



# Enhesa Regulatory Developments

## COVID-19

### Weekly Updates

Historical Archive  
Ref: Reports from June 1 to June 24, 2020

*In this document you will find the newest regulations that our in-house EHS Experts have documented in the last during the month of June around the globe.*

Measures are still changing rapidly globally in response to the Covid-19 virus and due to every jurisdiction's different circumstances, regulations differ greatly. With most EHS regulatory trends shifting towards gradual relaxation of lock down restrictions and modified requirements for working conditions, it is imperative to stay up to date with new developments as they are released.

We acknowledge how difficult it is for the EHS/SHE community to stay up-to-date and on top of regulations because of this. At Enhesa, staying on top of regulations has always been our priority so in order to support organizations in the best possible way we will continue to distribute **all Covid-19 related Regulatory Forecaster Service content** as broadly as we possibly can within the community.

Below are the last updates on Coronavirus related developments that the Enhesa's EHS Experts have found around the globe. These updates will help you to keep track of the rapidly changing mandatory and voluntary guidance related to this crisis.

**Want to have these updates pushed to your inbox?** [Subscribe to the Enhesa Covid-19 email list.](#)

Keep in mind that information is constantly developing and that employers must continue to check local authorities for the most up to date information. If you want more information on our forecaster service, please contact us below.

Have questions or want to request our full Regulatory Forecaster Service to keep track of all emerging regulatory issues (laws, proposals, policies) in the jurisdictions you operate in? [Contact us here.](#)

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## 1. June 24, 2020

### ARGENTINA BUENOS AIRES

#### Buenos Aires has implemented a phase system for exempting activities from the lockdown and gradually easing restrictions

**Abstract:** As of 11 June 2020, the Buenos Aires province has implemented a phase system for gradually exempting activities from the lockdown. This follows from Resolution 260/2020 that classifies municipalities from phase 1 to 5, according to the level of Covid-19 contagion in their territories. Companies operating in Buenos Aires province may be allowed to resume their operations depending on the phase of the municipality where they operate. The Resolution does not impose direct obligations on companies.

**Business Impact:** If the company operates in Buenos Aires province, it must be aware that being exempted from the lockdown now depends on the phase classification of the municipality where the company operates. In this regard, if the company operates in a municipality classified as phase 4 or 5, it can likely resume activities if a sanitary protocol is in place. Whereas, if the company operates in a municipality classified as phase 3, it must be aware that only some industrial activities are expressly exempted (for instance: automotive, paper, steel, and plastic industries). The company must be mindful that the phase of a municipality can change, depending on the evolution of Covid-19 contagion.

**Analysis:** On 11 June 2020, the Che de Cabinet of Buenos Aires Province (Jefe de Gabinete de Ministros de la provincia de Buenos Aires) published Resolution 260/2020 (the Resolution), implementing a phase system for gradually exempting activities from the lockdown in the municipalities of the province. In this regard, municipalities are now classified into 5 different phases as follows:

- Phase 5 includes municipalities that have not registered new Covid-19 cases within 21 days and which are not part of the Metropolitan Area of Buenos Aires;
- Phase 4 includes municipalities that have registered new Covid-19 cases within 21 days and which are not part of the Metropolitan Area of Buenos Aires;
- Phase 3 includes municipalities that are part of the Metropolitan Area of Buenos Aires and those presenting a contagion focus, according to the provincial authorities;
- Phase 1 and 2 include municipalities showing a rapid duplication of the number of Covid cases.

Municipalities classified under phases 4 and 5 can carry out the activities included in Annex I of Resolution 260/2020, provided that there are protocols approved by the provincial or national sanitary authorities for those activities. For activities or operations that do not have already a sanitary protocol, the municipality must formulate one and submit it to the provincial authorities for requesting the approval of the national authorities. Municipalities classified under Phase 3 must request authorization from the provincial Chef de Cabinet for exempting additional industrial, commercial or recreational activities from the lockdown. The provincial Chef the Cabinet, together with the provincial Ministry of Health (Ministerio de Salud), is in charge of reviewing and classifying the municipalities into the different categories. In the case of a new contagion focus, the mentioned authorities can immediately modify the phase classification applicable to any of the municipalities. Classification of municipalities Annex III of the Resolution includes the list of municipalities along with their respective phase classification. Currently, none of the municipalities is included in Phase 1 and 2. The municipalities that are part of the Metropolitan Area of Buenos Aires (such as La Matanza, Escobar, Hurlingham, and Quilmes) are all classified under Phase 3.

The following municipalities are in Phase 4, among others:

- Villa Gesell;
- Balcarce;
- Lobos;
- Mercedes;
- Chascomús;
- and Saladillo.

Finally, the following municipalities are in Phase 5, among others:

- Dolores;
- Bragado;
- General Guido;
- Pehuajó;
- Ramallo;
- Rojas;
- Saavedra;
- and Chivilcoy.

Activities exempted from the lockdown, according to the phase The following activities are allowed at any phase, among others:

- healthcare workers;
- pharmaceutical industry;
- and operation of nuclear plants;

As for phase 2, the following activities are allowed, among others:

- oil and gas industries;
- provision of construction materials;
- and automotive industry.

As for phase 3, the following activities are allowed, among others:

- fabric industry;
- paper industry;
- steel industry;
- paint industry;
- cement industry;
- and plastic industry.

As for phase 4, the following activities are allowed, among others:

- private construction activities;
- recreational walks;
- and retail activity involving the presence of clients inside shops.

In municipalities classified as phase 5:

- restaurants and bars;
- open air sport activities;
- social activities up to 10 persons.

## NEW SOUTH WALES

### Employers may refer to COVID-19 work recovery tool guide on safely returning to the workplace

**Abstract:** Beginning 25 May 2020, employers may refer to the New South Wales COVID-19 Recovery Employer Toolkit ("the Toolkit") which provides a checklist of actions to help prepare and plan safely returning workers to the workplace. This follows from the circulation of the Toolkit by iCare concerning the re-opening of businesses post COVID-19.

**Business Impact:** As a warehouse or data center, the company may refer to the COVID-19 Employer Recovery Toolkit ("the Toolkit") to prepare the workplace for returning employees. The Toolkit provides various recommendations that the company can follow to ensure a safe transition of employees back to the workplace. Some questions posed by the Toolkit include:

- i) whether there are any organizations that can be contacted for support;
- ii) whether the employer has reviewed the Australian Government Website for specific health procedures that may be applicable;
- iii) whether the employer has reviewed the SafeWork Australia Website for specific workplace requirements;
- iv) whether the company has updated its workplace business plan to include: personal protective equipment (PPE); infection control; employees safety; and the provision of social support for example by the use of technology such as video calls for internal meetings.

In addition, the Toolkit provides a yes or no section where the company can answer sanitary questions such as whether there is or will be:

access to hygiene facilities such as hand sanitizer stations, soap, increased office cleaning and the provision of PPE such as masks and gloves; and  
procedures or protocols to identify employees with potential symptoms to prevent cases in the workplace such as temperature checks.

**Analysis:** The COVID-19 Recovery Employer Toolkit ("the Toolkit") was circulated on 25 May 2020 by Icare, an organization which aims at supporting the New South Wales workforce to build safe and sustainable workplaces, on the steps employers can take in ensuring a smooth transition back to the workplace after the halt in operational activities in most businesses during the COVID-19 pandemic. The Toolkit provides various recommendations on how employers can transition back to the workplace. The Toolkit provides employers with a checklist of actions to help prepare and plan the safe return of workers to the workplace. The Toolkit provides recommendations that employers can fulfil in order to prepare a safe working environment for returning employees such as:

- whether there are any organizations that can be contacted for support;

- whether the employer has reviewed the Australian Government Website for specific health procedures that may be applicable;
- whether the employer has reviewed the SafeWork Australia Website for specific workplace requirements;
- whether the employer has identified the likely group of employees who will be affected by any changes in the workplace such as suppliers;
- whether the employer has a workplace committee in place who will facilitate the transition back to the workplace;
- whether the employer has identified additional resources that employees will need upon returning back to the workplace; and
- whether additional training will be required and provided for employees prior to or on return back to the workplace.

The Toolkit also poses safety questions such as whether the workplaces business plan has been updated to include:

- personal protective equipment (PPE);
- infection control;
- employees safety;
- and the provision of social support for example by the use of technology such as video calls for internal meetings.

In addition, the Toolkit provides a yes or no section where employers can answer sanitary questions such as whether there is or will be:

access to hygiene facilities such as hand sanitizer stations, soap, increased office cleaning and the provision of PPE such as masks and gloves; procedures or protocols to identify employees with potential symptoms to prevent cases in the workplace such as temperature checks; ways of enforcing physical distancing through mediums such as floor limits and staggered re-engagement; and clear instructions regarding procedures for customers or visitors accessing the premises and when on site.

The Toolkit recommends that employers make every possible effort to demonstrate the workplace environment is safe prior to a return to ensure employee safety and to also reduce employee risk perception. The three main ways the Toolkit proposes than employees can achieve this is by ensuring good leadership skills, consistent and clear communication, and best practice support. In answering all yes or no answers on the Toolkit, Icare urges employers to record what actions will be taken if they answer yes and to record what actions will be taken and by who if they answer no. The complete list of questions under the [COVID-19 Recovery Employer Toolkit](#) can be found in the Enhesa Database.

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## HONDURAS

### Companies must ensure health and safety measures regarding the COVID-19 outbreak

**Abstract:** As of 23 May 2020, companies must ensure everyone present at the enclosed spaces of their facilities uses protective masks and, in addition, companies require authorization from the National Risk Management System (SINAGER) to operate and have to apply and comply with COVID-10 biosafety protocols. This follows from Decree No. 58-2020.

**Business Impact:** The company must ensure that everyone present in an enclosed space within its facilities uses protective masks. The company must acquire an authorization of the National Risk

Management System (SINAGER) to operate its activities. The company must comply with COVID-10 biosafety protocols approved by the Executive Power.

### Analysis:

#### Actionable requirements

The company ensures that everyone present in an enclosed space within its facilities uses protective masks. -The company has acquired an authorization of the National Risk Management System (SINAGER) to operate its activities. -The company complies with COVID-10 biosafety protocols approved by the Executive Power. -The company ensures that clients wear a mask, use alcohol-based gel, respect social distancing, and comply with any other measure or mechanism that prevents the spread of the COVID-19 within its facilities.

#### What has changed?

To continue and strengthen surveillance, prevention, control, and guarantee care for people in the event of a potential occurrence of Coronavirus infection (COVID-19), Honduras' authorities approved Decree No. 58-2020, that was published on 23 May 2020. The Decree establishes for the first time requirements for companies to ensure the use of masks and other measures that prevent the spread of the COVID-19.

#### Brief Analysis

The Decree does not contain further information on how to obtain the operating authorization from the National Risk Management System (SINAGER), neither does it contain more information on how to comply with the biosafety protocols approved by the Executive Power. In the event of non-compliance with the application of biosafety protocols, the Decree states that the authorities may order a total or partial suspension of the activities of the establishment or work centers. The Decree informs that anyone not using or refusing to wear a mask will be fined with 200.000 Lempiras. In cases of continuous recidivism, the subject could lose the right to enjoy fiscal incentives or other benefits promoted by the Government of the Republic.

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## JAPAN NATIONAL

### Deadlines for submitting annual reports on the storage of mercury or renewable resources containing mercury have been postponed to the end of August in 2020

**Abstract:** As of 12 June 2020, facilities storing specified mercury (特定水銀), specified mercury compounds (特定水銀化合物) and/or renewable resources containing mercury (水銀含有再生資源) are provided with postponed deadlines for submitting the annual report on their storage.

### Analysis:

#### Actionable Requirements

The Amendment to the Order regarding the Management of Mercury-Containing Renewable Resources (水銀含有再生資源の管理に関する命令の一部を改正する命令) and the Amendment to the Ministerial Ordinance regarding the Storage of Mercury and Others (水銀等の貯蔵に関する省令の一部を改正する省令)

) introduce no new requirements on facilities. Facilities that store any amount of mercury-containing renewable resources (水銀含有再生資源) or at least 30 kilograms of Specified Mercury (特定水銀) and/or Specified Mercury Compounds (特定水銀化合物) continue to be required to submit an annual report on the management of mercury-containing renewable resources or the storage of mercury and others.

What has changed

- In principle, the reports mentioned above have to be submitted by the end of June each year. However, due to the impact of the COVID-19 epidemic in Japan, this year, such reports can be exceptionally submitted by **the end of August 2020**. **Additional Information** The Public Notices on announcing the postponed deadlines are available [here](#).

## UNITED KINGDOM

### Facilities having workers onsite should follow the updated guidelines on working safely during coronavirus

**Abstract:** From 15 June 2020 facilities having workers onsite should follow the 'Working safely during coronavirus (COVID-19)' guidelines updated by the Department for Business, Energy and Industrial Strategy. They lay down practical instructions on how to organize a safe working environment and limit the spread of coronavirus, for instance, to maintain 2 metres (m) social distancing, where possible, develop cleaning, hand washing and hygiene procedures or help people to work from home.

**Business Impact:** If the facility has workers onsite, it is advised to provide a safe working environment and limit the spread of coronavirus by carrying out a COVID-19 risk assessment, developing cleaning, hand washing and hygiene procedures, helping workers to work from home, maintaining 2 meters (m) social distancing, and if it is not possible, manage transmission risk, for instance by using screens to separate workers from each other.

**Analysis:** On 15 June 2020 the Department for Business, Energy and Industrial Strategy updated the '[Working safely during coronavirus \(COVID-19\)](#)' guidelines. They do not impose any actionable requirements on facilities, although they lay down practical instructions on organizing a safe working environment and limiting the spread of coronavirus. In particular, facilities having workers onsite are advised to:

a) carry out a COVID-19 risk assessment in line with the [health and safety guidance](#), consult its results with workers and share the results on the facility's website;

b) develop cleaning, hand washing and hygiene procedures, such as:

- providing hand sanitizer around the workplace;
- encouraging people to follow the [guidance on hand washing and hygiene](#);
- and frequently cleaning regularly touched surfaces

c) help workers to work from home, for example by: ensuring they have the right equipment to work remotely; including them in all the necessary communications; and discussing home working arrangements with them.

d) maintain 2 metres (m) social distancing, where possible, for instance by:

- avoiding sharing workstations;
- using floor tape or paint to mark areas to help people keep to a 2m distance; and
- arranging one-way traffic through the workplace, if possible.

e) where workers cannot be 2m apart, manage transmission risk, for instance by:

- using screens to separate workers from each other;
- considering whether an activity is necessary for the business to operate;
- and keeping the activity time involved as short as possible.

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## RUSSIAN FEDERATION

### Validity of complex environmental permits extended amid the Coronavirus (COVID-19) outbreak

**Abstract:** Until 31 December 2020, companies operating category 1 facilities (for example, facilities involved in the production of petroleum coke, pharmaceutical substances, and oil products) can benefit from temporary rules introduced with regard to permitting activities amid the coronavirus outbreak. This follows from the adoption of Decree No. 849 of 11 June 2020, which adds complex environmental permits (obtained by category 1 facilities) to the list of urgent licences and permits automatically extended, provided by Decree No. 440 of 3 April 2020. More specifically, complex environmental permits which expire between 15 March and 31 December 2020, will be automatically extended by 12 months.

**Business Impact:** If the company operates category 1 facilities and if its complex environmental permit expires between 15 March and 31 December 2020, it should be aware that the permit will be automatically prolonged by 12 months due to the coronavirus (COVID-19) outbreak.

#### Analysis:

##### Actionable Requirements

There are no actionable requirements for companies.

##### What Has Changed

[Decree No. 849](#) added complex environmental permits (obtained by category 1 facilities) to the list of urgent licences and permits provided by Decree No. 440 of 3 April 2020 on the extension of permits and other peculiarities with regard to permitting activities in 2020. According to the amendment, complex environmental permits which expire between 15 March and 31 December 2020, will be automatically prolonged by 12 months due to the coronavirus (COVID-19) outbreak.

##### Background Information

[Federal Law No. 7-FZ on Environmental Protection](#) defines category 1 facilities as facilities which have a significant impact on the environment and must use best available technologies (for example, facilities involved in the production of petroleum coke, pharmaceutical substances, and oil products). According to p.1 of Article 31.1 of the Federal Law No. 7-FZ, category 1 facilities are obliged to obtain a complex

environmental permit. The complex environmental permit is issued for separate facilities that have a negative impact on the environment on the basis of an application sent to the Federal Service for Supervision of Natural Resources (Rosprirodnadzor).

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## ITALY NATIONAL

### Companies can access further indications on the health and safety measures to adopt during the Covid-19 health emergency, including specifications on employees trainings

**Abstract:** As of 11 June 2020, companies can access further indications on the health and safety measures to adopt during the Covid-19 health emergency, including specifications on the methodology to provide required training to employees under the Health and Safety Code. For example, companies must ensure that physical access to the training location is allowed only wearing a face mask (both for employees and for the trainer) and that physical distancing is guaranteed.

**Business Impact:** If the company intends to organise any of the health and safety trainings required under the Health and Safety Code for its employees during the health emergency, it must refer to the organisational indications provided by the Government under the Decree of 11 June 2020. Among other things, the company is required to adequately inform employees about the preventive measures adopted during the training activity and to ensure participants and training personnel wear face masks at all times. The company must also know that the Decree of 11 June 2020 confirmed the provisional health and safety provisions adopted by the Government until now to prevent the spread of the coronavirus in the workplace. The company must, therefore, comply with the measures contained in the shared Protocol regulating measures to combat the spread of the Covid-19 virus at the workplace (such as redefining the organisation of work applying different schedules that favour social distancing by reducing the number of people present at the same time in the workplace and preventing gatherings at the entrance and exit).

#### Analysis:

##### Actionable requirements

The company makes sure to adequately train its employees on the health and safety measures to adopt at the workplace, including the risks they face while performing the assigned tasks.

The company makes sure to adequately train its employees on the risks and correct use of work equipment and personal protective equipment (PPE) before they start using such equipment.

The company makes sure to adopt the provisional health and safety measures adopted by the Government to limit the spread of coronavirus in the workplace during the health emergency.

##### What has changed

On 11 June 2020, the President of the Council of Ministers adopted the Decree of 11 June 2020, which contains further measures to contain and manage the COVID-19 emergency in the country and substitutes the [Decree of the President of the Council of Ministers of 17 May 2020](#). Among other things, the adopted Decree provides indications on the ways to perform required training under the [Health and Safety Code](#), with an eye on preventing the spread of the coronavirus at these occasions. Furthermore, Annex 9

to the Decree of 11 June 2020 lays down a simplified list of health and safety measures to adopt at the workplace during the health emergency, specifically focusing on offices open to the public and retail activities. The measures contained in the Decree of 11 June 2020 apply until 14 July 2020. Health and safety training during the health emergency Companies are required to refer to Annex 9 to the Decree of 11 June 2020 and to adopt the preventive measures therein when organising training activities for employees under the Health and Safety Code. Among other things, companies are required to:

- adequately inform employees about the preventive measures adopted during the training activity;
- if possible, measure employees' temperature before accessing the training location and restrict access to people with a temperature higher than 37.5 Celsius degrees (°C);
- provide access to hand sanitisers at various locations, especially at the entrance and in the proximity of toilets;
- keep the list of participants to the training for at least 14 days to facilitate tracking if necessary;
- organise the space to ensure at least 1 meter (m) of distance among participants or introduce physical barriers to limit contagion via droplets;
- ensure participants and training personnel wear face masks at all times;
- ensure frequent ventilation of shared spaces;
- frequently disinfect and clean surfaces, especially after using equipment that is shared among participants.

