



## Laws and Orders Mandating Employee Health Screening

This chart covers laws and executive orders that require employers to take employees' temperatures and/or conduct other employee health screening procedures, such as asking employees about any COVID-19-consistent symptoms using a questionnaire or checklist. This chart covers only generally applicable requirements and does not cover the heightened requirements applicable to healthcare workers; public health workers; long term care, assisted living, and nursing home workers; first responders; and law enforcement. **This document covers requirements by states, larger cities, and counties that include one or more larger cities. Smaller jurisdictions may not universally be included.**

Jurisdiction	Temperature Screening	Other Health Screening
<b>Alabama</b>	Last updated 5/21/2020  <a href="#">Recommended</a> . "Best practice": employers should take temperatures onsite with a no-touch thermometer each day upon a person's arrival at work. "Minimum practice": an employee may take his or her temperature before arriving. In either case, a normal temperature does not exceed 100.4F.	Last updated 5/21/2020  <a href="#">Recommended</a> . Employers should screen all employees reporting to work for COVID-19 symptoms with specified questions.
<b>Alaska</b>	No requirement	Last updated 5/24/2020  <a href="#">Recommended</a> . Reopening businesses should conduct pre-shift symptom screening.
<b>Alaska: Anchorage</b>	No requirement	Last updated 5/31/2020  <a href="#">Required</a> for most businesses during the maintenance phase. Employers must conduct pre-shift health screening and maintain staff screening log.  <a href="#">Required</a> for personal care services. Employers must conduct pre-shift

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		<p>health screening and maintain staff screening log, and must also screen customers prior to appointments.</p> <p><a href="#">Required</a> for gyms and fitness centers. Employers must conduct pre-shift health screening and maintain staff screening log.</p>
<b>Arizona</b>	No requirement	<p><a href="#">Recommended</a> for retailers. Retail employers should implement symptom screening for employees prior to the start of their shift.</p>
<b>Arkansas</b>	No requirement	<p><a href="#">Required</a> for restaurant employers. All staff shall be screened for specified symptoms daily before entering the workplace.</p> <p><a href="#">Required</a> for gyms and fitness centers. All staff shall be screened for specified symptoms daily before entering the workplace.</p> <p><a href="#">Recommended generally</a>. Employees should be screened for fever, cough, shortness of breath, sore throat, or loss of taste or smell as they are entering the building at the beginning work.</p>
<b>California</b>	No requirement	<p><a href="#">Required</a>. Employers must train employees on how to limit the spread of COVID-19, including how to <a href="#">screen themselves for symptoms</a> and stay home if they have them.</p>
<b>California: Alameda County</b>	No requirement	<p>Last updated 5/20/2020</p> <p><a href="#">Required</a>. Businesses must implement all measures listed in the required Social Distancing Protocol, including conducting symptom checks on employees before they enter the work space.</p>
<b>California: Berkeley</b>	No requirement	Last updated 5/20/2020

Jurisdiction	Temperature Screening	Other Health Screening
		<p><a href="#">Required</a>. Businesses must implement all measures listed in the required Social Distancing Protocol, including conducting symptom checks on employees before they enter the work space.</p>
<p><b>California: Contra Costa County</b></p>	<p>No requirement</p>	<p>Last updated 5/20/2020</p> <p><a href="#">Required</a>. Businesses must implement all measures listed in the required Social Distancing Protocol, including conducting symptom checks on employees before they enter the work space.</p>
<p><b>California: Fresno</b></p>	<p>No requirement</p>	<p><a href="#">Required</a> for essential businesses. Such employers must screen employees and visitors, but not customers, using the Employers must use the County's <a href="#">Non-Medical Screening Form</a>.</p>
<p><b>California: Fresno County</b></p>	<p>No requirement</p>	<p><a href="#">Required</a>. Employers must, while conducting business, screen all employees on a daily basis for febrile respiratory illness and exclude from work all employees that report symptoms of febrile respiratory illness for 7 days from the day that they are identified as having symptoms.</p>
<p><b>California: Long Beach</b></p>	<p>No requirement</p>	<p>Last updated 5/31/2020</p> <p><a href="#">Required</a>. Essential and reopening businesses must implement and post a Physical Distancing Protocol, which requires conducting symptom checks before an employee may enter a workspace.</p>
<p><b>California: Los Angeles County</b></p>	<p><a href="#">Recommended</a> for reopening businesses.</p>	<p>Last updated 5/27/2020</p> <p><a href="#">Required</a> for reopening businesses. Symptom checks are conducted before employees may enter the workspace. Checks must include a verbal check-in</p>

