPE Push Packs may include protective face masks, hand sanitizer, gloves and other items.

PPE Push Pack registration closed at 10 PM Mountain Time on May 12, 2020. Please see the PPE Vendor link above to find PPE for your business.

PPE Resources for Small Businesses

[This PDF](#) provides information on COVID-19 personal protective equipment guidelines from the Occupational Safety and Health Administration. It also includes information about Utah PPE Push Packs for businesses opening their doors, how to contact Utah-based PPE vendors, and the best way to donate PPE to the state of Utah.

Fraudulent PPE

Please be aware that an increasing number of businesses and consumers have been affected by fraudulent sales of PPE. The FBI has received at least 45 consumer complaints of fraud and counterfeiting involving 3M PPE since December 2019. This [PDF](#) explains how to identify and report fraudulent 3M PPE.

How to Screen And Test Employees

[Download a PDF of this resource.](#)

When criteria have been met, the state of Utah wants businesses to safely reopen without becoming locations where COVID-19 spreads. Employees who are physically returning to workplaces may face increased exposure to the virus, especially if their job duties require a high degree of physical interaction with the public or other employees. It is important to make these individuals feel confident they are working in an environment that is not jeopardizing their health. Although no amount of testing today, viral or antibody, will guarantee the ongoing safety of all employees and customers, screening and testing employees can help increase workplace safety and employee confidence.

What general guidelines should my business follow to reopen as safely as possible?

- Follow the Utah Leads Together 2.0 Phased Guidelines.
- Maintain social distancing practices as much as possible. If possible, design workspaces to enable employees to maintain a 6-foot distance and not face one another.
- Employees should be encouraged to wear face coverings when social distancing measures are difficult to maintain.
- Increase hygiene/disinfection practices. Businesses should make a list of high-touch surfaces and disinfect them with EPA-approved disinfectant, industrial cleaner, diluted bleach, or alcohol solutions.
- Promote etiquette for coughing, sneezing, and hand-washing. Employees should avoid touching their face, especially eyes, nose, and mouth. Place posters that encourage hand and respiratory hygiene.
- Designate an employee as the business's COVID-19 Lead and require that lead to become familiar with screening, testing, and quarantine guidelines.

When should employees be screened for COVID-19 symptoms?

- Screen all employees at the start of their shift to determine their temperature and inquire if they have symptoms that day. Employers can use several methods to screen employees:
 - The Healthy Together App and TestUtah
 - Thermometer
 - The CDC and state/local health authorities have acknowledged community spread of COVID-19 and issued attendant precautions. Because of this, employers may measure employees' body temperature. However, employers should be aware that some people with COVID-19 do not have a fever, so it is a best practice to screen for other symptoms in addition to a fever.
 - The temperature reading should be kept confidential and the person administering the temperature check should be trained on the procedure.
 - Ensure that there is social distancing maintained when employees are standing in line to have their temperatures measured at the beginning of a shift.

What are COVID-19 symptoms?

Fever of 100.4 degrees fahrenheit (38 degrees celsius) or above, cough, trouble/shortness of breath, sore throat, sudden change in taste or smell, muscle aches and pains.

Should I keep an employee screening/ symptom checking log?

The ADA requires that if a symptom log is kept, the employer must maintain the confidentiality of this information. Additionally, all medical information about a particular employee must be stored separately from the employee's personnel file, thus limiting access to this confidential information.

What should I do if an employee has one or more symptoms?

- The employee should not be allowed to enter the workplace.
- The employer should have the employee identify close contacts at work (currently defined as within a 6-foot distance for 10 minutes or more), provide the employee with a list of nearby testing sites, and recommend the employee immediately leave to be tested for COVID-19. The COVID-19 Lead should alert close contacts of the symptomatic employee while maintaining confidentiality. Those who have been in close contact with a positive case are recommended to self-quarantine for 14 days, closely monitor for symptoms, and should get tested if symptoms appear. A best practice is to pay employees for their time spent getting tested for COVID-19.

Where can I find testing sites for my employee?

Testing sites can be found on the Healthy Together app, testutah.com, or <https://coronavirus.utah.gov/utah-covid19-testing-locations/>.

How much will testing cost?

Under the Families First Coronavirus Response Act (FFCRA), testing is free for everyone regardless of insurance status or ability to pay. Co-pays or in-network requirements are waived for those being tested.

What should my business do post-test?