Simplified list of provisional health and safety measures at the workplace

The Decree of 11 June 2020 confirms the health and safety measures provided by the Decree of the President of the Council of Ministers of 17 May 2020, which consist in the application of the shared Protocol regulating measures to combat the spread of the Covid-19 virus at the workplace (Annex 12 to the Decree). Companies can also access a simplified overview of the preventive measures to adopt under Annex 9 to the Decree, especially concerning offices open to the public and retail activities. Among other things, companies are required to limit interactions with clients and rather deploy teleconferencing, allow access to clients through reservation mechanisms, and provide hand sanitisers in waiting rooms.

## GERMANY - NORTH RHINE-WESTFALIA

### Relaxation of corona restriction allow meetings with up to 100 people and more customers inside shops

**Abstract:** As of 15 June 2020, the amended Ordinance to protect against new infections with the SARS-CoV-2 coronavirus (NRW CoronaSchV) is in force. The Amendment introduces further relaxations of the corona restriction. Events and meetings with up to 100 people are permitted subject to distance and protective measures and shops can now let more customers in.

**Business Impact:** If the company operates shops or canteens with public access it should be aware that they have to comply with hygiene rules and guarantee a space of 7 m<sup>2</sup> per person. The company should also know that meetings and events with up to 100 participants are allowed if they comply with hygiene rules and guarantee the traceability of all participants. The company should pay attention to all measures announced by the State Government and their local community, as restriction measures can be taken for specific communities if the daily number of new infections per 100,000 inhabitants reaches 50 or more.

**Analysis:** On 10 June 2020, the State Government of Northrhine-Westfalia published the [7th Amendment of the Ordinance to protect against new infections with the SARS-CoV-2 coronavirus \(NRW\)](#)

[CoronaSchV](#)) which came into force on 15 June 2020. The Amendment regulates the following changes, that can also affect companies:

- All shops and canteens with public access have to comply with hygiene rules and occupational health standards, which are explained further in Annex 1 of NRW CoronaSchV and refer to the [SARS-CoV-2 Occupational Health Standard](#) of the Federal Government;
- Shops have to guarantee 7 m<sup>2</sup> per person inside the shop instead of 10 m<sup>2</sup>. Therefore shops are allowed to let more customers inside the shop at the same time;
- Events and meetings with up to 100 people are now permitted subject to distance and protective measures. Organizers have to comply with regulations on hygiene, access control, a minimum distance of 1.5 meters, and the traceability of participants.

The Ordinance will be valid until 1 July 2020. It can be expected that it will be replaced by a new Ordinance before 1 July 2020.

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## MAURITIUS

### New regulations and measures proposed for a safe return to work in Mauritius amidst COVID-19

**Abstract:** As of 15 June 2020, companies should be aware that the Government of Mauritius is preparing to amend the Worker's Rights Act (such as making it a prerequisite for employers to avail if they have any financial assistance scheme before lay-off of workers) in order to provide for a safe return to work and a gradual restart of business activities during the novel coronavirus (COVID-19) pandemic.

**Business Impact:** If the company is operating in Mauritius, it could be subject to new policies necessary for a safe return to work and a gradual restart of business activities in response to Covid-19 (such as availing if they have any financial assistance scheme before lay-off of workers ) in the future if the proposal to amend the Worker's Rights Act is adopted.

**Analysis:** On 15 June 2020, the Minister of Labour, Human Resources and Training announced that the Government of Mauritius would come up with new regulations and appropriate measures that would be necessary for a safe return to work and a gradual restart of business activities in response to curb the effect of the novel coronavirus (COVID-19) pandemic. The proposed changes would require employers to revise and update their policies on health and safety. This would provide a suitable and sufficient risk assessment to identify the risk of infection and implement appropriate preventive and protective measures. Training programmes for employees would also be reinforced.

#### Policy response to curb effect of Covid-19

The Worker's Rights Act would be amended to make it a prerequisite for employers to avail if they have any financial assistance schemes (such as the Support to Company Scheme), before lay-off of workers. The company, as an employer, would not be allowed to give notice of the intended reduction of the workforce to the Redundancy Board unless an application has been made for financial assistance and the application has been turned down. Therefore, any termination of employment would be unjustified if the company would not follow the aforementioned procedure. The employer would have to fulfil the obligations

under the Portable Retirement Gratuity Fund (established under the Worker's Rights Act) and pay gratuity of retirement of 15 days per year of service to the laid-off worker.

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## KARNATAKA

### Factories are subject to modified requirements regarding employees working conditions due to COVID-19 pandemic until 21 August 2020

**Abstract:** Until 21 August 2020, manufacturing facilities are allowed to employ workers for up to 10 hours a day instead of the previously approved 9 hours. This follows from the Notification No. KAE 33 KABANI 2020.

**Business Impact:** If the company is a factory, it must know that maximum permitted working hours for the adult worker have been extended until 21 August 2020 due to the COVID-19 pandemic. The company is allowed to employ any adult worker for up to 10 hours a day (instead of 9 hours) or 60 hours a week (instead of 48 hours) until 21 August 2020.

**Analysis: New Actionable requirements** This is not a new requirement. **What has changed?** Notification No. KAE 33 KABANI 2020 ("Notification 2020") issued on 22 May 2020 by the Government of Karnataka amends a provision regarding maximum working hours under the (National)<https://legislation.ehsmonitor.com/IN/JUR/factories-act-1948.pdf>"target="\_blank">Factories Act, 1948 ("Act 1948") and extends the maximum authorized working hours in the State of Karnataka. Until 21 August 2020, factories are allowed to employ any adult worker for up to 10 hours a day (instead of 9 hours) or 60 per week (instead of 48 hours). Definition "**Factory**" means any premises whereon 10 or more workers are working with the aid of power, or 20 or more workers are working without the aid of power. Notification No. KAE 33 KABANI 2020 is available in English on the Enhesa Knowledgebase.

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## INTERNATIONAL

### Companies can temporarily use in the rail transport of dangerous goods tanks, pressure receptacles, closed cryogenic receptacles and portable tanks and UN MEGCs with an expired inspection or pressure test

**Abstract:** Since 1 March 2020 and until 31 August 2020, companies involved in the rail transport of dangerous goods, such as consignors, can use tanks, portable tanks and UN multiple-element gas containers (MEGCs) which periodic or intermediate inspection expired between 1 March and 1 August 2020. Companies can also use in the rail transport of dangerous goods specific pressure receptacles or closed cryogenic receptacles which periodic inspection or pressure test expired in between 1 March and 1 August 2020.

**Business Impact:** If the company consigns dangerous goods for rail transport, until 31 August 2020 it can use tanks, pressure receptacles, closed cryogenic receptacles, portable tanks or UN multiple-element gas containers (MEGCs) with an inspection or pressure test expired between 1 March and 1 August 2020. The company must include the sentence "Carriage agreed under the terms of section 1.5.1 of R.I.D. (RID

3/2020)" (for pressure receptacles or closed cryogenic receptacles) or "Carriage agreed under the terms of section 1.5.1 of R.I.D. (RID 4/2020)" (for portable tanks or UN MEGCs) in the transport document. The company can only use tanks, pressure receptacles, closed cryogenic receptacles, portable tanks or UN MEGCs with an expired inspection if the transport is carried out in countries signatories to Multilateral Special Agreements RID 2/2020, RID 3/2020 or RID 4/2020, such as Denmark, Germany, Greece, Luxembourg and Norway.

**Analysis:** In June 2020, the Intergovernmental Organisation for International Carriage by Rail (OTIF) published 3 Multilateral Special Agreements under the [International Convention concerning the Carriage of Dangerous Goods by Rail \(RID 2019\)](#). These agreements extend the validity of periodic or intermediate inspections of tanks, pressure receptacles, portable tanks and UN multiple-element gas containers (MEGCs) due to the COVID-19 pandemic. They apply to the rail transport of dangerous goods in these containers in the territory of the signatory countries.

**Multilateral Special Agreement RID 2/2020** According to [Multilateral Special Agreement RID 2/2020](#), periodic and intermediate inspections of tanks which validity ends between 1 March 2020 and 1 August 2020 remain valid until 30 August 2020. These tanks must subject to an inspection according to the requirements of sections 6.8.2.4.2, 6.8.2.4.3, 6.8.2.4.6, 6.8.2.4.12, 6.9.5.2 or 6.10.4 of RID 2019 before 1 September 2020 to be used after this date. Multilateral Special Agreement RID 2/2020 is valid from 1 March to 1 September 2020, for the carriage of dangerous goods by road in the territory of the signatory countries. As of 1 June 2020, the signatories to Multilateral Special Agreement RID 2/2020 were Austria, Belgium, Croatia, Denmark, Finland, France, Germany, Greece, Hungary, Luxembourg, Italy, Norway, Portugal, Romania, Serbia, Spain, Sweden, Switzerland, and the Netherlands.

**Multilateral Special Agreement RID 3/2020** [Multilateral Special Agreement RID 3/2020](#) allows companies to refill or transport-specific pressure receptacles and closed cryogenic receptacles with an expired periodic inspection and test. It applies to: a) pressure receptacles with the following UN numbers: -1002 AIR, COMPRESSED; -1013 CARBON DIOXIDE; -UN 1046 HELIUM, COMPRESSED; -UN 1070 NITROUS OXIDE; -UN 1072 OXYGEN, COMPRESSED; -UN 1660 NITRIC OXIDE, COMPRESSED; -UN 1956 COMPRESSED GAS N.O.S; -UN 3156 COMPRESSED GAS, OXIDIZING, N.O.S; -UN 3157 LIQUEFIED GAS, OXIDIZING, N.O.S; and b) cryogenic receptacles with the following UN numbers: -UN 1073 OXYGEN, REFRIGERATED LIQUID; -UN 1963, HELIUM, REFRIGERATED LIQUID; and -UN 1977 NITROGEN, REFRIGERATED LIQUID. For all receptacles, the consignor must include the sentence "Carriage agreed under the terms of section 1.5.1 of RID (RID 3/2020)" in the transport document. Multilateral Special Agreement RID 3/2020 is valid from 1 March to 31 August 2020, for the carriage of dangerous goods by road in the territory of the signatory countries. As of 1 June 2020, the signatories to Multilateral Special Agreement RID 3/2020 were Croatia, Denmark, France, Germany, Greece, Hungary, Luxembourg, Italy, Norway, Poland, Romania, Serbia, Spain, Sweden, the Netherlands and the United Kingdom.

**Multilateral Special Agreement RID 4/2020** According to [Multilateral Special Agreement RID 4/2020](#), periodic and intermediate inspection of portable tanks and UN multiple-element gas containers (MEGCs) which validity ends between 1 March 2020 and 1 August 2020 remain valid until 31 August 2020. These portable tanks and MEGCs must subject to an inspection according to the requirements of sections 6.7.2.19, 6.7.3.15, 6.7.4.14 or 6.7.5.12 of RID 2019 before 1 September 2020 to be used after this date. The consignor must include the sentence "Carriage agreed under the terms of section 1.5.1 of RID (RID 4/2020)" in the transport document. Multilateral Special Agreement RID 4/2020 is valid from 1 March to 1 September 2020, for the carriage of dangerous goods by road in the territory of the signatory countries. As of 1 June 2020, the signatories to Multilateral Special Agreement RID 4/2020 were Belgium, Croatia, Denmark, Finland, Germany, Greece, Hungary, Luxembourg, Italy, Norway, Poland, Romania, Serbia, Spain, Sweden, Switzerland, the Netherlands.

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## UNITED KINGDOM

### Companies should follow guidance from the Health and Safety Executive on working during coronavirus

**Abstract:** Since May 2020, companies should follow guidance from the Health and Safety Executive on working safely during the coronavirus outbreak, such as how to arrange work areas and how to safely move around the work environment.

**Business Impact:** The company should consult the guidance on working safely during the coronavirus outbreak and follow the advice concerning measures to take in relation to, among other things, movement in the workplace, how to organise work areas and good hygiene. These include ensuring that workers maintain a distance of 2 metres where possible and providing sufficient handwashing and sanitising facilities.

**Analysis:** The Health and Safety Executive has issued guidance concerning [working safely during the coronavirus outbreak](#). The guidance contains advice that companies should follow on:

- risk assessments;
- who should go to work;
- protecting those at higher risk;
- getting into and leaving work;
- work areas;
- moving around;
- common areas;
- and good hygiene.

Examples of advice to follow include:

- ensuring facilities for hand washing and hand sanitizer are provided;
- implementing measures to ensure that people are 2 metres apart (such as reducing the number of people in the workplace and use of plastic screens);
- providing signage to remind workers of the measures in place;
- limiting movement between buildings to essential trips;
- providing equipment to employees to enable work from home as much as possible.

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## UNITED KINGDOM

### Companies must continue to allow drivers access to welfare facilities during the coronavirus outbreak and driver hours rules apply

**Abstract:** Companies must continue to allow delivery drivers to access welfare facilities on their premises during the coronavirus outbreak. In addition, relaxation of rules concerning drivers hours no longer applies.

**Business Impact:** If the company has delivery drivers visit its premises, it must continue to allow access to welfare facilities during the coronavirus outbreak. In addition, the company must be aware that the temporary relaxation of driver's hours rules no longer applies.

**Analysis:** During the coronavirus outbreak, companies must continue to allow delivery drivers to access welfare facilities on their premises. The Health and Safety Executives guidance on [Arangements for driver welfare and hours of work during the coronavirus outbreak](#) clarifies that preventing access is against the law and that equally it is not the sensible thing to do. Failure to allow access to welfare facilities may increase the risk of the COVID-19 infection spreading. In addition, the temporary and limited relaxation of the enforcement of drivers' hours rules for the drivers of vehicles involved in the delivery of food, non-food (personal care and household paper and cleaning) and over the counter pharmaceuticals, [no longer applies as of 15 June 2020](#).

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## UNITED KINGDOM

### Companies reminded of responsibilities concerning legionella during coronavirus outbreak

**Abstract:** Companies which have closed premises or had reduced occupancy during the coronavirus outbreak should review their risk assessment when using water systems and air-conditioning units again.

**Business Impact:** If the company has closed premises or had reduced occupancy rate in its buildings during the coronavirus outbreak, it should take the appropriate measures before returning to ensure that the risk of legionella is controlled. The company must review its risk assessment before restarting water systems, cooling towers and air conditioning units and carry out sufficient cleaning and disinfection.

**Analysis:** Since 18 May, companies which have closed premises or had reduced occupancy during the coronavirus outbreak should consult guidance reminding them of their responsibilities concerning [legionella in the workplace](#). As a result of reduced occupancy or closure of buildings during coronavirus, water system stagnation can occur due to lack of use, increasing the risks of Legionnaires' disease. Companies are reminded to review their risk assessment and manage the legionella risks when they:

- reinstate a water system or start using it again;
- or restart some types of air conditioning units.

If the water system has still been used regularly, companies must maintain the appropriate measures to prevent legionella growth. Hot and cold water systems should be cleaned and disinfected before the building is occupied. Companies with cooling towers and evaporative condensers should have reviewed operations in advance and have existing plans in place to ensure safe systems of work continue during any shutdown. This includes ensuring that: adequately trained personnel are available to carry out essential checks and monitoring chemical supplies are maintained and dosed appropriately

If cooling towers and evaporative condensers are likely to be out of operation for:

up to a month- isolate fans, but circulate biocidally-treated water around the system for at least an hour each week

more than a month- drain down the systems and clean and disinfect them. Clean and disinfect the systems again before refilling and returning to operation.

Companies which have air conditioning units that have a source of water that can generate aerosol, will need to assess the risks of legionella being present within them before restarting. Small wall or ceiling-mounted units with closed cooling systems should not present a risk. Larger units may present a risk if they have improperly drained condensate trays, or humidifier or evaporative cooling sections where water can stagnate, becoming a reservoir for bacteria to grow.

## UNITED KINGDOM

### Companies should review guidance on how to deal with first aid during coronavirus

**Abstract:** Companies should review and adapt their first aid needs assessment, ensure adequate first aid cover and review qualifications during the coronavirus outbreak.

**Business Impact:** The company should review its risk assessment and adapt its first aid needs assessment in the context of COVID-19. It must ensure that its first aiders are aware of the steps to take when providing first aid and that there is enough cover in place. If the companies first aiders need to renew their qualifications, the validity of the qualification is extended until 30 September 2020 in England and until further notice in Scotland and Wales.

**Analysis:** Since 18 May, companies can consult guidance from the Health and Safety Executive on carrying out [first aid at the workplace during the coronavirus outbreak](#). The guidance also provides information on first aid cover and the status of first aid qualifications during this period. **Risk assessment** Companies, when reviewing their risk assessment to include working during the outbreak, should consider refreshing their first aid at work needs assessment. They should consult with their first aiders on whether any specific factors should be taken into account. First aiders should be made aware of equipment they can use to minimise the risk of infection transmission. **Guidance for first aiders** First aiders are encouraged to assist at a safe distance from the casualty as much as they can and minimise the time in which they share a breathing zone with the casualty. However, treating the casualty properly should be the main concern. During CPR, the first aider should take the following steps:  
Call 999 immediately – telling the call handler if the patient has any COVID-19 symptoms  
Ask for help. If a portable defibrillator is available, ask for it  
Before starting CPR, to minimise transmission risk, use a cloth or towel to cover the patient's mouth and nose, while still permitting breathing to restart following successful resuscitation  
If available, use:

- a fluid-repellent surgical mask
- disposable gloves
- eye protection
- apron or other suitable covering
- Only deliver CPR by chest compression and use a defibrillator (if available) –**do not** carry out rescue breaths

For other injuries and illnesses:

If they suspect a serious illness or injury, they should call 999 immediately – telling the call handler if the patient has any COVID-19 symptoms;

If giving first aid to someone, they should use the recommended equipment listed above if it is available.

After delivering first aid, first aiders should:

Ensure they safely discard disposable items and clean reusable ones thoroughly; Wash their hands thoroughly with soap and water or an alcohol-based hand sanitiser as soon as possible.

**First aid cover** If fewer people are coming into your workplace it may still be safe to operate with reduced first aid cover. Companies could also stop higher-risk activities. Companies could also share first aid cover with other businesses however they must be sure that they have the knowledge, experience and availability to cover their first aid needs. Whoever provides the temporary cover must make sure they do not adversely affect their own first aid cover. **First aid qualifications** If the companies first aiders hold a first aid certificate that expires on or after 16 March 2020 and cannot access requalification training because of coronavirus, they may qualify for an extension. This applies to:

- Offshore Medic (OM);
- Offshore First Aid (OFA);
- First Aid at Work (FAW); and
- Emergency First Aid at Work (EFAW).

To qualify for the extension, they must be able to:

explain why they have not been able to requalify;  
demonstrate what steps they have taken to access the training, if asked to do so.

HSE has agreed a final deadline for requalification for these qualifications of **30 September 2020**. The deadline for completing requalification training in Scotland and Wales, will be reviewed by HSE over the coming months. Employers or certificate holders should still try to arrange requalification training at the earliest opportunity. If first aiders are unable to access annual refresher training face to face during the coronavirus (COVID-19) outbreak, HSE supports the use of online refresher training to keep their skills up to date. HSE still strongly recommends that the practical elements of actual FAW, EFAW and requalification courses are delivered face to face, so that competency of the student can be properly assessed.

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## JAPAN NATIONAL

### COVID-19 contact confirming application released

**Abstract:** As of 19 June 2020, employers should be aware that a contact confirming application for the coronavirus has been developed and released in Japan.

**Business Impact:** The company can recommend its employees to download and use the newly released COVID-19 Contact Confirming Application (COCOA), in order to prevent the spread of COVID-19.

**Analysis:** The [Press release on the COVID-19 Contact Confirming Application \(COCOA\)](#) (新型コロナウイルス接触確認アプリ (COCOA) をリリースします) provides detailed information on the application. This application can be downloaded and used via the smartphone of each individual and with the consent of the user. It can notify the user about the possibility of contact with a person who is positive for COVID-19. By

knowing the possibility of contact with a positive person, the user can quickly get support from the public health center, such as taking an examination. It is expected that the increase in the number of users will help prevent the spread of infection.