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		concerning cough, shortness of breath or fever and any other symptoms the employee may be experiencing.
<b>California: Marin County</b>	Last updated 5/20/2020  <a href="#">Recommended</a> . Businesses must implement all measures listed in the required site-specific protection plan, including providing all employees with or having employees self-administer symptom and/or temperature screenings at the beginning of their shift and all other employees entering the worksite at all times.	Last updated 5/20/2020  <a href="#">Required</a> . Businesses must implement all measures listed in the required site-specific protection plan, including providing all employees with or having employees self-administer symptom and/or temperature screenings at the beginning of their shift and all other employees entering the worksite at all times.
<b>California: Mendocino County</b>	Last updated 5/29/2020	Last updated 5/29/2020  <a href="#">Required</a> . Businesses must implement all measures listed in the required Social Distancing Protocol, including conducting symptom checks on employees before they enter the work space.
<b>California: Merced County</b>	No requirement	Last updated 5/29/2020  No requirement
<b>California: Pasadena</b>	No requirement	Last updated 5/31/2020  <a href="#">Required</a> . Employers must screen employees for symptoms of illness including a fever of 100°F or above, cough, shortness of breath or difficulty breathing, sore throat, chills, repeated shaking with chills, headache, muscle pain, or a new loss of taste or smell.
<b>California: Placer County</b>	No requirement	Last updated 5/29/2020  <a href="#">Required</a> . Businesses must implement all measures listed in the required Social Distancing Protocol, including

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		conducting symptom checks on employees before they enter the work space.
<b>California: Riverside County</b>	Last updated 5/29/2020  <a href="#">Recommended</a> for manufacturing employers. Such employers should put a policy in place for employee health and wellness checks. This includes both self-assessment and certification with managers, and/or the use of temperature checks.	Last updated 5/29/2020  <a href="#">Recommended</a> for manufacturing employers. Such employers should put a policy in place for employee health and wellness checks. This includes both self-assessment and certification with managers, and/or the use of temperature checks.
<b>California: Sacramento County</b>	No requirement	Last updated 5/29/2020  <a href="#">Required</a> . Businesses must implement all measures listed in the required Social Distancing Protocol, including conducting symptom checks on employees before they enter the work space.
<b>California: San Diego County</b>	<a href="#">Required</a> . Essential businesses and reopened businesses must conduct temperature checks on all employees. Employees with a temperature of 100F or more cannot enter the workplace.	<a href="#">Required</a> when a thermometer is not available: essential businesses and reopened businesses must conduct symptom screenings of all employees.
<b>California: City and County of San Francisco</b>	No requirement	Last updated 6/1/2020  <a href="#">Required</a> for essential businesses and reopening businesses. Require employees to answer health screening questions by providing the answers in person or via phone or other electronic means before the start of each shift.
<b>California: San Mateo County</b>	No requirement	Last updated 5/20/2020  <a href="#">Required</a> . Businesses must implement all measures listed in the required Social Distancing Protocol, including

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		conducting symptom checks on employees before they enter the work space.
<b>California: Santa Clara County</b>	Last updated 5/28/2020  <a href="#">Recommended</a> . Employees must be given temperature screenings at the beginning of their shifts, and all other vendors, contractors, and other workers must be screened before entering the facility. Measuring temperatures with a thermometer is <a href="#">not required</a> ; a verbal screening asking about temperature/feeling feverish is required.	Last updated 5/20/2020  <a href="#">Required</a> . Employees must be given temperature and other COVID-19 symptom screenings at the beginning of their shift, and all other vendors, contractors, and other workers must be screened before entering the facility.
<b>California: Siskiyou County</b>	No requirement	Last updated 5/29/2020  <a href="#">Recommended</a> . Symptom checks should be conducted before employees may enter the work space.
<b>California: Sonoma County</b>	Last updated 5/28/2020  <a href="#">Required</a> . Employers must require employees to perform a temperature check before reporting to work site or other assignment away from their residence. Employers should use the free Sonoma County SoCo COVID-19 Check App. An alternative system may be utilized as long as it meets the same purpose of employee and employer assessments and as long as it allows the electronic reporting of equivalent data to be reported to the County in aggregate form.	Last updated 5/28/2020  <a href="#">Required</a> . Employers must require employees to perform a self-check for COVID-19 symptoms before reporting to work site or other assignment away from their residence. Employers should use the free Sonoma County SoCo COVID-19 Check App. An alternative system may be utilized as long as it meets the same purpose of employee and employer assessments and as long as it allows the electronic reporting of equivalent data to be reported to the County in aggregate form.

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<b>Colorado</b>	<p>Last updated 5/22/2020</p> <p><a href="#">Required</a>. Employers must conduct daily temperature checks at the worksite to the greatest extent possible, or if not practicable, through self-assessment at home prior to coming to the worksite. State <a href="#">guidance</a> provides that all information about employee illness must be treated as a confidential medical record.</p> <p>Employers with over 50 employees in any one location shall, in addition to the above requirements, implement employee screening systems that follow the above requirements in one of the following ways: (1) set up stations at the worksite for symptom screening and temperature checks; or (2) create a business policy that requires at-home employee e self-screening each work day and reporting of the results to the employer prior to entering the worksite.</p>	<p>Last updated 5/22/2020</p> <p><a href="#">Required</a>. Employers must implement daily symptom monitoring protocols at the worksite to the greatest extent possible, or if not practicable, through self-assessment at home prior to coming to the worksite. Employers may use an employee <a href="#">health screening form</a> for checking symptoms. State <a href="#">guidance</a> provides that all information about employee illness must be treated as a confidential medical record.</p> <p>Employers with over 50 employees in any one location shall, in addition to the above requirements, implement employee screening systems that follow the above requirements in one of the following ways: (1) set up stations at the worksite for symptom screening and temperature checks; or (2) create a business policy that requires at-home employee e self-screening each work day and reporting of the results to the employer prior to entering the worksite.</p>
<b>Colorado: Eagle County</b>	No requirement	<a href="#">Required</a> . Employees must be screened for COVID-19 symptoms each day and excluded if symptomatic.
<b>Colorado: Weld County</b>	Recommended. <a href="#">Best practices guidance</a> recommends that employers check employees' temperatures upon arrival at work.	Recommended. <a href="#">Best practices guidance</a> recommends that employers monitor employees' symptoms.
<b>Connecticut</b>	<a href="#">Recommended</a> . Employees should take their temperature before they go to work. If they have a temperature above	Required for <a href="#">personal care services</a> , <a href="#">retail</a> , <a href="#">restaurants</a> , and <a href="#">office-based businesses</a> . These employers must ask employees resuming on-premises work