- Businesses should encourage symptomatic employees to stay home and self-quarantine until employees receive their test results, which typically take around 48-72 hours.
- Even if the employee tests negative, the employee should not be allowed to re-enter the workplace until symptoms have ceased.

What if an employee tests positive?

- Public health staff will call the employee to conduct contact tracing and provide the employee with self-quarantine information.
- The employer should offer paid leave pursuant to the FFCRA and consider providing supportive benefits and wrap around services such as non-punitive sick leave policies that allow employees to feel safe reporting symptoms to management. Such policies protect the workplace by facilitating employees remaining away from work when they test positive, or are required to follow isolation/quarantine recommendations.

What if I need help notifying employees about a possible exposure?

The Utah Department of Health's Worksite Team contacts businesses where a positive employee has been identified and can assist with notifying employees about possible exposure and conducting contact tracing. They can be reached at covid-19work@utah.gov.

What if I want employees who do not have COVID-19 symptoms to be tested?

In order to increase employee confidence, employers may elect to test asymptomatic employees. The ADA requires that any mandatory medical test of employees be job related and consistent with business necessity. Because COVID-19 poses a direct threat to the health of others, it is within the rights of an employer to administer COVID-19 testing to employees to determine if they have the virus. [How can my business utilize IgG antibody testing prior to reopening a workplace?](#)

- An antibody test is different from a confirmatory PCR test. An antibody blood test may show if someone has ever been infected with COVID-19, whereas a PCR test is used to diagnose whether an individual is currently sick with COVID-19 or not. A PCR test is done with a nasopharyngeal (nasal) swab; antibody tests require a blood draw or finger prick.
 - Antibody tests are best used to screen individuals to determine whether they had previously been infected with the virus. If an antibody test returns a positive result, a PCR test is still needed to confirm the individual is not presently infected.
 - Antibody tests should not be used as the only way to diagnose someone as being currently sick with COVID-19. Because of this, employees who test positive for the antibody should also get tested for COVID-19 to ensure they are not currently infected.
 - If an employee's antibody test is positive and the virus test is negative, the employee may have some level of immunity to COVID-19 and should be allowed back to the workplace. Not enough is known about the virus in the long term to be certain of immunity, so businesses should continue to follow best practices and the guidelines for maintaining social distancing practices as much as possible.
 - Any employee showing symptoms of COVID-19, regardless of their antibody status, should be sent home and tested for the virus. They should remain isolated until symptoms resolve.
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Phased Business Guidelines FAQs

[Download a PDF of this resource.](#)

The Phased Guidelines addendum to the Utah Leads Together 2.0 plan, were developed in a coordinated effort to support reactivation of the Utah economy while protecting the public's health. These guidelines are part of a statewide plan to address the COVID-19 health and economic crisis and provide businesses with specific actions they can take as Utah works to "turn up the dial" to reactivate the economy.

[How does following the Phased Guidelines help my business and the State of Utah?](#)

How does following the Phased Guidelines help my business and the State of Utah? Every Utah business plays a vital role in reactivating the Utah economy. Recovery from the effects of COVID-19 will require a multifaceted approach, which includes following public health guidelines, staying engaged in the economy, and assisting those in need. By supporting this effort, businesses are helping the state reactivate the economy and return to a “new normal.” The COVID-19 pandemic is not only a public health and economic crisis, but a crisis of public confidence, too. Following the phased guidelines enables businesses to demonstrate that they care about the public’s health and safety.

Do I have to follow the guidelines?

Throughout the COVID-19 response, Utah businesses have continuously found creative ways to protect the public’s health while meeting employee, customer, and stakeholder needs. The Phased Guidelines are not intended to replace or thwart this creativity and innovation, but rather to provide a minimum framework of specific actions businesses can take to ensure the health of those they serve. On April 29, 2020, Governor Herbert issued an Executive Order stating that individuals and businesses shall comply with the Orange (Medium Risk) provisions of the Phased Guidelines beginning May 1. In accordance with this order, the guidelines should be followed at a minimum. However, every Utah business is invited to exceed the guidance set forth in the document and to continue fostering Utah’s innovative spirit.

What is in it for me?

The Phased Guidelines provide specific actions businesses can take to prevent widespread employee illness and to restore consumer confidence to increase patronage. A “seal of approval” system is currently in development that will enable businesses to prominently display compliance to the phased guidelines for public review.

