# Phased Guidelines for the General Public and Businesses to Maximize Public Health and Economic Reactivation

## Tiered Recommendations for Employers/Businesses and Employees

<table>
<thead>
<tr>
<th>Intensity of Disruption</th>
<th>Normal Risk</th>
<th>Low Risk</th>
<th>Moderate Risk</th>
<th>High Risk</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Employer Guidelines</td>
<td>All businesses are open and operating under stricter hygiene and cleaning regimen. Monitoring health of workforce and customers</td>
<td>Employers encourage flexible working arrangements (rotating shifts, remote work, etc.). Comply with distancing guidelines. Increased cleaning regimen of high-touch areas. Monitor employees for symptoms and well-being.</td>
<td>Employers exercise extreme caution, with employees working remotely, evaluating workforce concerns, and enacting strategies to minimize economic impact. Businesses that necessitate on-site work should monitor workforce for symptoms and well-being.</td>
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- Employers take reasonable precautions
- Provide accommodations to high-risk employees; minimize face-to-face contact, assign tasks that allow them to maintain 6-foot distance from other employees or customers; implement flexible work hours or staggered shifts, allow high-risk individuals to work remotely
- Encourage remote work when possible
- Workplaces comply with distancing and hygiene guidelines
- Limit unnecessary travel

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- Ensure that face coverings are available
- Where distancing and hygiene guidelines cannot be followed in full, businesses should consider whether that activity needs to continue for the business to operate
- Eliminate unnecessary travel and cancel or postpone in-person meetings, conferences, workshops, and training sessions
- Require employees to self-quarantine when returning from high-risk areas
- Employers evaluate workforce strategy and concerns and enact strategies to minimize economic impact

- Employers take extreme precautions
- Provide accommodations to high-risk employees
- Employees and volunteers operate remotely, unless not possible
- Symptom checking in business interactions; face coverings should be worn in all interactions that occur within a 6-foot distance
- Make every possible effort to enable working from home as a first option; where not possible, workplaces comply with distancing and hygiene guidelines
- Minimize face-to-face interactions, including with customers (e.g., utilize drive-thru, install partitions)
- Ensure that face coverings are available
- Where distancing and hygiene guidelines cannot be followed in full, businesses should consider whether that activity needs to continue for the business to operate
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- Require employees to self-quarantine when returning from high-risk areas
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*https://wwwnc.cdc.gov/travel/destinations/list*