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	100.4F, they should stay home.	to confirm they have not experienced COVID-19 CDC-defined symptoms and to monitor their own symptoms, including cough, shortness of breath, or any two of the additional symptoms enumerated in the guidance.
<b>Delaware</b>	Required for <a href="#">high-risk businesses</a> and recommended for all others: each employee must be asked about and report body temperature at or above 99.5F. If a facility has the capability to perform active temperature monitoring, they may do so. Division of Public Health <a href="#">Essential Services Screening Policy</a>	Required for <a href="#">high-risk businesses</a> and recommended for all others: employers must screen each incoming employee with a basic <a href="#">questionnaire</a> . Division of Public Health <a href="#">Essential Services Screening Policy</a>
<b>Delaware: New Castle</b>	<a href="#">Required</a> . Essential businesses must conduct temperature checks on employees before they enter the workplace.	<a href="#">Required</a> . Essential businesses must conduct "visual health inspections" on employees before they enter the workplace.
<b>District of Columbia</b>	No requirement	Last updated 5/27/2020  <a href="#">Required</a> . Retail food sellers (including grocery stores, supermarkets, convenience stores, food halls, and food banks) must check employees for symptoms before their shifts and exclude employees with cold- or flu-like symptoms. If an employee exhibits symptoms during shift, exclude that employee.  <a href="#">Recommended</a> for restaurants: screen employees by assessing symptoms of workers (including fever) with a questionnaire, at the beginning of their shift, ideally before entering the facility or operation
<b>Florida</b>	No requirement	No requirement

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<b>Florida: Miami-Dade County</b>	Last updated 5/29/2020  <a href="#">Required</a> for restaurants. Employees must take their temperature at home and not report to work if their temperature is at or above 99.5F.	Last updated 5/29/2020  <a href="#">Required</a> for restaurants. Employers must ask employees specified screening questions before each shift.  <a href="#">Recommended</a> for reopening businesses. Establish sign-in stations or check points for employees with health questionnaire on symptoms.
<b>Florida: Miami</b>	No requirement	Last updated 5/21/2020  <a href="#">Required</a> for reopening businesses. Employers shall establish a checkpoint for employees and ask specified screening questions at the onset of each workday or shift, and maintain a log recording that screening took place.
<b>Georgia</b>	No requirement	<a href="#">Required</a> for restaurants, bars, retail food establishments, gyms, fitness centers, bowling alleys, personal care services, and all other non-critical businesses conducting in-person operations. Employers must screen and evaluate employees who exhibit signs of illness, such as a fever over 100.4F, cough, or shortness of breath. Employers must require employees who exhibit signs of illness to seek medical attention and not report to work.  Strongly recommended for all other businesses.  Gyms and fitness centers are also <a href="#">required</a> to screen patrons at entrance and refuse entry to those displaying symptoms.
<b>Hawaii</b>	No requirement	No requirement
<b>Idaho</b>	Last updated 5/18/2020	Last updated 5/18/2020

Jurisdiction	Temperature Screening	Other Health Screening
	<p><a href="#">Restaurant employers</a>, <a href="#">personal care services</a>, and <a href="#">gyms and fitness centers</a> should check temperature with non-contact thermometer; if no fever, which is a temperature greater than 100.4°F, or COVID-19 symptoms are present, require workers to self-monitor and report onset of symptoms during their shift.</p>	<p><a href="#">Restaurant employers</a>, <a href="#">personal care services</a>, and <a href="#">gyms and fitness centers</a> should monitor employee health by screening employees for fever and symptoms before every shift.</p>
<b>Idaho: Boise</b>	<p>Last updated 5/18/2020</p> <p>Boise <a href="#">adopts</a> the above statewide guidance, but makes it mandatory.</p>	<p>Last updated 5/18/2020</p> <p>Boise <a href="#">adopts</a> the above statewide guidance, but makes it mandatory.</p>
<b>Illinois</b>	<p>Last updated 5/25/2020</p> <p><a href="#">Recommended for specified employers</a>. Employers should make temperature checks available for employees and encourage their use.</p>	<p><a href="#">Recommended for specified employers</a>. Employer should conduct in-person screening of employees upon entry into workplace and mid-shift screening to verify no presence of COVID-19 symptoms.</p>
<b>Indiana</b>	<p>Recommended for reopening businesses but not required.</p>	<p><a href="#">Required</a>. Reopening businesses must conduct employee health screenings.</p>
<b>Indiana: Marion County</b>	<p>No requirement</p>	<p>Last updated 5/22/2020</p> <p><a href="#">Recommended</a>. Employers should develop and implement a screening tool to assess if an employee is sick.</p>
<b>Iowa</b>	<p>No requirement</p>	<p>Last updated 5/21/2020</p> <p><a href="#">Recommended</a> for personal care services employers: ask employees and the public to acknowledge upon entry that they do not currently have symptoms and that they have not been around anyone with a confirmed COVID-19 diagnosis in the last 14 days.</p>
<b>Kansas</b>	<p>Last updated 5/21/2020</p>	<p>Last updated 5/21/2020</p>