If I have questions, where can I go to interpret these guidelines?

There will be many opportunities for businesses to learn more about the Phased Guidelines in every risk category as the State of Utah continues to turn up the dial to economic reactivation and recovery.

- The Utah Economic Response Taskforce is offering a series of roundtables and webinar events. Additional information about these events can be found on the Salt Lake Chamber website at <https://slchamber.com/utah-leads-together-webinar/>.
- Visit the coronavirus [Moderate Risk Phase](#) webpage.
- The webchat in the lower right corner of this page has operators available to answer questions.
- The Utah Department of Health Worksite Team can help businesses navigate the Phased Guidelines and can be reached at covid-19work@utah.gov.

What if my industry is not listed in the guidelines?

All businesses should follow the general employer guidelines on pages 7 and 15. For specific industries not listed in the document, businesses are encouraged to find the industry they are most closely aligned to and apply those guidelines to their operations.

[Can I get my employees to follow the guidelines?](#)

For the health and safety of all staff and patrons, employees should be encouraged to follow the Phased Guidelines. Businesses may want to train managers about the Phased Guidelines and incentivize employees for prioritizing the health and safety of those around them by complying.

[Does implementing the phased guidelines protect my business from liability?](#)

The Utah legislature recently passed a statute that shields companies from COVID-19-related claims, unless the company engages in willful misconduct, reckless infliction of harm, or intentional infliction of harm. While this statute provides a degree of protection for businesses and employers, prudent business leaders will take all necessary steps to eliminate risks to employees and customers.

[What is the enforcement mechanism? Will I be inspected for these guidelines?](#)

Local health departments will be the enforcing entities. Many local health departments are using an education and outreach approach at this time for the businesses that they normally regulate and inspect.

[If an employee gets sick from COVID-19, do I have to keep them on payroll? What is the requirement? Will I get reimbursed?](#)

The [Families First Coronavirus Response Act](#) (FFCRA) requires employers to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. FFCRA helps the United States combat the workplace effects of COVID-19 by reimbursing American private employers that have fewer than 500 employees with tax credits for the cost of providing employees with paid leave taken for specified reasons related to COVID-19. [The Department of Labor's Wage and Hour Division](#) (WHD) administers and enforces the new law's paid leave requirements. These provisions will apply from the effective date through December 31, 2020. Employers should consider developing procedures for prompt identification and isolation of sick employees, flexible work schedules and supportive policies and practices.

[What are the reporting requirements if my employees test positive?](#)

If an employee tests positive, those results will automatically be reported to the Utah Department of Health. Contact tracing will be initiated by public health and the Utah Department of Health's Worksite Team will follow up with your businesses to offer resources and help identify other employees who may have come in contact with the person who tested positive. Please plan to provide the Worksite Team with a list of employees and their contact information so this process can be done as quickly as possible to mitigate spread.

[What is contact tracing? Can my business be named as part of contact tracing if there are positive cases?](#)

Contact tracing is a routine, but critical, part of the public health response to disease outbreaks. People who have been in close contact with someone who tests positive for COVID-19 are at a higher risk of getting infected themselves and infecting others. Contact tracing is the process of finding these close contacts. Public health workers will interview people who test positive for COVID-19 to determine who their close contacts are. Once they identify those contacts, public health workers can actively monitor the contacts for symptoms and provide them with information on how they can get the care and testing they need if they become sick. The public health worker will also provide the close contacts with information on what they can do to prevent spreading the illness to others in the event they become sick.

Local health departments may want to investigate a workplace if there is significant spread happening at that location in order to protect employees and the business. All information is kept confidential by state and local health department personnel and is not shared.

[Do I have to maintain a log to prove that I followed the guidelines?](#)

Businesses are encouraged to maintain records evidencing compliance. A simple checklist including manager or employee initials is sufficient. The Americans with Disabilities Act requires that if a symptom log is kept, the employer must maintain the confidentiality of this information. Additionally, all medical information about a particular employee must be stored separately from the employee's personnel file, thus limiting access to this confidential information.

[How will I keep track of changes in guidelines?](#)

What color/phase we are in? Please visit the coronavirus website for updates and the latest version of the Phased Health Guidelines. The Healthy Together App provides notifications to its users informing them of changes the color/phase.

[Is there a requirement to publish these guidelines in my business premises?](#)

You are not required to publish guidelines on the premise of your business. However, gaining and publicly displaying the workplace seal of approval or making a public commitment to implement these guidelines may help instill consumer confidence.