## 2. June 22, 2020

### UNITED KINGDOM

#### Companies operating labs and research facilities should follow updated guidance on COVID-19

**Abstract:** Since 14 June 2020, companies carrying out operations in labs and research facilities should follow updated guidance on how to work safely during COVID-19. This includes following guidance concerning social distancing at work, Personal Protective Equipment to be used in the workplace and hygiene measures.

**Business Impact:** If the company operates labs or research facilities, it should ensure that it implements the guidance concerning working safely in the context of COVID-19. As a result, the company must carry out a risk assessment to determine the measures which must be taken to manage COVID-19 and reduce risk. The actions which the company should take include, among other things, prioritizing work from home and determining which staff members need to be on-site, taking actions to mitigate possible COVID-19 transmission when 2-metre distancing cannot be observed and ensuring sufficient washing and sanitizing facilities.

**Analysis:** The [Working safely during COVID-19 in labs and research facilities: COVID-19 secure guidance for employers, employees and the self-employed \(Version 2.0\)](#) provides employers running factories, plants and warehouses with practical guidance on how to manage the risks of COVID-19. The guidance has been updated to provide details on the governments test and trace scheme and managing security risks. The guidance is divided into the following sections:

- thinking about risk;
- who should go to work;
- social distancing at work;
- managing customers, visitors and contractors;
- cleaning the workplace;
- personal protective equipment (PPE) and face coverings;
- workforce management; and
- inbound and outbound goods.

The guidance does not supersede any legal obligations relating to health and safety, employment or equalities, and it is important that as businesses continue to comply with existing obligations. The guidance should be taken into account when complying with these obligations in the context of COVID-19. Labs and research facilities include indoor research environments such as:

- engineering centres;
- clean rooms;
- prototyping centres;
- wet labs;
- wind tunnels;
- computer labs;
- simulators;
- material development labs;
- specialist testing rooms; and
- similar workplaces.

The guidance recognises that Labs and research facilities require on-site collaboration between people, often in close proximity. Flexibility of both shifts and floor layouts may be limited and there is a high use of multiple-use items such as testing machines and apparatus, not all of which can be washed down.

Companies need to carry out a risk assessment to ensure that the risks of COVID-19 are assessed and managed, whilst recognising that the risk of COVID-19 cannot be completely eliminated. The risk assessment should be used to inform the decisions and control measures which are taken. Companies also have a duty to consult employees on the measures being taken and involve them in the decision-making. They must consult with the health and safety representative selected by a recognised trade union or, if there isn't one, a representative chosen by workers, including measures concerning COVID-19. The results of risk assessments should be shared with the workforce. If possible, companies should publish the results on their website (all employers with over 50 workers are expected to do so).

The guidance provides advice on determining who should physically go to the workplace. Priority should be with:

Workers in roles critical for business and operational continuity, safe facility management, or regulatory requirements and which cannot be performed remotely; and

Workers in critical roles which might be performed remotely, but who are unable to work remotely due to home circumstances or the unavailability of specialist equipment required for Research & Development.

Any employees who are considered clinically vulnerable should work from home. If this is not possible, they should be offered the option of the safest available on-site roles, enabling them to stay 2 metres (m) away from others. Any workplace risk must take into account specific duties to those with protected characteristics, such as expectant mothers or those living with vulnerable people. Companies must make reasonable adjustments to avoid disabled workers being put at a disadvantage as a result of the measures. It is also recommended that support concerning mental health and well being is available for employees. Those who are self-isolating cannot come to the workplace and are advised to use the government's test and trace service.

Companies need to take steps to maintain social distancing and ensure that hand washing facilities or hand sanitizer are available at entry and exit points. Measures should also be taken to limit interaction when inside buildings, such as implementing a one-way flow and reducing maximum occupancy of lifts. Unlike offices, R&D facilities may need workers to share workstations and equipment. If they need to be shared, they should be shared by the smallest possible number of people. Meetings should be held outdoors or in well-ventilated rooms as much as possible. The guidance recognizes that it will not always be possible to keep a distance of 2m in labs and R&D facilities that may be designed for close-proximity collaboration.

Fixed equipment may mean that changing layouts to create more space may not be practical. Where the social distancing guidelines cannot be followed in full in relation to a particular activity, businesses should consider whether that activity needs to continue for the business to operate, and, if so, take all the mitigating actions possible to reduce the risk of transmission between their staff. Mitigating actions include:

Keeping the activity time involved as short as possible;

Using screens or barriers to separate people from each other;

Using back-to-back or side-to-side working (rather than face-to-face) whenever possible;

Reducing the number of people each person has contact with by using "fixed teams or partnering" (so each person works with only a few others); and

Increasing the frequency of hand-washing and surface cleaning.

Employees should be asked to change into work clothing and equipment on-site using appropriate facilities/changing areas, where social distancing and hygiene guidelines can be met. Lab clothing and equipment such as goggles should be washed on-site rather than by individual staff members at home. Areas used for breaks should be moved outside where possible or when inside, social distancing must be maintained. Social distancing applies to common areas such as toilets, showers, lockers and changing rooms and floor marking should be used. Also, the opening of staff canteens should be avoided as much as possible. If the company has any external visitors they must be informed on social distancing and hygiene measures on arrival through, for example, signage, visual aids and before arrival, for example, by phone, on the website, or by email.

During the provision of first aid, the 2-metre distance does not need to be applied, if it would be unsafe. Those involved in delivering first aid should pay particular attention to sanitary measures immediately afterwards.

Before reopening and having employees onsite again, companies should check whether ventilation systems require adjustment or servicing. Where systems serve multiple buildings companies should seek advice from a heating ventilation and air conditioning (HVAC) engineer or adviser.

Workplaces should not encourage the precautionary use of extra PPE to protect against COVID-19 outside clinical settings or when responding to a suspected or confirmed case of COVID-19. The risk assessment should reflect the fact that the role of PPE in providing additional protection from COVID-19 is extremely limited. However, if a risk assessment does show that PPE is required, then it must be provided free of charge to workers who need it. Any PPE provided must fit properly. Wearing a face covering is optional and is not required by law, including in the workplace. If worn, it is important to use face coverings properly and wash hands before putting them on and before and after taking them off. Employers should support their workers in using face coverings safely if they choose to wear one. This means telling workers:

- Wash your hands thoroughly with soap and water for 20 seconds or use hand sanitiser before putting a face covering on, and before and after removing it;
- When wearing a face covering, avoid touching your face or face covering;
- Change a face covering if it becomes damp or if touched;
- Continue to wash hands regularly;
- Change and wash face-covering daily;
- If the material is washable, wash in line with the manufacturer's instructions. If it's not washable, dispose of it carefully in usual waste;
- Practise social distancing wherever possible.

If companies carry out or receive deliveries or operate vehicles, they should among other things:

- encourage drivers to stay in their vehicles where this does not compromise their safety and existing safe working practice;
- enable drivers to access welfare facilities when required;
- where possible and safe, have single workers load or unload vehicles; and
- limit passengers in corporate vehicles, for example, work minibuses. This could include leaving seats empty.

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## INTERNATIONAL

### Training certificates of safety advisers for the rail transport of dangerous goods expired between 1 March and 1 November 2020 remain valid until 30 November 2020

**Abstract:** Since 1 March 2020, safety advisers for the rail transport of dangerous goods with a training certificate which validity ends between this date and 1 November 2020 can continue to carry out their activities. Safety advisers who pass an examination by 30 November have the validity of their certificates extended for 5 years, counted from its original date of expiry.

**Business Impact:** If the facility consigns dangerous goods for rail transport within the EU Member States (except than Bulgaria, Cyprus, Estonia, Ireland, Malta or Slovenia), Norway, Serbia, Switzerland and the United Kingdom, and its appointed safety adviser has a certificate of training which expires 1 March and 1 November 2020, the safety adviser can continue his/her activities until 30 November 2020 without renewing this certificate. If the safety adviser passes an examination before 30 November 2020, its training certificate is valid for 5 further years, counted from the certificate's original date of expiry.

**Analysis:** In June 2020, the Intergovernmental Organisation for International Carriage by Rail (OTIF) published [Multilateral Special Agreement RID 1/2020 under section 1.5.1 of RID concerning safety adviser certificates in accordance with 1.8.3.7 of RID](#). Due to the COVID-19 pandemic, it extends the validity of certificates of training of safety advisers for the road transport goods which validity ended since 1 March 2020. Certificates of training as a safety adviser for the transport of dangerous goods which validity ends between 1 March 2020 and 1 November 2020 remain valid until 30 November 2020. If their holder passes an examination until 30 November 2020, their validity will be extended by 5 years, counted from the original date of expiry. The examination must assess the adviser's knowledge of the items listed in section 1.8.3.11 (b) of the [International Convention concerning the Carriage of Dangerous Goods by Rail \(RID 2019\)](#), such as: -classification of dangerous goods (such as the procedure for classifying solutions and mixtures and structure of the list of substances); -general packing provisions and provisions for tanks and tank-containers (types, code, marking, construction, initial and periodic inspection and testing); -segregation of goods; and -cleaning and/or degassing before packing, filling, loading and after unloading. The Multilateral Special Agreement RID 1/2020 is valid from 1 March to 1 December 2020, for the carriage of dangerous goods by road in the territory of the signatory countries (as of 1 June 2020, all EU Member States (except Bulgaria, Cyprus, Estonia, Ireland, Malta and Slovenia), Norway, Serbia, Switzerland and the United Kingdom). **Background information** According to RID 2019, facilities involved in the rail transport of dangerous goods, such as consignors, loaders or unloaders, must appoint 1 or more safety advisers for the carriage of dangerous goods. The appointed safety adviser(s) must hold a valid vocational training certificate issued by the competent authority of a RID contracting country.

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## ISRAEL

### Companies must comply with social distancing and other requirements introduced in order to curb the spread of the coronavirus (COVID 19)

**Abstract:** As of 21 March 2020, companies have to comply with emergency measures introduced in order to curb the spread of the coronavirus (COVID 19). This follows from the adoption of the Emergency Regulations of 21 and 22 March 2020 by the Israeli Government which introduces requirements on social distancing, the maximum amount of employees in an office as well as rules on mask wearing.

**Business Impact:** The company must immediately limit the amount of workers present at the workplace and ensure social distancing in order to curb the spread of the coronavirus (COVID 19). The company has to ensure compliance with the emergency requirements, such as: - regular body temperature screening; - face mask obligation; - keeping maximum allowed amount of people at a certain space (not be more than 10 or 15% of all the workers at the same in the same office); - scheduling the same workers group to the same shifts, shuttles; and - minimizing contact by eating and drinking alone at permanent spaces, using own stationary.

**Analysis:** In March and April 2020, the Israeli Government published two Emergency Regulations and an amendment to the Public Health Decree in order to introduce measures to curb the spread of the coronavirus (COVID-19) in Israel. More specifically, [the Emergency Regulations of 21 and 22 March 2020](#) introduced requirements on social distancing and on the maximum amount of employees allowed to be in an office. At the same time, [the Amendment to the Public Health Decree of 26 April 2020](#) introduced the obligation of wearing a face mask in public spaces. The Regulations and the Decree came immediately into force. **The Emergency Regulations introduced the following:**  
the maximum amount of workers in an office at any given time must not be more than 10 or 15% of all the workers (the higher sum of the two options);  
30% employment is possible if the employer can prove it is vital for the functionality of the company. In this

case, a formal application containing the names of the vital workers, their titles and explanations on why they are vital has to be supplied to the General Manager of the [Ministry of Economy and Industry](#) (משרד הכלכלה והתעשייה);

100% of the workers are allowed in the construction and infrastructure sectors if the workers are working outdoors ( "outdoors"- a space where less than 70% of the windows and doors are installed).

The employer must prevent the entrance of an amount of employees higher than mentioned above. An employee whose employer has informed him not to arrive to the workplace is not allowed at the premises. A workplace involving ongoing public interaction (customers, suppliers etc.) must limit the amount of employees to the minimum, i.e. to a vital amount for the proper functioning of the company, for example: if there is a service counter, a divider must be installed to reduce the risk of infection. If there's a sprinkler system at the building or fire suppression, the divider should be installed from the floor up to 50cm beneath the ceiling. The same rule applies for workers who cannot keep a distance of at least 2 meters at the same space;

the following must be tested on whoever enters the premises:

- body temperature screening and (or) cough; -previous interactions with identified Coronavirus carriers in the last 2 weeks. Any person, worker or not, who answered positively to one of these questions (unless he suffers of chronicle asthma or allergy) will not be allowed at the workplace. Furthermore, the maximum amount of both employees as well as visitors cannot exceed 51 people and a distance of 2 meters must be kept. At any other circumstances, the calculation is 1 person per 7 square meters and the only exception is the parking lot.

#### **The employer must ensure:**

the use of face masks by both interacting entities;

a poster at the entrance and other visible spaces regarding the obligation of wearing a face mask and the maximum amount of people allowed per space;

the refusal of entrance for persons without a face mask, except in the following cases:

- the person concerned is under 7 years of age; and -the person concerned is unable to wear a face mask due to mental or health illness. A workplace involving shifts rotation system has to, if possible, schedule the same workers at the same shifts. Additionally, each employee must have his own personal office equipment (computer, mouse etc.). If needed, more than one person can share the equipment, if thoroughly sanitized beforehand. The employer has to remind the workers on the importance of respecting hygiene requirements. **The following requirements apply to elevator usage:**

not more than 2 people are allowed in the elevator;

in a building of 5 floors and more, the maximum amount of persons is half the general allowed amount; and the employer must place a sign with the maximum allowed amount of people before entrance to the elevator.

However, at a building of 5 floors and more, the maximum amount of persons is half the general allowed amount. Eating and drinking has to be done, if possible, at the worker's permanent space. In case the district doctor confirms the spread of the coronavirus (COVID 19) at the workplace, the space must be immediately closed, fully or partially, for a period that will not exceed the end of the epidemiological research conducted by the [Ministry of Health](#) (משרד הבריאות). An employer who employs more than the above mentioned amount of workers at the same time and space or does not comply with the emergency requirements mentioned above could be subject to 6 months of jail or to a financial fine (up to 14,400 Israeli Shekels = 3,727EUR) as stated in **Article 61a1** of [the Penal Code](#) (חוק העונשין)

## **BRAZIL FEDERAL**

**Factories holding a valid conformity certificate to be subject to flexible inspection rules and procedures from INMETRO during COVID-19 pandemic**

**Abstract:** Since 30 March 2020 and until the end of the COVID-19 pandemic, factories manufacturing products subject to certification and which hold a valid conformity certificate (**Certificado de Conformidade**), such as toys or PPE, can be exceptionally subject to more flexible inspection rules and procedures from the National Institute for Meteorology, Quality Control and Technology (**Instituto Nacional de Meteorologia, Qualidade e Tecnologia – INMETRO**).

**Analysis:** [INMETRO Ordinance 111/2020](#) of 27 March 2020 establishes more flexible inspection rules and procedures from INMETRO's Product Certification Bodies (**Organismos de Certificação de Produtos - OCP**) to inspect conformity certificates (**Certificados de Conformidade**) during the COVID-19 pandemic. It entered into force since 30 March 2020 and reviews and replaces [INMETRO Ordinance 79/2020](#). The Resolution applies to factories that operate in Brazil and hold a conformity certificate (**Certificado de Conformidade**) for a product which marketing and Brazil is only allowed if it passed a conformity assessment, such as [PPE anti fall components](#), [PPE isolating rubber gloves](#), [PPE filtering masks](#), or [public forest concessions](#). The main changes introduced are: - the exceptional possibility to carry out remote inspections for renewal, maintenance or initial concession certification (**Concessão Inicial**); - flexible rules for inspection postponement (for example, a new inspection must be rescheduled for up to 6 months later, even if this means that 2 inspections will be carried out for the same evaluation phase); and - the postponement for up to 6 months to the obligation of submitting test reports (**Relatórios de Ensaio**) prior to the renewal, maintenance or initial concession of object registration (**Concessão Inicial de Registro de Objeto**) based on a Product Supplier Statement (**Declaração do Fornecedor de Produto**). **Renewal and maintenance certification** INMETRO Ordinance 111/2020 introduces that OCPs can carry out remote inspections or postpone regular inspections for up to 6 months after the initial date. As a result, 2 inspections can be carried out at the same evaluation phase. The Ordinance also introduces the possibility to obtain the Document of Certification Maintenance - DMA (**Documento de Manutenção da Certificação**) from the OCP without need to previously inspect the Conformity Evaluation Requirements for the Custody Chain of Forest Products (**Requisitos de Avaliação da Conformidade para Cadeia de Custódia para Produtos de Origem Florestal - RAC**) when there is a justification. Moreover, it postpones the obligation to submit test reports (**Relatórios de Ensaio**) prior to the maintenance or renewal inspections for object registration (**Concessão Inicial de Registro de Objeto**) based on a Product Supplier Statement (**Declaração do Fornecedor de Produto**) for up to 6 months after the expiry date. **Initial certification** INMETRO Ordinance 111/2020 introduces exceptional flexible rules for compliance inspection procedures for initial concession certification (**Concessão Inicial**) from the OCP, for example, the possibility to carry out a remote inspection followed by regular inspections up to 6 months later. The Ordinance also introduces the possibility to obtain initial certification from the OCP without need to previously inspect the RAC when there is a justification. The OCP must inspect the RAC up to 6 months after issuing the initial concession certificate. Furthermore, it introduces the exemption to submit test reports (**Relatórios de Ensaio**) in prior to obtaining initial certification for object registration (**Concessão Inicial de Registro de Objeto**) based on a Product Supplier Statement (**Declaração do Fornecedor de Produto**). The operator must submit test reports to INMETRO up to 6 months after the initial concession.

## UNITED STATES MICHIGAN

### Companies must comply with maximum size limits on all gatherings or events and safety standards for fitness facilities

**Abstract:** Businesses and building owners are authorized to deny entry or access to an individual who refuses to wear face-coverings unless the person cannot medically tolerate face coverings. Social gatherings and events are allowed in Michigan as long as social distancing is maintained and they do not exceed a maximum number of people. All businesses must continue to comply with workplace safety

requirements updated in Executive Order 2020-114. Companies that operate fitness centers must comply with safety standards such as posting signs outside of entrances informing individuals not to enter if they have recently been sick and maintaining records of date and time of an event, name of attendees, and contact information.

**Business Impact:** The company must continue to comply with COVID-19 workplace safety standards reiterated in Executive Order 2020-114 such as developing a COVID-19 preparedness and response plan, designating one or more supervisors to implement, monitor, and report on COVID-19 Plan, conducting COVID-19 training to employees, making cleaning supplies available, and providing face coverings. If the company has fitness or exercise facilities, it must comply with safety standards specific to those facilities. Those standards include posting signs outside of entrances informing individuals not to enter if they have recently been sick, maintaining records of date and time of an event, name of attendees, and contact information, and regularly disinfect equipment. Indoor gatherings or events are limited to 50 people and outdoor gatherings or events are limited 250 people. The company should also note that it is allowed to deny entry to any individual who refuses to wear face coverings unless the individual is medically unable to tolerate a face covering.

### **Analysis: Actionable Requirements**

All businesses or operations must continue to comply with the workplace safety standards updated in Executive Order 2020-114.

Companies that operate fitness centers and other sports or exercise facilities must: post signs outside of entrances informing individuals not to enter if they have recently been sick; maintain records of date and time of an event, name of attendees, and contact information; reduce class sizes and enable 6 feet of social distancing; provide cleaning products, sanitizer, disinfecting wipes, soap, and water; regularly disinfect equipment; ensure proper operation of ventilation systems; increase circulation of air; regularly clean and disinfect public areas; and close saunas.