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	<p><a href="#">Recommended</a>. Employers should monitor employees' temperatures regularly. The state provides a <a href="#">template screening form</a> for logging symptoms.</p>	<p><a href="#">Recommended</a>. Employers should monitor employees' symptoms regularly. The state provides a <a href="#">template screening form</a> for logging symptoms.</p>
<b>Kentucky</b>	<p><a href="#">Required</a>. All businesses, including those that were permitted to remain open, must require employees to undergo daily temperature checks. Businesses may choose whether to require (1) on-site temperature screenings, or (2) self-screenings conducted by employees at home at least once every 24 hours, ideally just before going to work, and reported to the employer prior to beginning work. Employees with a fever above 100.4° should not report to work.</p>	<p><a href="#">Required</a>. All businesses, including those that were permitted to remain open, must require employees to undergo daily health assessments for specified symptoms. These assessments may be either self-administered or administered by the business prior to workplace entry. Self-administered assessments may performed at home.</p>
<b>Louisiana</b>	No requirement	<p><a href="#">Recommended</a>. Employees who appear to have acute respiratory illness symptoms upon arrival to work should be separated from other employees and sent home.</p>
<b>Louisiana: New Orleans</b>	<p>Last updated 6/2/2020</p> <p><a href="#">Required</a>. To the extent feasible, prior to the start of each work shift, a pre-screening or survey shall be required to verify each employee has no symptoms of illness (fever, cough, and/or shortness of breath), including temperature checks when feasible.</p>	<p>Last updated 6/2/2020</p> <p><a href="#">Required</a>. To the extent feasible, prior to the start of each work shift, a pre-screening or survey shall be required to verify each employee has no symptoms of illness (fever, cough, and/or shortness of breath), including temperature checks when feasible.</p>
<b>Maine</b>	No requirement	No requirement

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<b>Maryland</b>	<a href="#">Recommended</a> . Employers should implement a daily screening process for workers and other personnel which include CDC or MDH recommended health questions and consider temperature testing.	<a href="#">Recommended</a> . Employers should implement a daily screening process for workers and other personnel which include CDC or MDH recommended health questions and consider temperature testing.
<b>Massachusetts</b>	No requirement	No requirement
<b>Michigan</b>	<p><a href="#">Required</a> for food selling establishment and pharmacy employees who have indicated that they have had close contact with a person with COVID-19 during the previous 14 days. Employers should measure the employee’s temperature and assess symptoms each day before they start work. Ideally, temperature checks should happen before the individual enters the facility.</p> <p><a href="#">Required</a> for manufacturing facilities. The employee screening protocol must include temperature screening as soon as no-touch thermometers can be obtained.</p> <p>Recommended for construction businesses, which must conduct temperature screening "if possible."</p>	<p>Last updated 5/18/2020</p> <p><a href="#">Required</a> for businesses or operations whose employees are required to leave home to work. Conduct a daily entry self-screening protocol for all employees or contractors entering the workplace, including, at a minimum, a questionnaire covering symptoms and suspected or confirmed exposure to people with possible COVID-19.</p> <p><a href="#">Required</a> for food selling establishments and pharmacies. Such employers must ask employees symptom and contact screening questions as they report for work.</p> <p><a href="#">Required</a> for construction businesses. Conduct a daily entry screening protocol for workers and visitors entering the worksite, including a questionnaire covering symptoms and exposure to people with possible COVID-19, together with, if possible, a temperature screening.</p> <p><a href="#">Required</a> for manufacturing facilities, which must conduct a daily entry screening protocol for workers, contractors, suppliers, and any other individuals entering the facility, including a questionnaire covering symptoms and suspected or confirmed</p>