[As an employer, can I terminate or layoff an employee who has to be quarantined?](#)

As an employer, you cannot terminate or layoff an employee who tests positive for COVID-19 and needs to be quarantined. For additional information, visit the U.S. Equal Employment Opportunity Commission. In order to avoid overwhelming the healthcare system with requests, the CDC advises that employees are not required to supply a note from their doctor to return to work from an upper respiratory illness during the COVID-19 pandemic.

[Should all employees wear face masks? Is there a requirement for a particular type of face mask to be worn \(for example N95\)?](#)

As with all Utahns, employees should wear a cloth face covering (e.g. mask, scarf, gaiter, bandana) in settings where other social distancing measures are difficult to maintain. N95s are not recommended in order to preserve low inventory personal protective equipment (PPE) for medical professionals. Simple cloth face coverings help to slow the spread of the virus by protecting people from those who are asymptomatic or currently carrying COVID-19 and do not know it.

What symptoms should businesses watch for?

Fever of 100.4 degrees fahrenheit or above (38 degrees Celsius), cough, sore throat, trouble breathing, muscle aches or pains, sudden change in smell or taste.

Employers may want to promote the Healthy Together App to their employees. The Healthy Together app prompts and encourages users to monitor and track COVID-19 symptoms daily. If a user reports symptoms, the user is prompted by the app to be tested for COVID-19. In the app, the user can view test locations and will receive helpful information about self-isolation and next steps. When location services are enabled, the app can assist with contact tracing if a close contact tests positive for COVID-19.

How can my business help high-risk employees stay healthy?

As we continue efforts to understand the characteristics of the coronavirus and move through a phased approach to reactivate the economy, special emphasis must be placed on behaviors that help protect high-risk individuals. This will enable the public health strategy to transition from guidelines that affect entire populations to targeted interventions that protect high-risk individuals. Employers should work to protect high-risk individuals by allowing them to telework, minimizing face-to-face contact required of these employees, or assigning work tasks that allow them to maintain a distance of six feet from other workers, customers and visitors.

Who are high-risk individuals?

- People aged 65 years and older.
- People who live in a nursing home or long-term care facility.
- People with chronic lung disease or moderate to severe asthma.
- People who have serious heart conditions.
- People who are immunocompromised including cancer treatment, smoking, bone marrow or organ transplantation, immune deficiencies, poorly controlled HIV or AIDS, and prolonged use of corticosteroids and other immune weakening medications.
- People of any age with severe obesity (body mass index [BMI] >40) or certain underlying medical conditions, particularly if not well controlled, such as those with diabetes, renal failure, or liver disease.
- People who are pregnant should be monitored since they are known to be at risk with severe viral illness, however, to date data on COVID-19 has not shown increased risk.

Protecting High-Risk Individuals

In every phase of COVID-19 risk identified in the Utah Leads Together plan, high-risk individuals and the companies that employ them should follow instructions issued by the Utah Department of Health.

While Utah has moved to the moderate risk phase, individuals in high-risk categories, including older adults and those who are immunocompromised, should continue to follow “high risk” protocols, and exercise all possible caution. Individuals who work or live with persons in high-risk categories should also continue following “high risk” guidance.

[Download Protecting High-Risk Individuals \(PDF\)](#)

Outbreak Response Plan

Employers should prepare an [Outbreak Response Plan](#) using the following process:

- Ensure the plan is flexible and involves employees in development and review.
- Conduct a focused discussion or exercise using the plan, to find out ahead of time whether the plan has gaps or problems that need to be corrected.
- Share the plan with employees and explain what human resources policies, workplace and leave flexibilities, and pay and benefits will be available.
- Share best practices with other businesses in the community (especially those within the supply chain), chambers of commerce, and associations to improve community response efforts.

Nitin Nohria, dean of the Harvard Business School, said recently in the [Harvard Business Review](#) that a plan should be complemented by a company’s “ability to rapidly evaluate ongoing changes in the environment and develop responses based on simple principles.” The companies best capable of that evolution have:

- Engaged and informed networks rather than hierarchical command and control.
- Distributed leadership rather than centralized bureaucracy.
- A less interdependent business structure among operating groups.
- A dispersed workforce.
- Cross-trained generalists rather than a few specialists.
- Simple and flexible rules rather than procedure driven policies.