Businesses and building owners are allowed to deny entry to any individual who refuses to wear face coverings as required in Executive Order 2020-115 unless the individual is medically unable to tolerate a face covering.

Indoor social gatherings or events cannot exceed 50 people.

Outdoor social gatherings or events cannot exceed 250 people.

**What has changed?** On 5 June 2020, the previous COVID-19 workplace safety standards have been updated to include standards for fitness centers and other sports facilities. Other workplace safety standards applicable to all businesses, retail businesses, offices, and manufacturing facilities are the same as the previous order. Indoor and outdoor maximum social gathering sizes have been established as social gatherings among persons not part of the same household are permitted in Michigan.

All businesses or operations that are conducting in-person operations must continue to comply with workplace safety standards contained in Executive Order -114. For example, all business and operations must:

Develop a COVID-19 preparedness and response plan (COVID-19 Plan) within 2 weeks of resuming in-person activities and make a plan readily available to employees and customers via website, internal network, or by hard copy.

Designate one or more supervisors to implement, monitor, and report on COVID-19 Plan.

Conduct COVID-19 training to employees about, at a minimum, workplace infection-control practices, the proper use of personal protective equipment, procedures on notifying symptoms of COVID-19 or a suspected or confirmed cases, and ways to report unsafe working conditions and maintain training records.

Conduct a daily entry self-screening protocol for who enters the workplace and maintain records of entry;

Ensure social distancing on the worksite so that everyone is at least 6 feet from one another by, for example, employing ground markings, signs, or physical barriers.

Provide face coverings (non-medical grade) to their employees.

Require face coverings to be worn when employees cannot consistently maintain 6 feet distance and consider face shields when employees cannot consistently maintain 3 feet of separation from other individuals in the workplace.

Implement increased cleaning and disinfecting measures, especially on high-touch surfaces and shared equipment or products.

Adopt protocols to clean and disinfect the facility in the event of a positive COVID-19 case in the workplace.

Make cleaning supplies available to employees upon entry and at the worksite.

Notify, within 24 hours, the local public health department and any workers who may have been close contact with the person when an employee is identified to have COVID-19 and maintain related records.

Must not discharge, discipline, or otherwise retaliate against employees who stay home or who leave work when they are at particular risk of infecting others with COVID-19.

Establish a response plan for dealing with confirmed infection in the workplace, including protocols for sending employees home and for temporary closures of all or part of the worksite to allow for deep cleaning.

Restrict business-related travel.

Encourage employees to use personal protective equipment and hand sanitizer on public transportation.

Promote remote work to the fullest extent possible.

Adopt any additional infection-control measures that are reasonable in light of the work performed at the worksite and the rate of infection in the surrounding community.

Workplace safety standards for manufacturing facilities include: creating dedicated entry points at every facility for daily screening and ensuring physical barriers are in place to prevent bypass; suspending all non-essential visits; training employees on routes by which the virus is transmitted, distance that the virus can travel in the air, and the use of personal protective equipment; and requiring employees to self-report to plant leaders as soon as possible after developing symptoms of COVID-19. Workplace safety standards for offices include: assigning dedicated entry points for employees; requiring face covers in shared spaces; posting signs about personal hygiene measures; and suspending all nonessential visitors. **More Information** Executive Order 2020-114 is available [here](#). Executive Order 2020-115 is available [here](#).

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## UNITED STATES HAWAII

### Medium-risk businesses must continue to implement safe practices as counties remain in Phase 2 of the state's reopening plan

**Abstract:** Effective 10 June 2020, companies considered medium-risk businesses must continue to comply with physical distancing and face-covering requirements, as well as any other applicable industry and regulatory guidelines related to COVID-19 issued by the federal, state, and local agencies. Medium-risk businesses are defined by each county and may include, for example, non-essential manufacturing and construction. High-risk companies must continue to cease in-person operations until 31 July 2020, unless otherwise amended.

**Business Impact:** If the company is considered a medium-risk business and was permitted to reopen under the county's Phase 2 order, it must continue implementing safe practices at its workplaces, including physical distancing and face-covering requirements. Further, the company must continue to follow any guidelines issued by the county. Lastly, the company must continue to adhere to industry-specific guidance issued by federal, state, or local agencies and industry organizations. If the company is not among the medium-risk workplaces, it must continue to require all employees to stay at home and work from home or cease operation.

### **Analysis: Actionable Requirements**

If the facility is engaged in a non-essential high-risk business, it requires all employees to work from home.  
If the facility is engaged in an essential business or non-essential medium-risk business, it implements safe practices in the workplace, such as providing sanitizing products.  
If the facility conducts in-person operations, it ensures that all employees who may interact with the public wear face coverings.

**What Has Changed** The Ninth Supplementary Proclamation continues to allow non-essential medium-risk businesses to conduct in-person operations and require non-essential high-risk businesses to remain closed.

On 10 June 2020, the Hawaii State Governor David Y. Ige issued the Ninth Supplementary Proclamation to continue protecting the state from the 2019 novel coronavirus disease (COVID-19). The Proclamation extends COVID-19 emergency period to 31 July 2020 and directs counties to stay in Phase 2 of the State Roadmap to Recovery and Resilience until further notice. Accordingly, companies must continue to comply with county-specific reopening guidance, safe practices under the Ninth Supplementary Proclamation, and any applicable industry-specific standards published at the county, state, and federal levels. **More Information** For more information, see the Office of the Governor website for the [Ninth Supplementary Proclamation](#). Additional information on the current reopening status in Hawaii, including county-specific and industry-specific reopening guidelines, is available on the [Hawaii Recovery Navigator](#) website.

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## **UNITED STATES LOUISIANA**

### **Nonessential businesses to operate at 50 percent of the maximum building capacity and continue implementing COVID-19 prevention measures under the updated Phase 2 guidance**

**Abstract:** Companies that are not among the critical infrastructure sectors must review the updated Phase 2 reopening guidance issued by the Office of Louisiana State Fire Marshal (SFM). As of 5 June 2020, companies previously permitted to reopen under Phase 1 of the Roadmap to a Resilient Louisiana are now allowed to expand operations up to 50 percent occupancy. Such companies must continue to ensure that employees maintain at least 6 feet of separation from among themselves and from the public and implement all applicable COVID-19 prevention measures, such as face-coverings, hand hygiene, and sensitization.

**Business Impact:** If the company is not engaged in the critical infrastructure workforce and was permitted to reopen under Louisiana's Phase 1 the Order, it is now allowed to operate at 50 percent of the maximum building capacity, beginning 5 June 2020. The company must review the Phase 2 reopening guidance and adhere to mitigation standards, such as moderate social distancing, sanitation, and masks for employees interacting with the public. If the company owns or operates any food establishment, such as a business cafeteria or onsite canteen, it may continue dine-in service at 50 percent occupancy. However, the company must continue to close any common food stations. If the company owns or operates a gym or fitness center in its building, it may continue the operation at 50 percent occupancy with enhanced sanitation.

### **Analysis: Actionable Requirements**

If the facility owns or operates any gym or fitness center, it operates at 50 percent of the maximum building capacity.  
If the facility owns or operates any food establishment, it operates at 50 percent of the maximum building

capacity.

If the facility is not engaged in the critical infrastructure workforce, it operates at 50 percent of the maximum building capacity.

If the facility resumes in-person workforce, it ensures that the employees are maintaining social distancing among themselves and from the public.

If the facility resumes in-person workforce, it ensures that employees are wearing face coverings when interacting with the public.

If the facility resumes in-person workforce, it implements applicable preventive measures based on Louisiana's industry-specific guidance.

**What Has Changed** The Proclamation Number JBE 2020-74 allowed nonessential businesses, including food establishment and fitness centers, to operate at 50 percent occupancy, with social distancing and appropriate protection measures under Phase 2 guidance.

On 4 June 2020, the Louisiana State Governor John Bel Edwards issued a Proclamation Number JBE 2020-74 (74 JBE 2020) as a continued effort to slow the spread of the 2019 novel coronavirus disease (COVID-19). The Proclamation declares that the state enters Phase 2 of its Roadmap to a Resilient Louisiana from 5 June to 26 June 2020. Specifically, the Proclamation allows businesses previously permitted to reopen under Phase 1 to operate at 50 percent occupancy while continuing to adhere to reopening requirements, such as maintaining social distancing. **Proclamation Number JBE 2020-74** As with the previous Proclamations, 74 JBE 2020 requires all individuals residing in Louisiana to stay home as much as possible, except to perform permitted activities. Individuals are permitted to travel outside the house for an essential activity, such as obtaining food, medicine, or medical care. Further, individuals performing essential job functions are permitted to leave their homes. Further, 74 JBE 2020 allows those nonessential businesses permitted to reopen under Phase 1 of the [Roadmap to a Resilient Louisiana](#) to operate at 50 percent of the total occupancy, beginning 5 June 2020. Such companies must continue to comply with the Phase 2 reopening and industry-specific requirements. The requirements are the same as the Phase 1 requirements. However, under Phase 2, companies must maintain moderate social distancing, instead of strict social distancing previously required under Phase 1. Lastly, companies must follow the applicable [Phase 2 guidance](#) issued by the Office of Louisiana State Fire Marshal (SFM). The Phase 2 guidance updates the Phase 1 guidance with additional requirements and clarification of existing requirements. Accordingly, companies must review the updated guidelines and adhere to the mitigation standards to prevent the spread of COVID-19. **More Information** For more information, see the Office of the Governor website for [74 JBE 2020](#). Additional information, including the most current COVID-19 status in Louisiana, is available on the [State of Louisiana Coronavirus Updates](#) website.

## UNITED STATES LOUISIANA

### Companies have additional time to comply with the LDEQ deadlines that fall between 19 March and 26 June 2020, including periodic monitoring submissions

**Abstract:** Effective until 26 June 2020, companies adversely impacted by the 2019 coronavirus disease (COVID-19) must meet the extended deadlines for complying with the Louisiana Department of Environmental Quality (LDEQ) orders, regulations, permits, or other requirements. Unless otherwise amended, companies must comply with the usual deadlines after 26 June 2020.

**Business Impact:** If the company is unable to meet certain deadlines imposed by the Louisiana Department of Environmental Quality (LDEQ) due to the 2019 coronavirus disease (COVID-19), it must

comply with the amended compliance deadlines that have been extended to 26 June 2020. Further, if the company is required to submit any materials or pay fees to LDEQ, it is now allowed to make electronic submission and payments until 26 June 2020. If the company makes electronic submission of permit application-related materials, it must provide hard copies to LDEQ by 26 July 2020.

#### **Analysis: Actionable Requirements**

If the facility cannot, or could not, meet the specified deadlines due to COVID-19, it complies with the amended deadlines that have been extended for an additional 30 days.

If the facility is required to submit permit-related materials from 19 March to 26 June 2020 but cannot access the physical drop box due to COVID-19, it submits such materials electronically by emailing the Louisiana Department of Environmental Quality (LDEQ) or using LDEQ's Dropoff Application website.

If the facility electronically submits permit-related materials from 19 March to 26 June 2020 due to COVID-19, it provides hard copies of such materials to the Louisiana Department of Environmental Quality (LDEQ) by 26 July 2020.

**What Has Changed** The Sixth Amended Declaration of Emergency and Administrative Order extended the expiration dates of previous declarations and orders to 26 June 2020.

On 5 June 2020, the Louisiana Department of Environmental Quality (LDEQ) issued the Sixth Amended Declaration of Emergency and Administrative Order (Amended Order) to address possible adverse impacts of the 2019 coronavirus disease (COVID-19). Specifically, the Amended Order provides continued relief from the requirements enforced by LDEQ, by extending the expiration dates of the previous declarations and orders. The Amended Order is effective until 26 June 2020, unless amended otherwise. **Sixth Amended Declaration of Emergency and Administrative Order** The Amended Order does not make substantive changes to the provisions of the previously issued declarations and orders. However, it extends the expiration dates of such provisions. For example, the previous 15 May 2020 Order granted an extension of time for certain deadlines that occur between 19 March and 5 June 2020. Under the Amended Order, the deadline now must fall between 19 March and 26 June 2020. Similarly, the previous order allowed companies to submit permit applications and other permit-related materials electronically by 5 June 2020. It also required companies to submit hard copies of such materials by 5 July 2020. Under the Amended Order, LDEQ now accepts electronic submittals by 26 June 2020, and companies must provide physical copies by 26 July 2020. **More Information** For more information, see LDEQ's website for the [Amended Order](#). Additional information, including the most current COVID-19 status in Louisiana, is available on the [State of Louisiana Coronavirus Updates](#) website.

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## QUERETARO

### **Environmental impact studies and Environmental Licenses for essential activities continue to be evaluated during COVID-19 pandemic**

**Abstract:** As of 5 May 2020, any documentation filed with the Secretariat of Sustainable Development (**Secretaría de Desarrollo Sustentable**) by an essential operation such as the food and beverage industry will continue to be processed, while the documentation for non-essential operations is suspended until the COVID-19 pandemic is over.

**Business Impact:** Companies undertaking essential activities, and currently involved in administrative procedures with the Secretariat of Sustainable Development must be aware that their procedures will continue to be evaluated and resolved. The administrative procedures included are environmental impact and risk assessment, industrial settlement authorization, the Environmental License, Special Management

Waste Management Plans, and the issuance of the Authorization for the use of special management waste. Companies undertaking non-essential facilities involved in administrative procedures with the Secretariat of Sustainable Development must be aware that their procedures will be suspended for the duration of the period that the sanitary measures have been issued. Consequently, any action, requirement, request, or promotion on non-essential activities shall take effect until the first working day after the deadline, which in Queretaro has been established until the Secretariat of Health provides a specific date.

**Analysis: Actionable requirements** The [Agreement Establishing Actions and Operational Measures to Address Public Health Emergencies from the Propagation of COVID-19 by the Secretariat of Sustainable Development of the Executive Power of the State of Queretaro](#) establishes the activities that the Secretariat of Sustainable Development (**Secretaría de Desarrollo Sustentable**) can carry out during the COVID-19 pandemic. It does not establish requirements for the private industry. **What has changed?** The Secretariat of Sustainable Development continues to conduct specific activities it considers essential during the COVID-19 so as to not affect the development of essential activities of the private industry. These activities include the reception, analysis, and resolution of Environmental Impact Studies and Environmental Risk Studies submitted exclusively for projects related to essential activities. Projects pending resolution at the date of entry into force of this Agreement, whatever its content, will continue to be analyzed and will be resolved within the deadline established in the [Environmental Protection Law for the Sustainable Development of the State](#) of Queretaro. The reception, processing, and resolution of the procedures related to non-essential activities are suspended for the duration of the period that the sanitary measures have been issued. Consequently, any action, requirement, request, or promotion on non-essential activities shall take effect until the first working day after the deadline, which in Queretaro has been established until the Secretariat of Health provides a specific date.

**Actionable requirements** The [Agreement Establishing Actions and Operational Measures to Address Public Health Emergencies from the Propagation of COVID-19 by the Secretariat of Sustainable Development of the Executive Power of the State of Queretaro](#) establishes the activities that the Secretariat of Sustainable Development (**Secretaría de Desarrollo Sustentable**) can carry out during the COVID-19 pandemic. It does not establish requirements for private industry. **What has changed?** The Secretariat of Sustainable Development continues to operate specific activities it considers essential during the COVID-19 so as to not affect the development of essential activities of the private industry. These activities include the receipt and dispatch of Induction Forms submitted exclusively for the industrial settlement authorization (**autorización de asentamiento industrial**) projects of industrial settlement-related essential activities. Industrial settlement projects that have a pending resolution at the date of entry into force of this Agreement, will continue to be analyzed and the Secretariat will determine as relevant within the foreseen timeframe in Article 16 of the [Law of Administrative Procedures of the State of Queretaro](#). **Additional information** Industrial parks and development must obtain a settlement authorization from the Secretariat of Sustainable Development. Industrial parks are areas exclusively for industries that are authorized and urbanized, are developed and administered with the intervention of public trust or authority. Industrial developments are areas exclusively for industrial settlements that are authorized and urbanized that are developed and administered by private parties.

**Actionable requirements** The [Agreement Establishing Actions and Operational Measures to Address Public Health Emergencies from the Propagation of COVID-19 by the Secretariat of Sustainable Development of the Executive Power of the State of Queretaro](#) establishes the activities that the Secretariat of Sustainable Development (**Secretaría de Desarrollo Sustentable**) can carry out during the COVID-19 pandemic. It does not establish requirements for private industry. **What has changed?** The Secretariat of Sustainable Development continues to operate specific activities it considers essential during the COVID-19 so as to not affect the development of essential activities of the private industry. These activities include reception of applications, analysis, and issuance of the Environmental License (**Licencia Ambiental**) for manufacturing only of supplies, medical equipment, and technologies for health care. The applications that

are pending resolution as of the date of entry into force of this Agreement, will continue to be analyzed and the Secretariat of Sustainable Development will determine what is appropriate within the deadline established in article 16 of the [Law of Administrative Procedures of the State of Queretaro](#). **Additional information** The Environmental License oversees the operation of industrial facilities in regards to air contamination prevention and control of establishments of State jurisdiction.

**Actionable requirements** The [Agreement Establishing Actions and Operational Measures to Address Public Health Emergencies from the Propagation of COVID-19 by the Secretariat of Sustainable Development of the Executive Power of the State of Queretaro](#) establishes the activities that the Secretariat of Sustainable Development (**Secretaría de Desarrollo Sustentable**) can carry out during the COVID-19 pandemic. It does not establish requirements for private industry. **What has changed?** The Secretariat of Sustainable Development continues to operate specific activities it considers essential during the COVID-19 so as to not affect the development of essential activities of the private industry. These activities include registration and processing of Special Management Waste Management Plans (**Planes de Manejo de Residuos de Manejo Especial**), as well as the issuance of the Authorization for the use of special management waste. **Additional information** The management plan is a comprehensive waste management instrument with specific mechanisms to minimize waste generation by recycling and the actions that recycling entails: return, storage, and valorization of waste. Large generators, producers, importers, exporters, and distributors of products that when they are discarded they become urban solid waste or special management waste must develop and implement a management plan.

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## UNITED STATES NEW YORK

### Companies can pre-screen individuals by taking their temperatures and deny entry of individuals who refuse to take the temperature check or have fever temperatures

**Abstract:** Effective 6 June to 6 July 2020, companies that allow individuals to enter the premises are permitted to require such individuals to undergo temperature checks before entry. If necessary, companies are allowed to deny entry of those refusing to go through the temperature screening or with a temperature above 100.4 degrees Fahrenheit.

**Business Impact:** If the company owns or operates facilities where outside individuals, including the members of the public, may enter the premises, it is now allowed to pre-screen such individuals for COVID-19 symptoms by conducting temperature checks at the entrances. If the company enforces the temperature screening requirement, it is allowed to deny entry of individuals who refuse to undergo the temperature check or have a fever temperature at above 100.4 degrees Fahrenheit or 38 degrees Celsius.

**Analysis: Actionable Requirements** If the facility has any individuals entering its premises, including the members of the public, it implements health screening practices, such as conducting temperature checks at entrances.

**What Has Changed?** Under the Executive Order (EO) Number 202.38, companies are allowed to require visitors to undergo temperature checks as a way to screen for COVID-19 symptoms.

On 6 June 2020, the New York State Governor Andrew Cuomo issued Executive Order (EO) Number 202.38 as a continued effort to slow the spread of the 2019 novel coronavirus disease (COVID-19). EO No. 202.38 authorizes commercial building owners and operators to perform temperature checks of individuals entering the premises. EO No. 202.38 is effective from 6 June through 6 July 2020, unless amended otherwise. Specifically, EO No. 202.38 allows companies to enforce mandatory temperature checks as a

part of their health screening practices. Accordingly, companies are permitted to require individuals to undergo temperature checks before entry. Companies are also allowed to deny entry of individuals who refuse to take the temperature check or individuals whose temperature is above 100.4 degrees Fahrenheit (38 degrees Celsius). **More Information** For more information, see the Office of the Governor website for [EO No. 202.38](#). Additional information, including the most current COVID-19 status in New York State, is available on [DOH's website](#).