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		<p>exposure to people with possible COVID-19. Manufacturers must also create dedicated entry point(s) at every facility for daily screening and ensure physical barriers are in place to prevent anyone from bypassing the screening.</p>
<p><b>Michigan: Detroit</b></p>	<p>Last updated 5/20/2020</p> <p><a href="#">Recommended</a>. Employee health status should be monitored at the beginning of their shift and upon arrival at the property by having their temperature(s) taken.</p>	<p>Last updated 5/20/2020</p> <p><a href="#">Recommended</a>. Employee health status should be monitored at the beginning of their shift and upon arrival at the property by answering the questions on the questionnaire attached as Appendix B to the guidance.</p>
<p><b>Michigan: Wayne County</b></p>	<p>Last updated 6/4/2020</p> <p>Health order rescinded 6/4/2020.</p>	<p>Last updated 6/4/2020</p> <p>Health order rescinded 6/4/2020.</p>
<p><b>Minnesota</b></p>	<p><a href="#">Recommended</a>. Employers should consider regular health checks (e.g., temperature and respiratory symptom screening) of staff and visitors entering buildings if feasible.</p> <p><a href="#">Required</a> for meatpacking industry employers. Such employers must conduct temperature screening if it can be done with proper social distancing and hygiene. If a worker has an oral or aural temperature above 99.5F confirmed with oral or aural thermometer, the worker should be further evaluated by a plant occupational health nurse, who can determine if the employee can go home to recover, or should report</p>	<p><a href="#">Recommended</a>. Employers should consider regular health checks (e.g., temperature and respiratory symptom screening) of staff and visitors entering buildings if feasible.</p> <p><a href="#">Required</a> for meatpacking industry employers. Such employers must conduct screening each time employees or visitors enter the facility using the following verbal screening questions listed in the guidance.</p> <p><a href="#">Required</a> for industrial, manufacturing, and office-based businesses reopening on or after April 27: such employers' COVID-19 Preparedness Plans must include employee health screening procedures.</p>

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	to healthcare.	
<b>Mississippi</b>	No requirement	<p>Last updated 6/3/2020</p> <p><a href="#">Required</a> for restaurants and bars reopening for dine-in; <a href="#">required</a> for personal care services employees; required for <a href="#">gym and fitness center</a> employees; required for employees of <a href="#">indoor places of amusement</a>. Such employers shall conduct a daily screening of all employees at the beginning of their shifts by asking specified questions regarding symptoms.</p> <p><a href="#">Required</a> for all businesses in <a href="#">specified counties</a>. Employers shall conduct a daily screening of all employees at the beginning of their shifts by asking specified questions regarding symptoms. Employers in the remaining counties are recommended to follow these requirements.</p>
<b>Missouri</b>	No requirement	No requirement
<b>Missouri: Jackson County</b>	<a href="#">Recommended</a> . Employers are recommended to screen workers for fevers and any symptoms of COVID with a questionnaire at workplace entrance daily.	<a href="#">Recommended</a> . Employers are recommended to screen workers for fevers and any symptoms of COVID with a questionnaire at workplace entrance daily.
<b>Missouri: St. Louis County</b>	<p>Last updated 5/31/2020</p> <p><a href="#">Recommended</a>. Screening should include a temperature check if it can be performed with a touchless thermometer and asking about symptoms or contact with a person diagnosed with COVID-19. Employees with a temperature of 100.4°F or above must not</p>	<p>Last updated 5/31/2020</p> <p><a href="#">Required</a>. All businesses shall conduct daily screening of employees and volunteers who work in their facilities for symptoms of COVID-19.</p>

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	be allowed to enter the workplace.	
<b>Missouri: St. Louis</b>	No requirement	<a href="#">Required</a> . Employers must establish a daily protocol for evaluating employees' health.
<b>Montana</b>	No requirement	<a href="#">Required</a> . Employers must conduct health assessments on employees at the beginning of each shift. Personal care services businesses must also screen customers prior to appointments for symptoms.
<b>Nebraska</b>	<p><a href="#">Recommended</a> for restaurants reopening for dine-in. Complete employee pre-screening (e.g., take temperature and assess for any symptoms consistent with COVID-19) prior to starting work.</p> <p><a href="#">Recommended</a> for meat processing facilities. The recommended health screening should include temperature checks.</p>	<p><a href="#">Recommended</a> for restaurants reopening for dine-in. Complete employee pre-screening (e.g., take temperature and assess for any symptoms consistent with COVID-19) prior to starting work.</p> <p><a href="#">Recommended</a> for meat processing facilities. All employees and essential visitors/contractors should be screened daily for symptoms.</p>
<b>Nevada</b>	No requirement	<p><a href="#">Required</a>. The following employers must perform a daily symptom assessment, including monitoring for fever, cough, and trouble breathing: 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><a href="#">Recommended</a> for all employers: have employees perform self-assessments for COVID-19-like symptoms each day.</p>

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		<p><a href="#">Recommended</a> for grocery employers: monitor employees for signs of illness and require sick workers to stay home.</p>
<p><b>New Hampshire</b></p>	<p><a href="#">Required</a>. Essential businesses and organizations and those that are re-opening all or a portion of their operations must document the temperature of all employees daily before their shift. Employers should take the temperatures of their employees on-site with a non-touch thermometer each day upon the employees arrival at work. If this is not possible, temperatures can be taken before arriving as long as it can sufficiently be authenticated by the employee. Normal temperature should not exceed 100.0F.</p>	<p><a href="#">Required</a>. Essential businesses and organizations and those that are re-opening all or a portion of their operations must develop a process for screening all employees reporting for work for COVID-19 related symptoms by asking the questions listed in the order. The person responsible for screening should wear a cloth face covering.</p>
<p><b>New Jersey</b></p>	<p>Last updated 6/4/2020</p> <p><a href="#">Required</a> for agriculture employers. Employer is to screen workers for symptoms, including temperature and symptom checks prior to work shifts.</p> <p><a href="#">Required</a> for restaurants and other food and beverage establishments. Employers must conduct daily health checks (e.g. temperature screening and/or symptom checking) of employees safely and respectfully, and in accordance with any applicable privacy laws and regulations.</p>	<p>Last updated 6/4/2020</p> <p><a href="#">Required</a> for agriculture employers. Employer is to screen workers for symptoms, including temperature and symptom checks prior to work shifts.</p> <p><a href="#">Required</a> for restaurants and other food and beverage establishments. Employers must conduct daily health checks (e.g. temperature screening and/or symptom checking) of employees safely and respectfully, and in accordance with any applicable privacy laws and regulations.</p>