Resilience in a Box

The U.S. Chamber of Commerce Foundation, UPS Foundation, World Economic Forum (WEF) and Disaster Resistant Business (DRB) Toolkit Workgroup have developed a “[Resilience in a Box](#)” program based on best practices and designed to educate newcomers on business resilience. The program guides companies toward

addressing preparedness issues while building in flexibility to handle potential business interruptions.

Corporate Policy Recommendations

The United States Department of Health and Human Services, along with the Centers For Disease Control, recommends companies:

- Ensure sick leave policies are flexible and consistent with public health guidance and employees are aware of these policies.
- Speak with vendors that provide contract or temporary employees about the importance of sick employees staying home and encourage them to develop non-punitive leave policies.
- Do not require a health care provider's note for employees who are sick with acute respiratory illness to validate their illness or return to work, as medical providers are extremely busy and likely unable to provide such documentation in a timely way.
- Maintain flexible policies that permit employees to stay home to care for a sick family member. Employers should be aware that more employees may need to stay at home to care for sick children or other sick family members than is usual.

For more information, view the [U.S. Chamber's Guidance for Employers to Plan and Respond to the Coronavirus \(Covid-19\)](#).

Remote Work

Should an Emergency Remote Work Plan become necessary due to infection among employees, family members, or the community at large, Cali Williams Yost, CEO and founder of Flex+Strategy Group/Work+Life Fit recommends the following:

1. Acknowledge the possibility that all or part of your workforce may need to work remotely.
2. Map out jobs and tasks that could be affected.
3. Audit available IT hardware and software, and close any gaps in access and adoption.
4. Set up a communications protocol in advance.
5. Identify ways to measure performance that could inform broader change.

Detailed information concerning these recommendations are included in ["What's Your Company's Emergency Remote-Work Plan?"](#) *Harvard Business Review*, February 28, 2020.

Employees With Affected Family Members

The Families First Coronavirus Response Act

The Act requires certain small employers (those with less than 500 employees) to provide limited paidleave benefits to employees who are affected by the COVID-19 emergency. Small employers are given new tax credits and federal payroll-tax relief to pay for the new mandatory benefits. Generally, the Act provides that employees of covered employers are eligible for:

- Up to 80 hours of paid sick leave at the employee's regular rate of pay where the employee is unable to work because the employee is quarantined due to COVID-19
- Up to 80 hours of paid sick leave at two-thirds the employee's regular rate of pay because the employee is unable to work because of a need to care for an individual subject to COVID-19 quarantine, or to care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19
- Up to an additional 10 weeks of paid expanded family and medical leave at two-thirds the employee's regular rate of pay where an employee, who has been employed for at least 30 calendar days, is unable to work due to a need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19.
- For more information regarding covered employers, eligible employees, and qualifying reasons for leave, visit this [link](#).

Additional Resources & Organization Responses

David Eccles School of Business at The University of Utah

The Eccles School conducts a Navigating COVID-19 Series online every Tuesday and Friday to provide direction to local businesses as they navigate the current health and economic crisis. Learn more [here](#).

Domo

A Utah Silicon Slopes tech company, Domo, created an interactive, embeddable COVID-19 visualization resource. Check it out [here](#).

EDCUtah

[EDCUtah](#) works with state and local government and private industry to attract and grow competitive, high-value companies and spur the expansion of local Utah businesses.

As a resource to local economic developers in Utah, EDCUtah has launched an [Economic Recovery Resources for Utah Communities webpage](#). The resource will help others learn about what's being done to rise to COVID-19's economic

challenges. Please consider this a bulletin board for sharing best practices and lessons learned with Utah colleagues. We encourage your participation.

[Kem C. Gardner Policy Institute](#)

The Kem C. Gardner Policy Institute provides economic expertise to help navigate the effects of COVID-19. Check out their coronavirus webpage [here](#).

[National Association of Counties](#)

The National Association of Counties' COVID-19 resource webpage is [here](#).

[National Association of Regional Councils](#)

The National Association of Regional Councils has published [an extensive list of COVID-19 resources](#) for regions across the U.S.

[Northern Utah Economic Response Team](#)

The purpose of the Response Team is to provide local, hands-on resources for individuals and companies in Northern Utah being impacted by the Covid-19 crisis.