## UNITED KINGDOM

### Companies operating certain equipment should follow guidance on examination and testing during COVID-19

**Abstract:** Companies operating machinery which requires examination and testing under specific regulations should consult guidance on how to meet such requirements during the COVID-19 outbreak.

**Business Impact:** If the company operates equipment which requires regular examination and testing in order to continue its operation, it should consult the guidance from the Health and Safety Executive to help determine if it can continue to use the equipment without inspection due to the restraints of COVID-19. The company should take all the necessary steps to ensure that examination and testing take place, as usual, however, if this is not possible it must carry out a risk assessment and take into account relevant advice. The company should not use equipment in the following situations:  
where thorough examination and testing is required due to an exceptional circumstance, for example, overloading;  
for equipment requiring thorough examination and testing before initial use; or  
following installation, or any significant repairs, modifications or changes.  
If the company operates pressure vessels if there is any delay in carrying out the examination, it should provide confirmation in writing to the inspection body, outlining the timescale as to when the examination will take place.

**Analysis:** The Health and Safety Executive (HSE) has issued guidance on how to meet legal obligations concerning the examination and testing of work equipment during coronavirus. The [Thorough examination and testing of equipment during the coronavirus outbreak: Your legal obligations](#) document clarifies the HSE's enforcement position during this time and the steps that companies should continue to take. The legal obligations it refers to come from:  
[the Lifting Operations and Lifting Equipment Regulations \(LOLER\)](#);  
[the Pressure Systems Safety Regulations \(PSSR\)](#);  
[the Provision and Use of Work Equipment \(PUWER\)](#) (including power presses);  
[the Control of Substances Hazardous to Health \(COSHH\)](#) (for local exhaust ventilation (LEV)); and  
[the Electricity at Work Regulations \(EWR\)](#).

The guidance is intended to ensure that work plant and equipment remain safe to use and provide a framework for decision-making if thorough examination and testing requirements cannot be met. The HSE will adopt a pragmatic and proportionate approach towards enforcement action for non-compliance with statutory requirements directly attributable to the coronavirus outbreak, with the usual response being to take no action if examination and testing is not carried out by the required date. Companies are expected to make all reasonable efforts to arrange for thorough examination and testing to be carried out within the statutory time limits. They should take steps to work with inspection bodies so that examinations can be carried out safely and that equipment is suitably cleaned, prepared, stripped-down where necessary and made ready before the inspection. Companies may open premises for inspections and this will not count as reopening for normal business activities. Companies should factor in that preparation work will take longer

(with reduced levels of staffing) and that workers may be working shifts. Companies are encouraged to follow guidance from the Department for Business, Energy and Industrial Strategy to ensure that inspection bodies can visit in a safe environment. This includes, for example, guidance on maintaining social distancing and carrying out a COVID-19 risk assessment. For pressure systems, if there is any delay in carrying out the examination, there should be confirmation in writing between the company and inspection body, outlining the timescale as to when the examination will take place. Continued operation of equipment beyond the period of examination should not be considered: • where thorough examination and testing is required due to an exceptional circumstance, for example overloading; • for equipment requiring thorough examination and testing before initial use; or • following installation, or any significant repairs, modifications or changes. The primary and overriding statutory obligation is to ensure that work plant and equipment remain safe to use. If the company having worked with their inspection body and/or (in the case of hired powered access equipment, air compressors etc) owner of the equipment, is unable to arrange an inspection within the specified time period, they must take competent advice. This may be possible from within the organisation, or if not, externally (for example the powered access equipment owner) and apply a robust, risk-based approach to decision-making about the continued operation of plant and machinery. In the case of LEV it is unlikely the LEV system itself will present a safety risk if used beyond the thorough examination and testing date. However, its control of airborne contaminant may be reduced.

If the company determines that equipment can be used outside its testing period, it must document: • the efforts they have made to get the plant examined; • their decision-making process; and • the factors considered justifying their decision to continue operating plant or equipment. These arrangements will be temporary, therefore needing: • regular review; • reinstatement to statutory compliance at the earliest opportunity; and • possible medium/long-term adjustment of examination schemes to take into account cumulative and/or differing damage during the outbreak. The guidance also provides information on what factors should be considered in the risk assessment when determining whether to continue to use the equipment, such as:

- the degree of potential harm if the equipment fails;
- the working environment and use for the equipment; and
- additional measures being put in place to manage the risk.

## MEXICO CITY

### The Single Certificates of Land Use Zoning and the Single Certificates of Digital Land Use Zoning can be processed online during the COVID-19 pandemic

**Abstract:** As of 4 May 2020, the evaluation and issuance of Single Certificates of Land Use Zoning (**Certificados Únicos de Zonificación de Uso del Suelo**) and Single Certificates of Digital Land Use Zoning (**Certificados Únicos de Zonificación de Uso de Suelo Digitales**) are considered as essential activities for the Secretariat of Urban Development and Housing (**Secretaría de Desarrollo Urbano y Vivienda**) during the COVID-19 pandemic.

**Business Impact:** Companies involved in the process of obtaining Single Certificates of Land Use Zoning and the Single Certificates of Digital Land Use Zoning can continue their process online and receive related notifications via email during the COVID-19 pandemic. Once the suspension of activities is lifted, hard copies of the documents can be obtained.

**Analysis: Actionable requirements** The [Agreement to specify electronic notifications indicated as essential functions exempt from the suspension of activities for the Secretariat of Urban Development and Housing of Mexico City](#) does not establish any actionable requirements for operators seeking to obtain the

Single Certificates of Land Use Zoning (**Certificados Únicos de Zonificación de Uso del Suelo**) and Single Certificates of Digital Land Use Zoning (**Certificados Únicos de Zonificación de Uso de Suelo Digitales**). **What has changed** As of 4 May 2020, the Single Certificates of Land Use Zoning and the Single Certificates of Digital Land Use Zoning can be submitted online and any notifications and communications issued by the Secretariat of Urban Development and Housing (**Secretaría de Desarrollo Urbano y Vivienda**) during the COVID-19 pandemic are considered valid. The electronic notifications that are made during the period of suspension of activities to which found exempted, will take effect pursuant to the Law of Administrative Procedure of Mexico City, once lifted the suspension of general activities. Once the suspension of activities is lifted, hard copies of the documents can be obtained. In compliance with the principle of good faith governing all administrative acts as well as those of maximum publicity and transparency in public activities, public versions of the instruments notified electronically will be made public so that any interested person may verify their authenticity and integrity.

## NUEVO LEON

### Facilities that conduct non-essential activities must remain shut down until 30 June 2020

**Abstract:** As of 31 May 2020, companies in the State of Nuevo Leon conducting essential activities, such as medical operations, manufacture and distribution of food and beverage industry, construction, car and truck manufacturing, and infrastructure services, can continue operating during the Coronavirus (COVID-19) pandemic, while companies conducting non-essential activities must remain closed until 30 June 2020.

**Business Impact:** If the company conducts essential activities such as the sale of products required to address the pandemic (food and beverages, personal protection equipment, and medical equipment) as well as the construction and car manufacturing industries, it must implement sanitary measures to continue operating during the COVID-19 pandemic. However, if the company conducts non-essential activities, it must follow orders to suspend activities until 30 June 2020.

**Analysis:** The government of the State of Nuevo Leon extends the shutdown of non-essential activities until 30 June 2020. The following activities which are considered as essential can continue operating during the SARS-CoV2 virus (COVID-19) outbreak:

activities that are directly necessary to address the pandemic such as medical and paramedical operations, support and administrative activities in the National Health System as well as the pharmaceutical operations (production and distribution), the manufacture of medical supplies and equipment, cleaning and sanitation of medical units, and operations regarding their supply and service;

activities in public safety and citizen protection, imparting justice, and legislative activities at the state level;

activities in the fundamental economy sectors such as financial, tax collection, sale and distribution of energy sources, gasoline and gas stations, generation and distribution of potable water, food and non-alcoholic beverage industry, food markets and supermarkets, groceries, self-service stores, and the sale of prepared food, passenger and cargo transportation, agricultural, fishing and livestock production, chemical industry, cleaning products, hardware stores, messenger services, private security, childcare, elderly care and housing, attention centers for female victims of violence and their children, telecommunication and information media, private emergency services, funeral and burial services, storage and refrigerated supply chain, logistics, (airports, ports, and railroad), as well as activities whose suspension can have irreversible effects for its continuation which must comply with [Technical Guidelines on Sanitary Safety in the Workplace](#) published by the Mexican Institute of Social Security (**Instituto Mexicano del Seguro Social - IMSS**); and

activities necessary for the conservation, maintenance, and repair of critical infrastructure that ensures the

production and distribution of indispensable services such as potable water, electric energy, gas, oil, gasoline, turbosine, basic sanitation, public transport, hospital and medical infrastructure, as well as construction, mining and the manufacture of transportation equipment and related activities.

The establishments that are considered essential and that must comply with the corresponding technical guidelines as well as the non-essential activities that will reopen when the Secretariat of Health and the Secretariats of Economy and Labor determine to do so must implement the following actions:

not conduct meetings or assemblies of more than 20 people, and keep a safe distance of 1.5 meters between each person;

promote frequent hand washing;

promote covering nose and mouth when coughing or sneezing with a disposable tissue or the internal angle of the arm;

promote safe distance greeting;

implement entry and exit filters; and

implement all other current safe distance measures including sanitary measures in the workplace issued by the Secretariat of Health.

[Agreement Number 6/2020 regarding the implementation of actions to address the sanitary emergency by the virus SARS-COV2 \(COVID-19\)](#), in the state of Nuevo Leon is available online in Spanish.

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## PORTUGAL

### Companies must continue to comply with health and safety rules due to the state of calamity in Portugal

**Abstract:** From 1 June 2020, companies reopening their business activities are subject to specific strict health and safety rules. Teleworking is only mandatory if the workplace does not comply with the minimum health and safety recommendations; or if it is requested by specific categories of workers, such as workers who are immuno-compromised. Companies must still comply with hygiene and social distancing rules, such as ensuring that individuals must stay, at least, 2 meters apart from each other.

**Business Impact:** The company must continue to ensure that use of spaces accessible to the public complies with the rule of the maximum occupancy of 0.05 individuals per square meter (m<sup>2</sup>), and that individuals can stay, at least, 2 meters apart from each other. The company must also set up strict regimes of daily and periodic cleaning, and disinfection of all the workspace, including any equipment, other objects and surfaces with which employees have daily direct contact, among others. If the workplace does not comply with the minimum health and safety recommendations issued by the competent authorities, the company's facilities must remain closed and its workers must work from home. Upon request, the company must also allow specific categories of workers, such as workers who are demonstrably immuno-compromised, to work from home.

**Analysis:** [Resolution of the Council of Ministers 43-B/2020 of 29 May 2020](#), extends the state of calamity (**estado de calamidade**) in Portugal, previously declared by [Resolution of the Council of Ministers 33-A/2020](#) and extended by [Resolution of the Council of Ministers 38/2020](#) and by [Resolution of the Council of Ministers 40-A/2020](#). [Resolution of the Council of Ministers 43-B/2020](#) came into force on 15 June 2020 and will remain in force until 28 June 2020, with the possibility of being extended. It maintained most of the rules set forth by [Resolution of the Council of Ministers 40-A/2020](#), establishing, for example, that companies are only required to comply with mandatory teleworking in the following situations: if the workplace does not comply with the minimum health and safety recommendations issued by the Directorate-General for Health (Direção-Geral da Saúde - DGS) or by the Authority for Working Conditions (Autoridade para as Condições de Trabalho - ACT), such as ensuring that workers can stay, at least, 2

meters apart from each other;  
if it is requested by workers who are proven to be immuno-compromised or who hold a disability of 60% or higher;  
if it is requested by workers who have to care for children under 12 years of age or with chronic illnesses or disabilities, due to the suspension of all school activities.  
According to Resolution 43-B/2020, companies must continue to comply with specific health and hygiene rules, such as:  
spaces accessible to the public must have a maximum occupancy of 0.05 individuals per square meter (m<sup>2</sup>);  
individuals must stay, at least, 2 meters apart from each other;  
if possible, different routes in and out of the building must be defined, to limit the employees' exposure to each other;  
strict regimes of daily and periodic cleaning and disinfection of all the workspace, including any equipment, other objects and surfaces with which employees have daily direct contact;  
provide for disinfection stations containing liquid alcohol-based solutions, to be placed by every entrance and exit of the building, as well as in other appropriate areas of the workspace; and  
any event promoted by the company must be limited to a presence of 20 people.  
Failure to comply with the mandatory health and safety rules constitutes a criminal act, punishable by the imposition of fines or even prison, under the relevant Portuguese criminal legislation. In order to stop the spread of the pandemic, companies are further advised to implement teleworking if possible; implement rotation systems, to prevent workers from resuming work in the same period, as well as to establish different hours for workers to start or end the workday. **Background information** Resolution of the Council of Ministers 43-B/2020 is integrated into the Portuguese Government's legislative and regulatory response to fighting COVID-19, during the state of calamity. The state of calamity provides the Portuguese Government with temporary extraordinary powers and competences to handle periods of public unrest.

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## ARGENTINA NATIONAL

### The lockdown and social distancing measures have been extended until 28 June 2020

**Abstract:** Until 28 June 2020, the lockdown has been extended in areas where the number of Covid-19 cases continues to increase such as the in Metropolitan Area of Buenos Aires and some other specific areas while the lockdown can be eased in the rest of the country where the contagion is under control with social distancing measures in place. This follows from the Decree 520/2020. The lockdown was previously announced until 8 June 2020.

**Business Impact:** If the company operates in the Metropolitan Area of Buenos Aires or in some specific areas (such as the City of Córdoba, or Rawson Department in Chubut Province) and does not carry out any of the activities classified as essential or expressly exempted (such as food or pharmaceutical industries, waste collection, transport, and treatment, or industries carrying out continuous production processes, to which the interruption of their operations would damage their production lines or machinery -for instance, glass and metal industry), it must continue with the cease of its operations until 28 June 2020. The company can remain operational remotely, if possible. Nonetheless, if the company operates in any other area, it may be able to resume its activities, subject to local authorities' decisions. Among others, the company will have to comply with the sanitary protocols specific to its activity, ensure there is a physical distance of at least 2 meters between workers, and comply with any decision of local authorities regarding opening hours and operating days.

**Analysis:** On 8 June 2020, the Argentine government published Decree 520/2020 ("Decree 520/2020"), extending the lockdown in the Metropolitan Area of Buenos Aires (**Área Metropolitana de Buenos Aires - AMBA**) and some other specific areas inside the country. Decree 520/2020 also eases the lockdown with social distancing in place in the rest of the country. The lockdown was previously announced until 8 June 2020. **Social distancing measures** Except for the Metropolitan Area of Buenos Aires and some specific areas with an increasing contagion rate, Decree 520/2020 eases the lockdown in the rest of the country with the conditions that:

the sanitary system has sufficient and adequate capacity for dealing with the number of cases;

the area is not classified as having local transmission of the virus; and

the number of cases does not duplicate in a period shorter than 15 days.

In areas where the lockdown has been eased, people must, among others:

keep a physical distance of at least 2 meters;

wear face masks;

wash their hands regularly;

cough on their elbows;

disinfect surfaces of common use regularly; and

ventilate closed environments.

In addition, companies carrying out industrial and commercial activities in these areas must comply with the sector protocol specific to their activities and restrict the attendance to closed environments to 50% of their capacity. Moreover, they must ensure that in common areas (such as changing rooms, canteens, offices, and meeting rooms), there is a distance of at least 2.25 meters between employees. Local authorities are entitled to set out additional and complementary requirements, such as specific operating days and hours for certain activities. The following activities continue to be forbidden:

public and private social, religious, cultural and recreational events involving more than 10 persons;

sports involving more than 10 persons, or not allowing a distance of 2 meters;

cinemas, theaters, clubs, and cultural centers;

inter-jurisdictional transport; and

tourism.

### **Lockdown**

According to Decree 520/2020, the Metropolitan Area of Buenos Aires (AMBA) and some specific areas continue to be under lockdown. The AMBA includes the City of Buenos Aires and 40 municipalities of the Buenos Aires province, including, among others:

Moreno;

Pilar;

Quilmes;

La Plata; and

General San Martín.

In addition, the lockdown continues to be imposed on the following departments:

San Fernando Department (Chaco Province);

Bariloche and General Roca Departments (Río Negro Province);

Rawson Department (Chubut Province); and

Córdoba City and its metropolitan area (Córdoba Province).

During the lockdown, the mayor of the City of Buenos Aires and the governors of the affected provinces can submit to the Chief of Cabinet (**Jefe de Gabinete**) of the national government proposals for exempting additional industrial, commercial and service activities from the lockdown.

Together with the request for exempting further activities from the lockdown, the City of Buenos Aires, or the other provinces, must also submit the sanitary protocol that would be implemented for that activity. In addition, for the exempted activities, companies will have to provide transport for their workers, as public transport is reserved for essential workers (such as police officers and healthcare workers).

Disregarding the decision of local authorities, the following essential activities, among others, can remain operational in lockdown areas:

pharmaceutical industry;

collection, transport, treatment, and final disposal of waste (including solid urban, hazardous, and pathogenic waste);  
nuclear plants; and  
specific industrial processes, subject to the authorization of the Ministry of Productive Development.

In areas under lockdown, the following activities continue to be prohibited:  
in-person classes at any educational level;  
public and private religious, social, recreational, sportive events or any other event involving crowds;  
interurban, inter-jurisdictional and international transport; and  
tourist activities and opening of parks.

#### **Common conditions to areas under lockdown and non-lockdown areas**

Inter-urban and inter-jurisdictional transport is allowed only for essential workers in the whole country irrespective of whether lockdown has been extended or eased in respective areas.

In addition, employees of 60 years of age or more, pregnant women, workers included within risk groups (such as people with diabetes, chronic heart or respiratory diseases, or under cancer treatment) or workers whose presence at home is required for taking care of children or teenagers, continue to be exempted from attending their workplaces, as established by [Resolution 207/2020](#).

[Decree 520/2020, extending the lockdown in some areas and imposing social distancing measures in the rest of the country until 28 June 2020](#) is available online in Spanish.

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## **UNITED KINGDOM**

### **Companies operating offices should follow updated guidance on COVID-19**

**Abstract:** Since 14 June 2020, companies carrying out operations in offices should follow updated guidance on how to work safely during COVID-19. This includes following guidance concerning social distancing at work, Personal Protective Equipment to be used in the workplace and hygiene measures.

**Business Impact:** If the company operates an office, it should ensure that it implements the guidance concerning working safely in the context of COVID-19. As a result, the company must carry out a risk assessment to determine the measures which must be taken to manage COVID-19 and reduce risk. The actions which the company should take include, among other things, implementing sufficient social distancing at the workplace, prioritizing work from home where possible and ensuring adequate sanitary steps are taken such as regularly cleaning office equipment and establishing procedures to avoid workers directly passing office equipment or supplies to each other.

**Analysis:** The [Working safely during COVID-19 in offices and contact centres: COVID-19 secure guidance for employers, employees and the self-employed \(Version 2.0\)](#) provides employers running factories, plants and warehouses with practical guidance on how to manage the risks of COVID-19. The guidance has been updated to provide details on the governments test and trace scheme and managing security risks. The guidance is divided into the following sections:

- thinking about risk;
- who should go to work;
- social distancing at work;
- managing customers, visitors and contractors;
- cleaning the workplace;
- personal protective equipment (PPE) and face coverings;
- workforce management; and
- inbound and outbound goods.