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<b>New Mexico</b>	<a href="#">Recommended</a> as a best practice for retail employers: screen employees and customers with a no-contact thermometer and do not permit entry to those with a temperature greater than 100.4F.	<a href="#">Required</a> . All employers must screen employees for symptoms before they enter the workplace each day, verbally or with a written or text/app-based questionnaire.
<b>New York</b>	Last updated 5/18/2020  Recommended as part of an employer's mandatory health screening assessment.	Last updated 5/18/2020  <a href="#">Phase 1 reopening employers</a> must implement mandatory health screening assessment (e.g. questionnaire, temperature check) before employees begin work each day and for essential visitors. Assessment responses must be reviewed every day and such review must be documented.
<b>North Carolina</b>	No requirement	Last updated 5/20/2020  <a href="#">Required</a> . Businesses open to the public must conduct daily symptom screening of workers, using a standard interview questionnaire of symptoms, before workers enter the workplace.
<b>North Carolina: City and County of Durham</b>	Last updated 5/20/2020  <a href="#">Recommended</a> . "To the extent they are able," employers are strongly encouraged to perform temperature checks on their employees when they report to work, and send home any employee with a temperature above 100.4F.	Last updated 5/20/2020  <a href="#">Required</a> . Employers shall conduct basic health screenings at the beginning of every employee's shift, which shall include questions about specified symptoms.
<b>North Dakota</b>	<a href="#">Recommended</a> . Employers may check employees' temperatures when they arrive to work.	<a href="#">Recommended</a> . If an employee calls in sick, an employer may ask the employee if they are experiencing symptoms related to COVID-19.
<b>Ohio</b>	Last updated 5/31/2020  No requirement	Last updated 5/31/2020

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		<a href="#">Required</a> . Employees must conduct daily health self-assessments and must not report to work if symptomatic.
<b>Oklahoma</b>	No requirement	No requirement
<b>Oklahoma: Oklahoma City</b>	<a href="#">Required</a> for restaurants, bars, other food services, movie theaters and similar indoor entertainment venues, personal care services, gyms, exercise facilities, and similar indoor sports and recreation facilities. Employees' temperatures must be checked daily either by the employee or the employer. Employees with a temperature above 100.4F should not come to work.	No requirement
<b>Oklahoma: Tulsa</b>		Last updated 5/31/2020  <a href="#">Required</a> for food establishments. Customers, employees, and vendor must be screened for symptoms. (May be discontinued in Phase 3).
<b>Oregon</b>	<a href="#">Recommended</a> . Employers should consider regular health checks (e.g., temperature and respiratory symptom screening) or symptom self-report of employees, if job-related and consistent with business necessity.  <a href="#">Personal care services employers</a> should consider temperature checks for clients.	<a href="#">Recommended</a> . Employers should consider regular health checks (e.g., temperature and respiratory symptom screening) or symptom self-report of employees, if job-related and consistent with business necessity.  <a href="#">Personal care services employers</a> must contact clients prior to appointments to screen them for symptoms.
<b>Pennsylvania</b>	<a href="#">Recommended</a> generally, required for confirmed exposure. Employers may take employees' temperatures	<a href="#">Required</a> for construction employers. Such employers must employ jobsite screening based on CDC guidance to determine if employees should work

Jurisdiction	Temperature Screening	Other Health Screening
	before they begin work and send employees home if they have a fever of 100.4F or above. If the business has been exposed to a person who is a probable or confirmed case of COVID19, employers <b>shall</b> implement the above temperature screening protocol.	and prohibit any employees with any symptoms of COVID-19 from working.
<b>Pennsylvania: Philadelphia</b>	<a href="#">Recommended</a> . In the event a critical infrastructure employee has been exposed to COVID-19, the employer should measure the employee’s temperature and assess symptoms prior to the start of work. Ideally, temperature checks should happen before the individual enters the facility.	No requirement
<b>Puerto Rico</b>	No requirement	<a href="#">Required</a> . Employers must implement a protocol to monitor and screen personnel prior to entering the workplace, along with the procedures to follow in case they detect an employee with symptoms.
<b>Rhode Island</b>	No requirement	<a href="#">Required</a> . Businesses must implement and ensure compliance with screening all individuals entering the establishment at any time for any reason including, at minimum: (1) visual assessment, self-screening, or a written questionnaire, or a combination of any of these screening methods; and (2) at all entrances to an establishment, notice that all individuals entering must be screened or self-screened, and to not enter if they are COVID-19 positive, have COVID-19 symptoms, or have had close contact with a COVID-19-positive individual.