Learn more [here](#)

[Salt Lake Chamber](#)

The [Salt Lake Chamber](#) has a statewide reach and works on the cutting edge of business advocacy in Utah. The nonprofit Chamber is a key partner, lending its President and CEO, Derek Miller, to chair Gov. Herbert's Utah Coronavirus Task Force Economic Response Subcommittee.

[Salt Lake City Economic Development](#)

The Salt Lake City office of economic development maintains a list of business resources for COVID-19 [here](#).

[Salt Lake County Regional Development](#)

Salt Lake County provides regional, deployable tools for organizations and businesses as part of its COVID-19 economic response. Learn more [here](#).

[Utah Department of Alcoholic Beverage Control](#)

The Utah Department of Alcoholic Beverage Control is allowing licensees (bars, restaurants, taverns, etc.,) to return regularly listed alcoholic beverages (not special orders) that were purchased from DABC between Feb. 17 and March 18, 2020.

Licensees must provide a receipt for the items being returned. The program ends on April 15, 2020.

[Utah Department of Heritage & Arts](#)

Through its seven divisions, the Department of Heritage & Arts is committed to providing resources regarding COVID-19 volunteer initiatives and economic relief funds to the nonprofit sector. We particularly strive to focus on supporting our multicultural and diverse community of residents in Utah and the Navajo Nation, and we encourage businesses to contact our staff if we can provide any guidance in building and nurturing these inclusive relationships.

Cultural Community Weekly Update Calls

The Department of Heritage & Arts and Division of Arts & Museums, in association with state and local arts partners, host a weekly update call to discuss the impacts of COVID-19 on the cultural sector, available relief, and inspirational stories. [Organizations and individuals can register for the call and find transcripts of past calls here.](#)

Utah Department of Workforce Services

The Department of Workforce Services is closely monitoring the coronavirus pandemic and providing services to Utah workers. It maintains a webpage of COVID-19 resources, including unemployment insurance, child care, food and energy assistance, [here](#).

Rapid Response services can help reduce unemployment insurance costs and minimize disruption if you have to lay-off staff because of COVID-19. Learn more from Utah's Department of Workforce Services [here](#).

Returning to Work

April 21, 2020 — DWS has provided information and instructions for returning to work. [Here's a PDF for employers](#), and [here's a PDF for workers](#).

Executive Order Regarding Rent and Evictions

On April 1, 2020, Gov. Herbert signed an executive order, "suspending certain statutes governing eviction proceedings." This order protects residential tenants most impacted by COVID-19 against eviction through May 15, 2020. DWS and the Economic Response Task Force provide instructions for landlords, tenants, and conditions of eligibility for eviction protection in [this PDF](#).

Utah Education and Telehealth Network

The Utah Education and Telehealth Network is updating resources for statewide connectivity and learning to support students and parents during the coronavirus pandemic. View UEN's resources [here](#).

Utah Governor's Office of Economic Development

Following Gov. Herbert's leadership, the Utah Governor's Office of Economic Development has marshalled its resources to help in all aspects of economic impact resulting from the coronavirus pandemic. The agency maintains the state's [Resources for Business on coronavirus.utah.gov](#) and has [a COVID-19 devoted webpage on its site](#).

Utah Governor's Office of Energy Development

To assist Utah residents and businesses during these challenging times, OED compiled information on energy-related resources. View resources [here](#).

Utah Office of Outdoor Recreation

An initiative of the Governor's Office of Economic Development, the Utah Office of Outdoor Recreation maintains a list of activities and resources available to help Utahns make good, safe use of the great outdoors during this difficult time. The outdoor recreation resources are listed [here](#).

Visit Salt Lake

Visit Salt Lake is Salt Lake City's meeting and convention organization. They're publishing COVID-19 updates [here](#).

Workers' Compensation Insurance

WCF Insurance provides COVID-19 guidance [here](#).

World Trade Center Utah

World Trade Center Utah (WTC Utah) provides international business solutions to fight COVID-19 headwinds. The organization shares office space with GOED and is the state's leading organization focused on advancing Utah's global business reach and bringing foreign investment to the state. WTC Utah is actively providing grant funding, international matchmaking, webinars and international resources for Utah businesses engaged in the global marketplace. Webinars include training on force majeure and contracts, the view from China during COVID-19, recent changes to employment laws, and how to receive Federal resources and planning. Learn more [here](#).

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[May 13, 2020](#)

Task Force Ten: Ray Pickup, WCF Insurance

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