The guidance does not supersede any legal obligations relating to health and safety, employment or equalities, and it is important that as businesses continue to comply with existing obligations. The guidance should be taken into account when complying with these obligations in the context of COVID-19. The guidance covers indoor environments such as:

- offices;
- contact centres; and
- operations rooms.

Companies need to carry out a risk assessment to ensure that the risks of COVID-19 are assessed and managed, whilst recognising that the risk of COVID-19 cannot be completely eliminated. The risk assessment should be used to inform the decisions and control measures which are taken. Companies also have a duty to consult employees on the measures being taken and involve them in the decision-making. They must consult with the health and safety representative selected by a recognised trade union or, if there isn't one, a representative chosen by workers, including measures concerning COVID-19. The results of risk assessments should be shared with the workforce. If possible, companies should publish the results on their website (all employers with over 50 workers are expected to do so).

The guidance provides advice on determining who should physically go to the workplace. Any employees who are considered clinically vulnerable should work from home. If this is not possible, they should be offered the option of the safest available on-site roles, enabling them to stay 2 metres (m) away from others. Any workplace risk must take into account specific duties to those with protected characteristics, such as expectant mothers or those living with vulnerable people. Companies must make reasonable adjustments to avoid disabled workers being put at a disadvantage as a result of the measures. It is also recommended that support concerning mental health and wellbeing is available for employees. Those who are self-isolating cannot come to the workplace and are advised to use the government's test and trace service.

Companies need to take steps to maintain social distancing and ensure that handwashing facilities or hand sanitiser are available at entry and exit points. Measures should also be taken to limit interaction when inside buildings, such as implementing a one-way flow and reducing maximum occupancy of lifts. Workstations should be at least 2 metres apart and any shared equipment must be subject to additional attention, such as cleaning. Meetings should be held outdoors or in well-ventilated rooms as much as possible. Areas used for breaks should be moved outside where possible or when inside, social distancing must be maintained. Social distancing applies to common areas such as toilets, showers, lockers and changing rooms and floor marking should be used. Also, the opening of staff canteens should be avoided as much as possible. Use of hot desks should be avoided or where this is not possible, workstations must be cleaned between being used by different occupants. If the company has any external visitors they must be informed on social distancing and hygiene measures on arrival through, for example, signage, visual aids and before arrival, for example, by phone, on the website, or by email.

During the provision of first aid, the 2-metre distance does not need to be applied, if it would be unsafe. Those involved in delivering first aid should pay particular attention to sanitary measures immediately afterwards.

Before reopening and having employees onsite again, companies should check whether ventilation systems require adjustment or servicing. Where systems serve multiple buildings companies should seek advice from a heating ventilation and air conditioning (HVAC) engineer or adviser.

Frequent cleaning of workplace equipment, such as keyboards, which are touched regularly should take place. Also, drop-off points or transfer zones should be established to avoid people directly passing office equipment or supplies to each other.

Workplaces should not encourage the precautionary use of extra PPE to protect against COVID-19 outside clinical settings or when responding to a suspected or confirmed case of COVID-19. The risk assessment should reflect the fact that the role of PPE in providing additional protection from COVID-19 is extremely limited. However, if a risk assessment does show that PPE is required, then it must be provided free of charge to workers who need it. Any PPE provided must fit properly. Wearing a face covering is optional and is not required by law, including in the workplace. If worn, it is important to use face coverings properly and wash hands before putting them on and before and after taking them off. Employers should support their workers in using face coverings safely if they choose to wear one. This means telling workers: ▪ Wash your hands thoroughly with soap and water for 20 seconds or use hand sanitiser before putting a face covering on, and before and after removing it; ▪ When wearing a face covering, avoid touching your face or face covering; ▪ Change a face covering if it becomes damp or if touched; ▪ Continue to wash hands regularly; ▪ Change and wash face-covering daily; ▪ If the material is washable, wash in line with the manufacturer's instructions. If it's not washable, dispose of it carefully in usual waste; ▪ Practise social distancing wherever possible.

If companies carry out or receive deliveries or operate vehicles, they should among other things: encourage drivers to stay in their vehicles where this does not compromise their safety and existing safe working practice; enable drivers to access welfare facilities when required; where possible and safe, have single workers load or unload vehicles; and limit passengers in corporate vehicles, for example, work minibuses. This could include leaving seats empty.

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## UNITED KINGDOM

### Companies operating factories, plants and warehouses should follow updated guidance on COVID-19

**Abstract:** Since 14 June 2020, companies carrying out operations in factories, plants or warehouses should follow updated guidance on how to work safely during COVID-19. This includes following guidance concerning social distancing at work, Personal Protective Equipment to be used in the workplace and hygiene measures.

**Business Impact:** If the company operates factories or plants, it should ensure that it implements the guidance concerning working safely in the context of COVID-19. As a result, the company must carry out a risk assessment to determine the measures which must be taken to manage COVID-19 and reduce risk. The actions which the company should take include, among other things, implementing sufficient social distancing at the workplace, prioritizing work from home where possible and ensuring adequate sanitary provisions are provided.

**Analysis:** The [Working safely during COVID-19 in factories, plants and warehouses: COVID-19 secure guidance for employers, employees and the self-employed \(Version 2.0\)](#) provides employers running factories, plants and warehouses with practical guidance on how to manage the risks of COVID-19. The guidance has been updated to provide details on the governments test and trace scheme and managing security risks. The guidance is divided into the following sections: thinking about risk; who should go to work; social distancing at work; managing customers, visitors and contractors;

cleaning the workplace;  
personal protective equipment (PPE) and face coverings;  
workforce management; and  
inbound and outbound goods.

The guidance does not supersede any legal obligations relating to health and safety, employment or equalities, and it is important that as businesses continue to comply with existing obligations. The guidance should be taken into account when complying with these obligations in the context of COVID-19. Factories, plants and warehouses include industrial environments such as:

manufacturing and chemical plants;  
food and other large processing plants;  
warehouses;  
distribution centers;  
port operations.

Companies need to carry out a risk assessment to ensure that the risks of COVID-19 are assessed and managed, whilst recognizing that the risk of COVID-19 cannot be completely eliminated. The risk assessment should be used to inform the decisions and control measures which are taken. Companies also have a duty to consult employees on the measures being taken and involve them in the decision-making. They must consult with the health and safety representative selected by a recognized trade union or, if there isn't one, a representative chosen by workers, including measures concerning COVID-19. The results of risk assessments should be shared with the workforce. If possible, companies should publish the results on their website (all employers with over 50 workers are expected to do so).

The guidance provides advice on determining who should physically go to the workplace. Any employees who are considered clinically vulnerable should work from home. If this is not possible, they should be offered the option of the safest available on-site roles, enabling them to stay 2 metres (m) away from others. Any workplace risk must take into account specific duties to those with protected characteristics, such as expectant mothers or those living with vulnerable people. Companies must make reasonable adjustments to avoid disabled workers being put at a disadvantage as a result of the measures. It is also recommended that support concerning mental health and well being is available for employees. Those who are self-isolating cannot come to the workplace and are advised to use the government's test and trace service.

Companies need to take steps to maintain social distancing and ensure that hand washing facilities or hand sanitiser are available at entry and exit points. Measures should also be taken to limit interaction when inside buildings, such as implementing a one-way flow and reducing maximum occupancy of lifts. Workstations should be at least 2 metres apart and any shared equipment must be subject to additional attention, such as cleaning. Meetings should be held outdoors or in well-ventilated rooms as much as possible. Areas used for breaks should be moved outside where possible or when inside, social distancing must be maintained. Social distancing applies to common areas such as toilets, showers, lockers and changing rooms and floor marking should be used. Also, the opening of staff canteens should be avoided as much as possible. If the company has any external visitors they must be informed on social distancing and hygiene measures on arrival through, for example, signage, visual aids and before arrival, for example, by phone, on the website, or by email.

During the provision of first aid, the 2-metre distance does not need to be applied, if it would be unsafe. Those involved in delivering first aid should pay particular attention to sanitary measures immediately afterwards.

Before reopening and having employees onsite again, companies should check whether ventilation systems require adjustment or servicing. Where systems serve multiple buildings companies should seek advice from a heating ventilation and air conditioning (HVAC) engineer or adviser.

Workplaces should not encourage the precautionary use of extra PPE to protect against COVID-19 outside clinical settings or when responding to a suspected or confirmed case of COVID-19. The risk assessment should reflect the fact that the role of PPE in providing additional protection from COVID-19 is extremely limited. However, if a risk assessment does show that PPE is required, then it must be provided free of charge to workers who need it. Any PPE provided must fit properly. Wearing a face covering is optional and is not required by law, including in the workplace. If worn, it is important to use face coverings properly and wash hands before putting them on and before and after taking them off. Employers should support their workers in using face coverings safely if they choose to wear one. This means telling workers: ▪ Wash your hands thoroughly with soap and water for 20 seconds or use hand sanitiser before putting a face covering on, and before and after removing it; ▪ When wearing a face covering, avoid touching your face or face covering; ▪ Change a face covering if it becomes damp or if touched; ▪ Continue to wash hands regularly; ▪ Change and wash face-covering daily; ▪ If the material is washable, wash in line with the manufacturer's instructions. If it's not washable, dispose of it carefully in usual waste; ▪ Practise social distancing wherever possible.

If companies carry out or receive deliveries or operate vehicles, they should among other things: encourage drivers to stay in their vehicles where this does not compromise their safety and existing safe working practice; enable drivers to access welfare facilities when required; where possible and safe, have single workers load or unload vehicles; and limit passengers in corporate vehicles, for example, work minibuses. This could include leaving seats empty.

### 3. June 17, 2020

#### BRAZIL FEDERAL

##### Companies using federal water resources can benefit from an extension on payments of water resources fees in 2020

**Abstract:** Since 15 April 2020, companies using federal water resources in 2020 can choose to delay payment for their water resource use fees.

**Business Impact:** If the company uses federal water resources, it can benefit from an extension of the due dates for payment of the water fee in 2020. The company can pay the water fee in 2 installments, due on 31 August 2020 and on 31 December 2020, in a single payment (by 31 August 2020) or in 5 monthly installments, from August to December 2020

**Analysis:** According to ANA [Resolution 18/2020](#), in 2020, the payment of water resources fees is extended as follows:

the first tranche of payments of water resources fees will be due on 31 August 2020 (previously due on 30 April 2020);

the second tranche of payments of water resources fees will be due on 31 December 2020 (previously due on 30 November 2020).

The annual amount to be paid can be settled in 1 single payment due on 31 August 2020 or until 5 monthly installments, starting in August 2020. Resolution 18/2020 is part of Brazil's legislative response against the COVID-19 pandemic. **Background information** Law 9984 established the National Water Agency (ANA), the federal entity responsible for the implementation of the National Water Resources Policy and for the coordination of the National Water Resources Management System. One of ANA's competences is the imposition of the water resources use fees, to be paid by companies abstracting water from or discharging wastewater into Federal waters.

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#### BRAZIL MINAS GERAIS

##### Companies using water resources in the State of Minas Gerais will benefit from an extension on payments of water resources fees with reference to the second quarter of 2020

**Abstract:** Since 6 June 2020, companies using water resources can choose to delay payment for their water resource use fees with reference to the second quarter of 2020.

**Business Impact:** If the company uses water resources in the State of Minas Gerais it can benefit from an extension of the due dates for payments with reference to the second quarter of 2020. Payment will be due in 2 moments: the first on 7 October 2020 and the second on 11 January 2021. The due dates relating to the third and fourth quarters of 2020 remain unchanged and coincide with the extended due dates for the second quarter of 2020.

**Analysis:** According to Decree 47.975, payments of water resources fees relating to the second quarter of 2020 are extended as follows:

the first tranche of payments of water resources fees will be due on 7 October 2020; and

the second tranche of payments of water resources fees will be due on 11 January 2021 (previously, the due date for payments of water resources fees relating to the second quarter of 2020 was 7 July 2020). The due dates relating to the third and fourth quarters of 2020 remain unchanged. The payments will continue to be due on 7 October 2020 and on 11 January 2021, coinciding with the extended due dates for the second quarter. Decree 47.975 is part of the State of Minas Gerais' legislative response against the COVID-19 pandemic. **Background information** [Decree 41.578](#) implements the Water Resources Policy of the State of Minas Gerais, adopted by [Law 13.199 of 29 January 1999](#). It establishes the general framework of the State system linked to water resources, such as the need for payment of a fee for the use of water resources. [SEF/SEMAD/IGAM Joint Resolution 4.179 of 29 December 2009](#) establishes the procedures regarding the payment of the fee for the use of water resources (**Cobrança pelo Uso de Recursos Hídricos**) in the State of Minas Gerais. It establishes that the payment must be done annually, based on the information provided to the Minas Gerais Water Management Institute (**Instituto Mineiro de Gestão das Águas - IGAM**) by 31st of August of the year before. SEF/SEMAD/IGAM Joint Resolution 4.179/2009 applies to facilities using water resources in the State of Minas Gerais. According to SEF/SEMAD/IGAM Joint Resolution 4.179/2009:

the fee for the use of water resources must be paid annually, in 4 installments, which will be due quarterly and must be paid up to the 5th working day of the following month; and operators must report the information regarding their water use by 31st August every year.

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## BRAZIL FEDERAL

### Companies manufacturing or importing medicines and pharmaceutical goods can be exempted from complying with specific requirements of the Good Manufacturing and Import Practices

**Abstract:** Since 28 May 2020 and until the end of the state of health emergency, companies manufacturing or importing medicines and pharmaceutical goods in Brazil can be exceptionally exempted from following specific requirements of Good Manufacturing and Import Practices, if due to reasons related to the COVID-19 pandemic. Companies must immediately inform the National Agency for Sanitary Vigilance (ANVISA) or obtain authorization and register the non-compliance(s) with their Pharmaceutical Quality Management System (**Sistema de Gestão da Qualidade Farmacêutica**).

**Business Impact:** If the company manufactures or imports medicines or pharmaceutical goods in Brazil and holds a valid Good Practices Certificate (**Certificação de Boas Práticas**) from the National Agency for Sanitary Vigilance (**Agência Nacional de Vigilância Sanitária - ANVISA**), it can be exempted from complying with specific requirements of Good Manufacturing and Import Practices, if the non-compliance is related to the COVID-19 pandemic. Depending on the non-compliance, the company must immediately inform ANVISA or obtain authorization from ANVISA. The company must also register the non-compliance with its Pharmaceutical Quality Management System (**Sistema de Gestão da Qualidade Farmacêutica**). After the end of the state of health emergency, the company must adopt measures to ensure compliance with all the requirements of the Good Manufacturing and Import Practices.

**Analysis:** [ANVISA RDC Resolution 392/2020](#) of 26 May 2020 extraordinarily and temporarily exempts companies manufacturing or importing medicines or pharmaceutical goods in Brazil from complying with specific requirements of the Good Manufacturing and Import Practices, if due to reasons directly related to the COVID-19 pandemic. It entered into force on 28 May 2020 and will apply for as long as the Health Ministry acknowledges the state of health emergency caused by the COVID-19. ANVISA RDC Resolution 392/2020 applies to companies holding a valid Good Practices Certificate (**Certificação de Boas Práticas**) from the National Agency for Sanitary Vigilance - ANVISA (**Agência Nacional de Vigilância Sanitária** –

**ANVISA**). The specific requirements that companies are temporarily and extraordinarily exempted from compliance can be divided into 2 categories: -Those that depend on immediate information to ANVISA (listed in section II of the Resolution, such as, on-site suppliers inspections, calibration activities, or biological or microbiological quality control tests of medicine and pharmaceutical goods); and -Those that depend on an authorization granted from ANVISA (the ones not covered by section II). Companies must submit an application for an authorization to ANVISA electronically. If ANVISA does not provide a decision in 8 working days, the authorization is deemed as granted. Companies must also register the non-compliances with the good practice requirements with their Pharmaceutical Quality Management System(**Sistema de Gestão da Qualidade Farmacêutica**). Previous cases of non-compliance to the specific requirements must follow the procedures established by ANVISA RDC Resolution 392/2020. After the end of the state of health emergency, companies must implement gradual measures to ensure compliance with the specific requirements of Good Manufacturing and Import Practices. Companies must start by complying with the requirements which non-compliance with implies higher risk.

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## SPAIN

### Employers will remain subject to COVID-19 health and safety duties after expiry of state of alarm

**Abstract:** Since 10 June 2020, companies can consult the health and safety measures that will apply once the state of alarm is lifted (that is, as of 21 June 2020) to prevent the spread of the coronavirus disease (COVID-19) in Spain. In practice, current employers' workplace requirements will remain in place in the "new normal" (including the obligation to provide workers with hand hygiene means). As a novelty, manufacturers of health and safety medicines will be subject to stricter requirements in view of ensuring the security of supply during the pandemic.

**Business Impact:** The company will still be required to comply with the current health and safety requirements for the protection of workers against COVID-19 once Spain exits the state of alarm and returns to the "new normal" (that is, as of 21 June 2020). This includes, among others, the company's obligation to: - adopt ventilation, cleaning and disinfection measures appropriate to the workplace's characteristics and intensity of use; - provide workers with water and soap, hydroalcoholic gels or virucidal disinfectants authorized for hand cleaning); and - adapt working conditions (including the organisation of workstations and work shifts) to ensure a minimum distance of 1,5 metres (m) among workers. If the company has a commercial establishment, it will still have to ensure a minimum safety distance of 1,5 m between workers and clients (or implement alternative hygienic measures to prevent the risk of infection) as of 21 June 2020, and will also have to comply with the specific health and safety measures that may be adopted by the Autonomous Community where it is located. Finally, if the company manufactures (or holds a marketing authorization) of medicines declared by the Spanish Agency of Medicines and Medical Devices as essential during the COVID-19 pandemic, it will be required to: - communicate their available stock, the quantity supplied during the previous week, and the expected batch release and receipt to the aforementioned Agency; - ensure the security of supply of essential medicines to health centers and services (even during holiday and weekend periods); and - prioritize the manufacture of essential medicines and provide information on the manufacturing operations foreseen when so required by competent authorities.

**Analysis:** On 10 June 2020, the Spanish Government issued [Royal Decree-law 21/2020](#) to establish the necessary prevention, containment, and coordination measures to tackle the health crisis caused by the COVID-19 pandemic following the country's return to the "new normal". **Scope** The provisions of Royal Decree-law 21/2020 will apply to any type of company once the state of alarm is lifted in the entire country

(that is, as of 21 June 2020) and until the Government officially declares the end of the health crisis. However, the Royal Decree-law will become applicable at an earlier date in those provinces or territorial units that complete the final stage (Phase 3) of the COVID-19 de-escalation plan (known as the [Plan for the transition towards the new normality](#)) before the end of the state of alarm. On 15 June 2020, only the Autonomous Community of Galicia has ended Phase 3 and therefore entered the "new normality". **Current work health and safety duties will be maintained** Existing employers' COVID-19 health and safety obligations will remain applicable once Spain exits lockdown, since Royal Decree-law 21/2020 reproduces many preventive and hygienic measures already in force during the state of alarm. In particular, companies will still be required to: - adopt ventilation, cleaning and disinfection measures appropriate to the workplace's characteristics and intensity of use; - provide workers with water and soap, hydroalcoholic gels or virucidal disinfectants (authorized and registered by the Ministry of Health for hand cleaning); - adapt working conditions (including the use of common areas, as well as the organisation of workstations and work shifts) to ensure a minimum distance of 1,5 m among workers; - provide workers with personal protective equipment when the minimum safety distance cannot be guaranteed; - avoid agglomerations of workers or clients at the workplace during peak hours; - adopt measures for the gradual return of workers to the workplace and for the promotion of telework when the nature of the work allows it; and - immediately contact the telephone number provided by the corresponding Autonomous Community (or by the competent health center or occupational risk prevention service) if any employee shows symptoms of COVID-19. **Retailers' obligations to be set at regional-level** As currently, commercial establishments will have to ensure a minimum safety distance of 1,5 m between workers and clients (or, where this is not possible, to implement alternative hygienic measures to prevent the risk of infection) as of 21 June 2020. However, as a novelty, they will also be required to comply with the occupancy, disinfection, prevention rules that may be determined by each Autonomous Community. **Manufacturers of essential medicines will be subject to stricter requirements** Under the Royal Decree-law, manufacturers (or holders of marketing authorizations) of medicines declared by the Spanish Agency of Medicines and Medical Devices (**Agencia Española de Medicamentos y Productos Sanitarios - AEMPS**) as essential during the COVID-19 pandemic will have to: - communicate their available stock, the quantity supplied during the previous week, and the expected batch release and receipt (including the estimated dates and quantities) to the AEMPS; - establish all necessary measures and protocols to ensure the security of supply of essential medicines to health centers and services (even during holiday and weekend periods); and - prioritize the manufacture of essential medicines (when so required by the Ministry of Health) and provide any information required on the manufacturing operations foreseen to the AEMPS. **Use of bioethanol allowed under certain conditions** Companies manufacturing hydroalcoholic gels and solutions for hands disinfection will be allowed to use bioethanol according to the conditions set out by the Annex to the Royal Decree-law, which lays down maximum concentration limits for certain hazardous chemicals (such as ethanol, acetaldehyde, and benzene) in bioethanol. [Royal Decree-law 21/2020 of 9 June on urgent prevention, containment, and coordination measures to address the health crisis caused by COVID-19](#) is available online in Spanish.