Jurisdiction	Temperature Screening	Other Health Screening
<b>South Carolina</b>	<a href="#">Recommended</a> for restaurant employees.	<a href="#">Recommended</a> for restaurant employees.
<b>South Dakota</b>	No requirement	Recommended. Employers can ask employees <a href="#">screening questions</a> when they report to work and keep a <a href="#">daily screening log</a> .
<b>Tennessee</b>	<a href="#">Recommended</a> . "Best practice:" employers to take temperatures on site with a no-touch thermometer each day upon arrival at work. "Minimum:" Temperatures can be taken before arriving. Normal temperature should not exceed 100.4F.	<a href="#">Recommended</a> . Screen employees with questions about symptoms.
<b>Tennessee: Knox County</b>	Last updated 5/20/2020  <a href="#">Recommended</a> . While it is preferred that employers conduct daily employee temperature checks with a no-touch thermometer before they enter the workplace, employee daily temperature self-checks are appropriate when a thermal thermometer is not available or daily employer checks are not practical.	Last updated 5/20/2020  <a href="#">Required</a> . Employers must screen all employees daily with questions provided in the reopening plan document.
<b>Tennessee: Nashville/Davidson County</b>	Last updated 5/22/2020  <a href="#">Required</a> . Restaurants, bars, retail, personal care services, gyms and fitness centers, and commercial businesses previously closed to the public must screen all employees daily with temperature checks. An employee with any symptom or temperature of 100.4F or greater must leave the premises immediately.	Last updated 5/22/2020  <a href="#">Required</a> . Restaurants, bars, retail, personal care services, gyms and fitness centers, and commercial businesses previously closed to the public must screen all employees daily with symptom checks.

Jurisdiction	Temperature Screening	Other Health Screening
<b>Texas</b>	<a href="#">Recommended</a> as a minimum standard health protocol for businesses that are reopening. All employees should be screened before coming into the business for specified symptoms consistent with COVID-19, including feeling feverish or a measured temperature of 100.0F or greater.	<a href="#">Recommended</a> as a minimum standard health protocol for businesses that are reopening. All employees should be screened before coming into the business for specified symptoms consistent with COVID-19 or known close contact with a person who is lab-confirmed to have COVID-19. Any employee who meets any of these criteria should be sent home.
<b>Texas: Austin</b>	<a href="#">Recommended</a> for essential business and critical infrastructure employers. Such employers are strongly encouraged to do non-invasive temperature checks, but the order expressly states that temperature checks are not mandated. For employers that do perform temperature checks, an employee whose temperature exceeds 99.6F cannot enter the property.	<a href="#">Recommended</a> for employers with operations in or related to critical infrastructure. These employers are strongly encouraged to ask employees if they are exhibiting any symptoms consistent with COVID-19 prior to starting work.
<b>Texas: Bastrop County</b>	No requirement	<a href="#">Required</a> . Businesses permitted to remain open and that serve the public must check and monitor the health of all staff and employees on a daily basis.
<b>Texas: Dallas County</b>	<a href="#">Required</a> . The following applies to employers that are essential retailers, construction employers, critical manufacturers and distributors, check cashing businesses, pawn shops, realtors, common carriers, motor carriers, private carriers, shippers, delivery services, moving companies, and contract carriers.	Employees of <a href="#">food preparation and processing plants</a> must be screened for symptoms of COVID-19 upon arriving at work.

Jurisdiction	Temperature Screening	Other Health Screening
	<p>All employees must take their temperature at their residence before going to work; if temperature is above 99.6F, the employee must stay home.</p> <p>To the greatest extent possible and as equipment becomes available," an employer must implement a system whereby supervisors must check the temperature of all employees with a forehead thermometer before the employee begins work. If an employee has a temperature above 99.6F, they are not permitted to work and must be sent home immediately.</p> <p>Employees of <a href="#">food preparation and processing plants</a> must take their temperatures at home, and upon arriving at work, must be screened for various symptoms including "feeling feverish or an onsite measured temperature of 100.0F."</p>	
<p><b>Texas: El Paso County</b></p>	<p><a href="#">Required</a>. All essential business employers are required to conduct regular health checks on employees, either temperature checks <u>or</u> respiratory screenings, when feasible.</p> <p>Employers involved in construction activities must verify that each worker has performed a mandatory temperature check before</p>	<p>Last updated 5/31/2020</p> <p><a href="#">Required</a>. All essential business employers are required to screen employees before they enter the facility for new or worsening cough, shortness of breath, or difficulty breathing, chills, repeated shaking with chills, muscle pain, headache, sore throat, loss of taste or smell, diarrhea, feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit or had</p>

