

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

Tiered Recommendations for Employers/Businesses and Employees

Normal Risk

Low Risk

Moderate Risk

High Risk

Intensity of Disruption	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7 8 9 10
General Employer Guidelines (Applicable Across All Industries)	All businesses are open and operating under stricter hygiene and cleaning regimen. Monitoring health of workforce and customers	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 <ul style="list-style-type: none"> • 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 	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 <ul style="list-style-type: none"> • 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 • Eliminate unnecessary travel and cancel or postpone in-person meetings, conferences, workshops, and training sessions • Require employees to self-quarantine when returning from high-risk⁵ areas • Employers evaluate workforce strategy and concerns and enact strategies to minimize economic impact 	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 <ul style="list-style-type: none"> • 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 close interactions • Encourage high-contact businesses not to operate • 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 • Eliminate unnecessary travel and cancel or postpone in-person meetings, conferences, workshops, and training sessions • Require employees to self-quarantine when returning from high-risk⁵ areas • Employers evaluate workforce strategy and concerns and enact strategies to minimize economic impact

⁵ <https://wwwnc.cdc.gov/travel/destinations/list>