## BRAZIL FEDERAL

### Companies manufacturing, placing on the market or donating AMBU masks during the public health emergency due to the COVID-19 to obtain an exceptional authorization from ANVISA

**Abstract:** From 15 May 2020 and until the public health emergency remains, companies manufacturing, placing on the market or donating Artificial Manual Breathing Units (AMBU) to face COVID-19 in hospitals or emergency health services can be granted an exceptional authorization (**Anuência Excepcional – AE**) from the ANVISA Collegiate Board (**Diretoria Colegiada da ANVISA**). These companies must comply with

specific requirements and hold a sanitary license (**Licença Sanitária**) and an operating authorization (**Autorização de Funcionamento**) from the National Agency for Sanitary Vigilance - ANVISA (**Agência Nacional de Vigilância Sanitária – ANVISA**).

**Business Impact:** If the company imports or places on the market Artificial Manual Breathing Units (AMBU) to face COVID-19 and is registered in ANVISA as a manufacturer of medical devices, it can obtain an exceptional authorization (**Anuência Excepcional – AE**) to place them on the market without having a Good Manufacturing and Control Practices certificate (**Certificado de Boas Práticas de Fabricação – CBPF**) or a sanitary registration (**Registro Sanitário**) of this product.

**Analysis:** [ANVISA RDC Resolution 386](#) of 15 May 2020 sets extraordinarily and temporarily flexible requirements for placing on the market Artificial Manual Breathing Units (AMBU), also known as Bag Valve Masks (BVM), to face COVID-19 in hospitals and emergency health services. It entered into force on 16 May 2020 and applies while the public health emergency remains. ANVISA RDC Resolution 386/2020 applies to companies already registered at the National System of Health Inspection (**Sistema Nacional de Vigilância Sanitária – SNVS**) as manufacturers of medical/health devices and that manufacture, place on the market, or donate AMBU. The main change introduced is an exceptional authorization (**Anuência Excepcional – AE**) for manufacturing, placing on the market, and donating AMBU from ANVISA collegiate board (**Diretoria Colegiada da Anvisa – DCA**). **Exceptional Authorization for AMBU** ANVISA RDC Resolution 386/2020 introduces an AE for manufacturing or placing AMBU on the market to face COVID-19. Companies are not required to hold a Good Manufacturing and Control Practices certificate (**Certificado de Boas Práticas de Fabricação – CBPF**) from the National Agency for Sanitary Vigilance (**Agência Nacional de Vigilância Sanitária – ANVISA**) or to have a sanitary registration (**Registro Sanitário**) of the medical device to obtain an AE, as long as they comply with all the following requirements: -comply with clinical and usage requirements attested by 2 experienced and specialist doctors, for example, the AMBU must be recommended for treating COVID-19 considering factors as environmental contamination risk and time or clinical condition that will require switching to a Lung Ventilator, among others; -comply with Technical requirements attested by a Technical Report (**Relatório Técnico de Verificação do Projeto**), for example, the AMBU must have suitable electrical performance; - follow Good Manufacturing and Control Practices requirements, such as adequate stocking and hygiene of the AMBU; -provide an instruction manual for the AMBU; and -provide manufacturing, usage and legal disclaimers (**Declarações de Responsabilidade Técnica e Legal Pela Fabricação e Pela Indicação de Uso**). Companies must submit evidence of compliance with these requirements to ANVISA by email with the subject “**Anuência Excepcional para a Fabricação, Comercialização e Doação de Equipamentos de Suporte Respiratório Emergencial e Transitório do tipo Ambu Automatizado**”. As before, companies manufacturing AMBU must hold a sanitary license (**Licença Sanitária**) and an operating authorization (**Autorização de Funcionamento**) from ANVISA. Companies that manufacture, donate or place AMBU on the market without an AE can be subject to the penalties established by [Law 6.437/1977](#), such as fine and temporary or permanent embargo.

## 4. June 15, 2020

### THAILAND

#### Selected businesses are allowed to reopen subject to strict controls as part of the gradual easing of COVID-19 restrictions

**Abstract:** Certain businesses may re-open and operate depending upon the risk level their activities may pose to the public under a new four-phase relaxation plan. Strict hygiene and social distancing rules will be enforced for some businesses and encouraged for others. Companies must also continue to comply with a nighttime curfew (11 p.m. – 3 a.m.).

**Business Impact:** If the facility is deemed "daily life necessary" (กิจกรรมด้านเศรษฐกิจและ การดำเนินชีวิต) or operates a business listed under the second stage of the planned re-opening during the COVID-19 emergency, it may re-open subject to certain conditions. For example, the facility must set up a screening process for all staff and visitors prior to entering the facility. The facility must also ensure persons clean their hands with alcohol or sanitizer before entering the facility areas; ensure customers maintain at least 1 m separation and prevent crowd activities.

#### Analysis: Actionable Requirements

If the facility operates a "daily life necessary" (กิจกรรมด้านเศรษฐกิจและ การดำเนินชีวิต) business or a business listed under Stage 2 of the planned re-opening, it may operate during the re-opening.

If the facility operates during the re-opening, it does not require employees to travel between the curfew hours of 11 p.m. to 3 a.m.

If the facility operates during the re-opening, it sets up temperature/fever checks and screens for any symptoms of coughing, dyspnea, sneezes or colds for service staff and visitors at all business operations.

If the facility operates during the re-opening, it ensures customers clean their hands with alcohol or sanitizer before entering the shop.

If the facility operates during the re-opening, it ensures customers would maintain at least 1 metre separation for sitting or standing in waiting and queuing areas.

If the facility operates during the re-opening, it ensures customers' chairs would have to be placed clearly apart in the service areas, if applicable.

If the facility operates during the re-opening, it limits the number of customers inside at one time must be limited, and requires that waiting customers stay outside.

**What Has Changed?** The requirements above have developed following the Government review and tracking of the cumulative number of infected persons, and the number of newly infected persons daily since the beginning of May 2020. If there is an increased number of infected persons or the risk of exposure increases, the relaxation of requirements allowing businesses to re-open may be partially or entirely suspended or modified.

**Analysis Curfew** On 15 May 2020, as a result of the decrease in numbers of recorded Covid-19 cases, Prime Minister Prayut Chan-o-cha announced a revision of the nationwide curfew, now to apply from 11 p.m. to 4 a.m., effective from 17 May 2020 at 10 p.m. until further notice. **Re-opening in stages** The Government also announced plans to take two months to gauge the ramifications of its planned Four Stages of relaxation of disease-control restrictions in Thailand, before it makes a decision on whether a full reopening can take place. During all stages of re-opening, companies must comply with physical distancing and hygiene requirements at their facilities, including setting up symptom monitoring areas for all staff and visitors and limiting the number of customers at any given time. On 16 May 2020, the Prime Minister issued additional information and guidance on business operations throughout the re-opening ([available here](#)).

The first stage of relaxation will allow six (6) categories of small business premises in Thailand to reopen on 3 May 2020. Measured controls must be in place in accordance to the Guidelines. Businesses defined as 'daily life necessary' (กิจกรรมด้านเศรษฐกิจและ การดำเนินชีวิต) for people allowed to reopen include, among others:

markets (e.g. fresh markets, flea markets, and roadside stalls);

certain small eateries (e.g. street food stalls, small food/beverage/desserts/ice-cream shops); and

retail and wholesale facilities (e.g. supermarkets, eating areas inside convenience stores, small retail outlets, retail outlets selling telecom and communication devices).

Further, on 15 May 2020, the second stage of relaxation allowed an additional number of specific types of non-essential business establishments to reopen, including:

economic and lifestyle facilities e.g.: restaurants and food centers (excluding pubs and bars);

department stores and community malls (for the distribution of consumer goods or services); and

retail and large wholesale or markets; and selected exercise, fitness, health or recreational activities shall be allowed, including indoor exercise places or gymnasiums for operation only for non-contact sports (including exercise facility in offices).

**More Information** The text of the first stage of relaxations as part of the re-opening is [available online](#). The text of the second stage of relaxations, including the amended curfew and requirements on all businesses operating during the re-opening is [available online](#).

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## AUSTRALIAN CAPITAL TERRITORY

### Companies can consult online resources aimed at helping workers deal with isolation and anxiety caused by the COVID-19 pandemic

**Abstract:** As of 28 May 2020, companies located in the Australian Capital Territory can consult online resources aimed at helping workers deal with isolation and anxiety during and after the COVID-19 pandemic. These online resources include health and well being webinars, mental fitness training programs and suicide prevention courses.

**Business Impact:** Companies located in the Australian Capital Territory (ACT) can consult online resources aimed at helping workers deal with isolation and anxiety during and after the COVID-19 pandemic (such as health and wellbeing webinars, mental fitness training programs and suicide prevention courses). Furthermore, companies located in ACT should be aware that, from 11:59 on 3 June 2020 onwards, persons residing in ACT must not engage in gatherings of more than 20 people indoors or outdoors. The above-mentioned gathering restriction does not apply to gatherings at offices, workplace factories and constructions sites that are necessary for the normal operation of the business or facility.

**Analysis:** On 28 May 2020, the ACT Government has launched a suite of [online resources](#) aimed at helping workers deal with isolation and anxiety during and after the COVID-19 pandemic. Furthermore, the ACT Government has urged employers to take the Mentally Healthier Workplaces pledge in order to incorporate the resources into a 12-month action plan. **Responding to COVID-19** During the ongoing COVID-19 pandemic, companies can consult the Mentally Healthier Workplaces [webpage](#) for additional online support and training with a focus on employee mental well being. Companies are also encouraged to take the Mentally Healthier Workplaces Pledge and incorporate this support into a 12-month action plan that will see their workplace recognized for its commitment to workplace mental health. Details on this free support and training are provided below:

[Free webinars](#);

[Mindarma \(mental fitness training\)](#); and

[QPR for Business \(suicide prevention training\)](#).

Information on [Mental Health and Wellbeing](#) is also available on the ACT Government COVID-19 website.

**Gathering restrictions** Pursuant to the [Public Health \(Restricted Activities –Gatherings, Business or Undertakings\) Emergency Direction 2020 \(No 2\)](#), as of 11.59 pm on 3 June 2020, persons residing in the Australian Capital Territory must not:

allow a gathering of more than 20 people at the premises, unless those people are members of the household; or

organise or attend a gathering of more than 20 people in an outdoor space.

Any gathering of people in an indoor space of non-residential premises must observe social distancing of 1 person per 4 square metres. The above-mentioned gathering restrictions do not apply to gatherings at offices, workplace factories and constructions sites that are necessary for the normal operation of the business or facility.

## CANADA - NOVA SCOTIA

### Covid-19 workplace safety guidance available for facilities

**Abstract:** As of 20 May 2020, facilities should be aware that the state of emergency in the Province of Nova Scotia has been extended until 14 June 2020. Furthermore, facilities can consult the guidance on workplace safety and occupation health and safety amidst the novel coronavirus (Covid-19) pandemic as well as guidance on the Workplace Covid-19 Prevention Plan.

**Business Impact:** If the facility operates in the province of Nova Scotia, it should be aware that the state of emergency has been extended until 14 June 2020. Moreover, if the facility is returning employees back to work, it can consult the guidance on workplace safety and occupational health and safety amidst the novel coronavirus (Covid-19) pandemic. Furthermore, if the facility continued operations during the Covid-19 pandemic, it should develop a Workplace Covid-19 Prevention Plan to prevent the spread of Covid-19.

**Analysis:** On 20 May 2020, the Governor in Council [renewed](#) the state of emergency until 14 June 2020. The Province of Nova Scotia has provided [guidelines](#) for employers and employees on how to keep workplaces safe and prevent the spread of the novel coronavirus (Covid-19). **Health Protection Act Order and public health directives** [Self-isolation](#) Temporary foreign workers are allowed to enter the province, provided that they self-isolate upon arrival for 14 days. If possible, they should self-isolate onsite where they are planning to work. Offshore workers are also allowed to enter the province, provided that they self-isolate for 14 days upon arrival. [Exemptions](#) Some people that are exempt from the self-isolation requirement include the following:

healthy people who have to cross the Nova Scotia land border on a regular and ongoing basis for work;  
health care workers;  
community service workers; and  
critical infrastructure workers.

People who are exempt must still practice social distancing of 2 metres (6 feet). [Public gatherings](#) Gatherings of more than 10 people (indoor and outdoor) are not permitted. A gathering is defined as any event that brings people together in a single space at the same time. Exemptions to public gatherings include the following:

businesses and organizations if they are able to maintain social distancing; and  
employers exempt from the gathering limit and social distancing (such as businesses who provide, service or repair medical equipment like wheelchairs, beds and home oxygen equipment).

**Working safely** [Cleaning and disinfecting](#) Workplaces are required to clean and disinfect workspaces (a

minimum of 2 times a day). Special attention must be given to high-touch surfaces (such as doorknobs, light switches, and desks). The cleaning instructions are the following:

- wash with soap water first;
- then disinfect using household cleaning products or a solution of 5 millilitres (ml) of bleach per 250 ml of water, or 20ml per 1 litre; and
- disinfect phones, remote controls, computers and other handheld devices with 70% alcohol or wipes.

Employers are encouraged to post handwashing signs and provide alcohol-based hand sanitizer (at least 60% alcohol) to encourage frequent hand hygiene. Non-essential items such as magazines and other items that cannot be easily cleaned should be removed. Communication When communicating with employees, employers should:

- encourage workers to remain up to date with developments related to COVID-19;
- make sure employees know to stay home if they're feeling sick; and
- make sure employees know the steps they should take to reduce the spread of COVID-19 (such as social distancing guidelines and not eating while working).

Occupational health and safety Employers should assess workplace hazards by taking a careful look at what could harm workers in the workplace during the Covid-19 pandemic. The assessment includes:

- addressing the risk of exposure and how to control it; and
- assessing how the workplace will be affected if some of the staff are absent.

The employer must also do a review to identify the potential for exposure. Review includes:

- reviewing tasks and jobs to determine who is at the greatest risk of exposure and when the exposure is most likely to happen;
- looking again at previous hazard assessments to identify areas where the risk of exposure is greatest;
- reviewing the hazard assessment, identifying new hazards, and introducing controls as needed; and
- reviewing and identifying potential staff shortages and how they affect operational and critical safety activities.

Engineering controls can either remove a hazard or provide a barrier between the worker and the hazard. Some examples of engineering controls include the following:

- physical barriers to isolate;
- ventilation; and
- increasing spatial separation.

Administrative controls may be used to protect and reduce workplace exposures. Examples of administrative controls include:

- revising work schedules to reduce the number of employees assigned to a given shift;
- postponing business activities; and
- making accommodations for staff to work from home.

The full occupational health and safety [guidance](#) is available online.

**Workplace Covid-19 prevention plan** Facilities not required to close As of 5 June 2020, many business are allowed to reopen under the [Public Health Act Order](#). If the facility was [not required to close](#) during the Covid-19 period, it should develop a [Workplace COVID-19 Prevention Plan](#) to prevent the spread of the virus. The plan should show how the facility will comply with the Health Protection Act Order and public health directives (including social distancing and gathering limits) and ensure the safety of employees. Facilities do not need to submit their plans to the government. However, facilities should share their plans with employees and have it available if requested. They also need to provide their plans if provincial inspectors ask for it. Facilities can use the [COVID-19 Prevention Plan Checklist](#) to help create a healthy workplace. Facilities required to close To reopen, sector associations representing the businesses that were [required to close](#) (such as restaurants, personal service, and fitness establishments) under the Public Health Act Order must develop and comply with a Workplace COVID-19 Prevention Plan for their [sector](#). Sector associations must share their plans with the businesses in their sector. Businesses should contact their association to learn what they need to do to reopen safely.

## BRAZIL FEDERAL

### Companies manufacturing, placing on the market or donating AMBU masks during the public health emergency due to the COVID-19 to obtain an exceptional authorization from ANVISA

**Abstract:** From 15 May 2020 and until the public health emergency remains, companies manufacturing, placing on the market or donating Artificial Manual Breathing Units (AMBU) to face COVID-19 in hospitals or emergency health services can be granted an exceptional authorization (**Anuência Excepcional – AE**) from the ANVISA Collegiate Board (**Diretoria Colegiada da ANVISA**). These companies must comply with specific requirements and hold a sanitary license (**Licença Sanitária**) and an operating authorization (**Autorização de Funcionamento**) from the National Agency for Sanitary Vigilance - ANVISA (**Agência Nacional de Vigilância Sanitária – ANVISA**).

**Analysis:** [ANVISA RDC Resolution 386](#) of 15 May 2020 sets extraordinarily and temporarily flexible requirements for placing on the market Artificial Manual Breathing Units (AMBU), also known as Bag Valve Masks (BVM), to face COVID-19 in hospitals and emergency health services. It entered into force on 16 May 2020 and applies while the public health emergency remains. ANVISA RDC Resolution 386/2020 applies to companies already registered at the National System of Health Inspection (**Sistema Nacional de Vigilância Sanitária – SNVS**) as manufacturers of medical/health devices and that manufacture, place on the market, or donate AMBU. The main change introduced is an exceptional authorization (**Anuência Excepcional – AE**) for manufacturing, placing on the market, and donating AMBU from ANVISA collegiate board (**Diretoria Colegiada da Anvisa – DCA**). **Exceptional Authorization for AMBU** ANVISA RDC Resolution 386/2020 introduces an AE for manufacturing or placing AMBU on the market to face COVID-19. Companies are not required to hold a Good Manufacturing and Control Practices certificate (**Certificado de Boas Práticas de Fabricação - CBPF**) from the National Agency for Sanitary Vigilance (**Agência Nacional de Vigilância Sanitária – ANVISA**) or to have a sanitary registration (**Registro Sanitário**) of the medical device to obtain an AE, as long as they comply with all the following requirements: -comply with clinical and usage requirements attested by 2 experienced and specialist doctors, for example, the AMBU must be recommended for treating COVID-19 considering factors as environmental contamination risk and time or clinical condition that will require switching to a Lung Ventilator, among others; -comply with Technical requirements attested by a Technical Report (**Relatório Técnico de Verificação do Projeto**), for example, the AMBU must have suitable electrical performance; - follow Good Manufacturing and Control Practices requirements, such as adequate stocking and hygiene of the AMBU; -provide an instruction manual for the AMBU; and -provide manufacturing, usage and legal disclaimers (**Declarações de Responsabilidade Técnica e Legal Pela Fabricação e Pela Indicação de Uso**). Companies must submit evidence of compliance with these requirements to ANVISA by email with the subject “**Anuência Excepcional para a Fabricação, Comercialização e Doação de Equipamentos de Suporte Respiratório Emergencial e Transitório do tipo Ambu Automatizado**”. As before, companies manufacturing AMBU must hold a sanitary license (**Licença Sanitária**) and an operating authorization (**Autorização de Funcionamento**) from ANVISA. Companies that manufacture, donate or place AMBU on the market without an AE can be subject to the penalties established by [Law 6.437/1977](#), such as fine and temporary or permanent embargo.