Jurisdiction	Temperature Screening	Other Health Screening
	<p>the worker leaves home. If a worker has a fever of greater than 100F, they are prohibited from going to work and must remain at home.</p>	<p>known close contact with a person who is lab confirmed to have COVID-19.</p> <p>Construction employers must perform mandatory screenings before a worker leaves home. If a worker has a new or worsening cough, shortness of breath, or difficulty breathing, chills, repeated shaking with chills, muscle pain, headache sore throat, loss of taste or smell, diarrhea, feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit or had known close contact with a person who is lab-confirmed to have COVID-19, then they are prohibited from going to work and must remain at home.</p>
<p><b>Texas: Travis County</b></p>	<p><a href="#">Recommended</a> for essential business and critical infrastructure employers. Such employers are strongly encouraged to do non-invasive temperature checks, but the order expressly states that temperature checks are not mandated. For employers that do perform temperature checks, an employee whose temperature exceeds 99.6F cannot enter the property.</p>	<p><a href="#">Required</a> for essential businesses and reopening businesses. Such employers must ask employees if they have symptoms of COVID-19 prior to allowing employees to enter the facility and ask any employee that is exhibiting symptoms to return home.</p>
<p><b>Utah</b></p>	<p>Last updated 5/19/2020</p> <p>Required for <a href="#">gyms/fitness centers</a>: Employees must go through symptom checking before every shift, including temperature.</p>	<p>Last updated 5/19/2020</p> <p>Required for <a href="#">gyms/fitness centers</a> and <a href="#">personal care services</a>: Symptom checking of all staff at the beginning of each shift, with a log that can be made available for inspection by health department.</p> <p>Recommended for <a href="#">all employers</a>: employees who are, or work with,</p>

Jurisdiction	Temperature Screening	Other Health Screening
<b>Vermont</b>	<a href="#">Required</a> . To the extent feasible, prior to the commencement of each work shift, pre-screening or survey shall be required to verify each employee has no symptoms of respiratory illness, including temperature checks.	high-risk populations, should undergo daily screening/symptom monitoring  <a href="#">Required</a> . To the extent feasible, prior to the commencement of each work shift, pre-screening or survey shall be required to verify each employee has no symptoms of respiratory illness, including temperature checks.
<b>Virginia</b>	<a href="#">Recommended</a> . Employees should also self-monitor their symptoms by self-taking of temperature to check for fever before reporting to work. For employers with established occupational health programs, employers can consider measuring temperature and assessing symptoms of employees prior to starting work/before each shift.	<a href="#">Recommended</a> . Prior to a shift and on days employees are scheduled to work, employers should screen employees prior to starting work. Employees should also self-monitor their symptoms by self-taking of temperature to check for fever and utilizing the questions provided in the <a href="#">VDH Interim Guidance for COVID -19 Daily Screening of Employees</a> before reporting to work. For employers with established occupational health programs, employers can consider measuring temperature and assessing symptoms of employees prior to starting work/before each shift.
<b>Washington</b>	<a href="#">Required</a> for reopening non-essential retail establishments. Employers must ask employees to take their temperatures at home prior to arriving at work or take their temperatures when they arrive. Thermometers used shall be ‘no touch’ or ‘no contact’ to the greatest extent possible. Any worker with a temperature of 100.4°F or higher is considered to have a fever and must be sent home.  <a href="#">Required</a> on low-risk construction sites. Employer	<a href="#">Recommended</a> . All employers are advised to screen everyone who enters their facility, including all employees before the start of each work shift and all visitors. The guidance lists suggested screening questions.  <a href="#">Required</a> for restaurants. Employers must screen employees for signs and symptoms of COVID-19 at the start of shift.  <a href="#">Required</a> on low-risk construction sites. Employers must screen all workers at the beginning of their shift by asking them if they have any of the specified symptoms.

Jurisdiction	Temperature Screening	Other Health Screening
	<p>must take each worker's temperature at the beginning of their shift. Thermometers used shall be 'no touch' or 'no contact' to the greatest extent possible. If a 'no touch' or 'no contact' thermometer is not available, the thermometer must be properly sanitized between each use. Any worker with a temperature of 100.4°F or higher is considered to have a fever and must be sent home.</p>	<p><a href="#">Required</a> for reopening non-essential retail establishments. Employees must be screened for signs and symptoms of COVID-19 at the start of every shift.</p> <p><a href="#">Required</a> for landscaping employers. Employees must be screened for signs and symptoms of COVID-19 at the start of every shift.</p>
<b>West Virginia</b>	<p>Recommended for <a href="#">lodging establishments</a> and <a href="#">restaurants</a>. Employees are encouraged to take their temperature prior to leaving for work or upon arrival. If their temperature measures over 100F, the employee should notify management and not begin work.</p>	<p>Required for certain employers. <a href="#">Restaurant and bar employers</a> and <a href="#">lodging establishments</a> and <a href="#">retail establishments</a> must monitor their employees daily by asking screening questions about common symptoms of COVID-19.</p> <p><a href="#">Small businesses</a> are recommended to screen employees for COVID-19 symptoms daily using a series of questions.</p>
<b>Wisconsin</b>	No requirement	No requirement
<b>Wyoming</b>	No requirement	<p><a href="#">Required</a>. Restaurant/bar employees, movie theater and live performance venue employees must be screened for symptoms of illness before each shift.</p> <p><a href="#">Required</a>. Gym employees must be screened for symptoms of illness before each shift.</p> <p><a href="#">Required</a>. Personal care services employees must be screened for symptoms of illness before each shift.</p> <p><a href="#">Generally recommended</a> for other employers.</p>