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## HIMACHAL PRADESH

## Facilities using interstate employees and facilities carrying out interstate trading, material supply or services must comply with the prescribed Standard Operating Procedures in order to prevent the exposure and the spread of COVID

**Abstract:** Starting from 1 June 2020, facilities that employ interstate employees or carry out interstate trading, materials supply, or services must adhere to the specific Standard Operating Procedure (SOP) to prevent the exposure and the spread of COVID-19. This follows from the Notification rev (DMC) (c) 20-2/2020-COVID-19 that specifies SOP for Interstate Movement of Employees and Promoters of Industries and SOP for Interstate Movement of Traders/Raw Materials Suppliers/Services Provides and Inspecting Authorities during COVID-19 pandemic.

**Business Impact:** If the company operates in an industrial area (i.e., Kala Amb and Una) employs workers from another state, it must comply with the instruction specified in the Standard Operation Procedure (SOP) for Interstate Movement of Employees and Promoters of Industries. The company must, among other things:

- provide a sanitized vehicle for workers' commutes to and from the workplace;
- make face masks and sanitizers available in commuter vehicles so that workers can use them as soon as they board the vehicles;
- submit information regarding complete detail of employees, vehicles to be provided for commuters, as well as a movement plan to the Deputy Commissioner through email or any other electronic means; and
- provide each migrant worker with an Undertaking (a written statement ascertaining that the migrant workers work for it).

If the company a supplier, service provider or trader who commutes to an industrial area of Himachal Pradesh (i.e., Parwanoo and Gwalthai) from other states for business purposes, it must comply with instruction specified in the SOP for Interstate Movement of Traders/Raw Materials Suppliers/Services Provides and Inspecting Authorities. The company must, among other things:

- submit information regarding the vehicle to be used for commute along with the movement plan to the Deputy Commissioner through email or any other electronic means;
- hold an undertaking (a written statement from the expecting company in the state of Himachal Pradesh, ascertaining that trader, supplier or service provider is expected for business purposes); and
- use only sanitized vehicles to commute to and from the state of Himachal Pradesh.

**Analysis: NEW actionable requirements** applicable to facilities that employ workers from outside of the state of Himachal Pradesh

If the facility operates in an industrial area (i.e., Parwanoo and Gwalthai) and employs workers from outside the state on a daily basis, it submits information regarding complete details of the employees, the vehicles to be used for the transportation of workers, and a movement plan to the Deputy Commissioner through email or any other electronic means.

If the facility operates in an industrial area (i.e., Parwanoo and Gwalthai) and employs workers from out of the State on a daily basis, it provides an Undertaking (a written statement ascertaining that the migrant workers work for it) to each migrant workers.

If the facility operates in an industrial area (i.e., Parwanoo and Gwalthai) and employs workers from out of the State on a daily basis, it follows the instructions specified in the Standard Operating Procedures for Interstate Movement of Employees and Promoters of Industries (i.e., providing face masks and sanitized vehicles) without fail in order to prevent the exposure and the spread of COVID-19 among workers.

If the facility operates in an industrial area (i.e., Parwanoo and Gwalthai) and employs workers from out of the State on a daily basis, it provides workers with sanitized vehicles for the commute between their residences and the workplace, both at the beginning and at the end of the work day.

If the facility operates in an industrial area (i.e., Parwanoo and Gwalthai) and employs workers from out of the State on a daily basis, it makes face masks and sanitizers available in the workers' transportation vehicle and ensures that all workers use them.

If the facility operates in an industrial area (i.e., Parwanoo and Gwalthai) and employs workers from out of

the State on a daily basis, it measures the body temperature of each worker before the worker boards a work transportation vehicle (both before and after their work shift) and keeps a record of any temperature and symptoms indicative of COVID-19.

If the facility operates in an industrial area (i.e., Parwanoo and Gwalthai) and employs workers from out of the State on a daily basis, it ensures that social distance is maintained in the commuter vehicles as per the guidelines issued by the Ministry of Health and Welfare.

If the facility operates in an industrial area (i.e., Parwanoo and Gwalthai) and employs workers from out of the State on a daily basis, it ensures that all workers follow the Standard Operation Procedures during all breaks including lunch breaks, and no worker leaves the premises during working hours.

**NEW actionable requirements** applicable to traders, raw material suppliers, and service providers that intend to visit Himachal Pradesh from other States.

If the facility is a trader, raw material supplier or service provider that commutes to in an industrial area (i.e., Parwanoo and Gwalthai) from out of the State on a daily basis, it submits information regarding the vehicle to be used for commute along with the movement plan to the Deputy Commissioner through email or any other electronic means.

If the facility is a trader, raw material supplier or service provider that commutes to in an industrial area (i.e., Parwanoo and Gwalthai) from out of the State on a daily basis, it holds an Undertaking (a written statement from the expecting company in the State of Himachal Pradesh, ascertaining that trader, supplier or service provider is expected for business purposes).

If the facility is a trader, raw material supplier or service provider that commutes to in an industrial area (i.e., Parwanoo and Gwalthai) from out of the State on a daily basis, it follows and complies with all precautions for prevention of COVID-19 and avoids coming into contact with any member of the public in the state of Himachal Pradesh.

If the facility is a trader, raw material supplier, or service provider that commutes to an industrial area (i.e., Parwanoo and Gwalthai) from out of the State on a daily basis, it uses sanitized vehicles to commute to and from the State of Himachal Pradesh.

If the facility is a trader, raw material supplier, or service provider and commutes to an industrial area (i.e., Parwanoo and Gwalthai) from out of the State on a daily basis, it ensures that its operatives wear facemasks and maintain social distancing during their day-to-day operations and interactions.

[Notification rev \(DMC\) \(c\) 20-2/2020-COVID-19](#) is available in English on the Enhesa Knowledgebase.

**Additional Information** India has lifted its nationwide lockdown starting 1 June 2020. However, COVID-19 containment zones are still under lockdown until 30 June 2020. The Notification rev (DMC) (c) 20-2/2020-COVID-19 issued by the Himachal Pradesh State Disaster Management Authority aims to provide stricter operating procedures for any employees or any person commuting to industrial areas of Himachal Pradesh (such as BBN, Parwanoo, Una, Kala amb, poanta sahib, and Gwalthai and other areas) from other State, in order to prevent the exposure and the spread of COVID-19.

## 5. June 12, 2020

### CHINA NATIONAL

#### Companies are recommended to follow guidance on operation and management of air-conditioning and ventilation systems for workplaces and public-accessible premises during summer

**Abstract:** Effective 21 May 2020, companies that have office spaces and other facilities open to the public are recommended to follow the guidance for operation management and use of air conditioners. This includes that in medium or high-risk regions of COVID-19 pandemic, the return air of all-air air-conditioning system must be turned off, except when certain filtering or sterilizing devices are installed. The centralized air conditioning and ventilation system is recommended to be cleaned and sterilized according to the "Code for the Cleaning and Sterilization of Centralized Air Conditioning and Ventilation Systems in Public Places."

**Business Impact:** If the company has office spaces or public-accessible premises equipped with air-conditioning and ventilation systems, the company is recommended to adopt the measures mentioned herewith when operating such systems. The company is recommended to take steps before turning on the air-conditioning and ventilation systems to ensure that the equipment, such as filters, surface coolers, heaters or humidifiers are operating properly. The company is recommended to regularly clean, sterilize and replace the filters, air handling units, surface coolers, heaters, humidifiers, condensate trays and other equipment and components of the running air conditioning system. The company must immediately shut down, clean and sterilize the centralized air-conditioning and ventilation systems if confirmed or suspected cases of COVID-19 disease are found in the venue, and cannot re-activate the systems until being medically tested and evaluated.

**Analysis:** On 21 May 2020, the Comprehensive Group of Joint Prevention and Control Mechanism of the State Council (国务院应对新冠肺炎疫情联防联控机制综合组, CGJC) in response to the COVID-19 Pandemic published a revised edition of Air-conditioning System Operation Management and Use Guidelines for Summer. The revision for the first time recommends the following measures of operation management and use of different types of air-conditioning systems in office spaces, public-accessible premises and residences, in order to reduce the risk of transmission of the new corona virus. The guidance provides that in preparation of turning on the air-conditioning system, the company is recommended to take the following steps. (1) Personnel are recommended to be trained to understand the the source and supply range of fresh air. (2) The company is recommended to check whether the equipment such as filters, surface coolers, heaters or humidifiers are operating properly. When condition permits, the company is recommended to clean and sterilize open cooling towers and air handling units, and clean the air duct. (3) The company is recommended to keep the fresh air inlet and its surrounding environment clean, and the fresh air will not be polluted. (4) A certain distance between the fresh air extraction port and the exhaust port is recommended to be kept to avoid short circuit. During the operation of the air-conditioning system, the company is recommended to take the following steps. (1) In medium- and high- risk regions of COVID-19 pandemic, return air must be turned off except in cases when a high-efficiency or above-level filtering device is used in the return air (pipe) or air-conditioning box, or an effective sterilization device is installed, in which cases the return air can be turned down instead of turned off completely. (2) The indoor temperature is recommended to be kept at no less than 26 degrees Celsius. When condition permits, it is recommended that the doors and windows not to be completely closed when the air conditioner is running. (3) In crowded places, the indoor air flow is recommended to be strengthened. It is recommended to open windows, doors and ventilating fans or ventilating for about 20-30 minutes after every 2-3 hours of

operation of the air conditioners. (4) For office buildings, underground garages and other places with large staff turnover, ventilation is recommended to be strengthened. After the daily business end, the fresh air and exhaust systems of the air conditioning system is recommended to continue to operate for a period of time. (5) The company is recommended to regularly clean, sterilize or replace the filters, air handling units, surface coolers, heaters, humidifiers, condensate trays and other equipment and components of the running air conditioning system. (6) The company is recommended to regularly check U-shaped pipes such as sewer pipes, water seals of air treatment devices, toilet floor drains, and condensate drain pipes of air-conditioning units, and water must be replenished in time when there is a shortage of water. In case when confirmed or suspected cases of COVID-19 disease are found in the venue, the following measures must be taken: (1) The company must immediately shut down the centralized air-conditioning and ventilation systems in the area of confirmed cases or suspected cases. (2) Under the guidance of the local disease control department, the centralized air-conditioning and ventilation system in the above-mentioned areas must be immediately sterilized and cleaned, and only can be re-activated after being medical tests and evaluations. (3) The cleaning and sterilization of the centralized air conditioning and ventilation system must meet the requirements of the "Code for the Cleaning and Sterilization of Centralized Air Conditioning and Ventilation Systems in Public Places" (《公共场所集中空调通风系统清洗消毒规范》). The recommendations for each type of air-conditioning system are slightly different, for example, when using a Fan coil and fresh air system (风机盘管加新风系统) for large-depth rooms, measures are recommended to be taken to ensure the ventilation of the internal area; if the amount of fresh air is insufficient (less than the national standard requirements of 30m<sup>3</sup>/h), the personnel density must be reduced.

## CHINA NATIONAL

### Companies in low-risk areas of COVID-19 pandemic are recommended to adopt preventive mask wearing, social distancing and ventilation measures

**Abstract:** Effective 21 May 2020, company that has office premises, factories, retail stores or other public-accessible premises is recommended to follow the guidance for mask wearing, social distancing and ventilation. This includes that in meeting rooms, offices and workshops, the company is recommended to ensure effective ventilation and keep people at a social safety distance of more than 1 meter without wearing masks. For retail stores and other facilities open to the public, people are recommended to keep a spare disposable medical mask or medical surgical mask with them and do not need to wear masks in the absence of people gathering where ventilation is good and social distance of more than 1 meter is maintained.

**Business Impact:** If the company has offices, factories, retail stores or other facilities open to the public in low-risk area of COVID-19 pandemic, the company is recommended to adopt the mask wearing, ventilation and social distancing policies. If an employee or visitor has symptoms such as fever and cough, he or she is recommended to wear medical surgical masks or non-respiratory-valve masks complying with KN95/N95 or above preventative levels. If an employee or visitor has severe cardiopulmonary diseases, he or she is recommended to wear masks under the guidance of a doctor. Infants younger than 3 years old are not recommended to wear masks.

**Analysis:** On 21 May 2020, the Comprehensive Group of Joint Prevention and Control Mechanism of the State Council in Response to the COVID-19 Pandemic (国务院应对新冠肺炎疫情联防联控机制综合组, CGJC) published a revised edition of Guidance on Scientifically Wearing Masks for the Public. The revision adjusts mask-wearing, social distancing and ventilation requirements to adapt to the normalized pandemic prevention and control and the comprehensive resumption of work, production and schooling. Compares to

the earlier edition of the guidance, the revised guidance for the first time recommends that companies in low-risk areas adopt the following preventive measures: (1) In public-accessible premises such as retail stores where sufficient ventilation and 1-meter social distance is properly maintained, it is recommended for people to keep a spare disposable medical mask or medical-surgical mask with them. There is no need to wear mask. (2) In public premises where ventilation is insufficient, such as underground or relatively closed shopping venues and elevators, people are recommended to wear disposable medical masks or medical-surgical masks. (3) In meeting rooms, office and workshops, the company is recommended to ensure effective ventilation and keep people at a social safety distance of more than 1 meter without wearing masks. (4) Service personnel in public-accessible premises such as shops, canteens and corporate reception desks are recommended to wear disposable medical masks or medical-surgical masks. (5) Persons with symptoms such as fever and cough are recommended to wear medical surgical masks or non-respiratory-valve masks complying with KN95/N95 or above preventative levels. Patients with severe cardiopulmonary diseases are recommended to wear a mask under the guidance of a doctor. Infants under 3 years old are not recommended to wear masks. In addition, the revised guidance for the first time introduced the following precautions for using masks: (1) Masks that need to be reused are recommended to be hang in a clean, dry and ventilated place after use. (2) It is recommended to store the spare mask in the original packaging bag. If the mask is not in independent packaging, it can be stored in a disposable food bag and ensure that it is not deformed. (3) If one feel chest tightness, shortness of breath when wearing a mask, he or she is recommended to immediately go to an outdoor open place and remove the mask. (4) Discarded masks are classified as other garbage for disposal. For a company's facilities in medium- or high-risk areas, it is recommended to continue to follow the earlier edition of the guidance.

## UNITED STATES NEW YORK

### Additional non-essential businesses, including offices, in certain regions can resume operations after complying with reopening requirements and developing a COVID-19 Safety Plan

**Abstract:** Effective 29 May 2020, companies considered Phase 2 industries must determine whether they are permitted to resume in-person operations. If allowed to reopen, companies must review and comply with industry-specific guidance. Phase 2 industries include non-essential offices, in-store retail establishments, and commercial building management. Companies located in regions that have not yet entered Phase 2 must continue complying with the Phase 1 order. Companies that are not considered Phase 1 or 2 industries must continue complying with the New York State on PAUSE order until 28 June 2020.

**Business Impact:** If the company is located in a region that has entered Phase 2 of the regional phased reopening plan, it must determine whether it is considered as a Phase 2 business. Phase 2 industries include non-essential offices, in-store retail establishments, and commercial building management, among others. If the company is a Phase 2 business, it is now permitted to resume its operations. The company must review industry-specific guidance and implement mandatory preventive measures, such as social distancing and cleaning. The company must also affirm compliance with the guidance. Lastly, the company must develop a written Safety Plan and conspicuously post a copy of the Safety Plan on its premise. If the company is not a Phase 2 business or is located in a region that has not yet entered Phase 2, it must continue to comply with the New York State on PAUSE order or the Phase 1 order, as appropriate, until 28 June 2020.

#### Analysis: Actionable Requirements

If the facility is not a Phase 1 or 2 business or located in a region that has not yet entered Phase 1 or 2, it

requires all employees to work from home.

If the facility is an essential services provider or a non-essential Phase 1 or 2 business, it ensures that employees are practicing social distancing at the workplace.

If the facility is an essential services provider or a non-essential Phase 1 or 2 business, it ensures that all employees who may interact with the public wear face coverings provided by the facility.

If the facility is a non-essential Phase 1 or 2 business, it reviews and implements all applicable preventive measures provided in the state's industry-specific reopening guidance.

If the facility is a non-essential Phase 1 or 2 business, it affirms business compliance to the state's industry-specific reopening guidance.

If the facility is a non-essential Phase 1 or 2 business, it develops a site-specific COVID-19 Reopening Safety Plan.

If the facility is a non-essential Phase 1 or 2 business, it conspicuously posts its COVID-19 Reopening Safety Plan.

**What Has Changed** The Executive Order (EO) Number 202.35 allowed Phase 2 industries to resume their operations in certain regions, provided that they comply with the Phase 2 reopening requirements, which are the same as the reopening requirements for Phase 1 industries.

On 29 May 2020, the New York State Governor Andrew Cuomo issued Executive Order (EO) Number 202.35 as a continued effort to slow the spread of the 2019 novel coronavirus disease (COVID-19). EO No. 202.35 extends the termination dates of the New York State on PAUSE order and the Phase 1 order to 28 June 2020. Further, it orders certain regions to begin Phase 2 of the state's [regional phased reopening plan](#), effective 29 May 2020. **Regional Reopening of Phase 2 Industries** Phase 2 industries allowed to reopen under EO No. 202.35 include the following, among others:

office-based work, including professional services, administrative support, and information technology; real estate services, commercial building management, leasing, rental, and sales services; and retail in-store shopping, rental, repair, and cleaning.

As of the date EO No. 202.35 took effect, 5 of the 10 regions met the criteria. Those regions are the Central New York, North Country, Finger Lakes, Southern Tier, and Mohawk Valley regions. Accordingly, Phase 2 industries located in these regions are permitted to reopen and must review and comply with the New York State Department of Health's (DOH's) reopening guidelines. Companies can use the [Reopen Lookup Tool](#) to determine whether they are eligible to reopen. **Guidelines for Phase 2 Industries** The guidance and the Safety Plan template for each specific industry group are posted on the [New York Forward](#) website. The guidance includes mandatory measures that companies must take. Most mandatory measures are identical across industries, such as physical distancing and cleaning and hygiene. The guidance also provides best practices specific to each industry, such as:

office-based workplaces are recommended to implement strict clean-desk policies, limit the use of shared workstations, and mark 6 feet distance circles around workstations;

commercial buildings are recommended to close any common indoor or outdoor seating areas, limit the numbers of entrances to manage the flow of visitors into the building, and install physical barriers at reception and security desks; and

in-store non-essential retail businesses are recommended to implement a touchless delivery system, promote remote shopping alternatives, and encourage customers to bag their own purchases.

**More Information** For more information, see the Office of the Governor website for [EO No. 202.35](#). Additional information, including the most current COVID-19 status in New York State, is available on [DOH's website](#).

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## UNITED STATES NEW YORK

## Companies allowed to deny entry of individuals without masks or face coverings if necessary to ensure compliance with the face-coverings requirement

**Abstract:** Effective 28 May until 27 June 2020, companies that allow individuals to enter the premises must ensure that such individuals cover their nose and mouth with a mask or cloth face-covering. If necessary, companies are authorized to deny entry of non-compliant individuals or remove those who take off the coverings while present in the premises.

**Business Impact:** If the company owns or operates facilities where outside individuals, including the members of the public, may enter the premises, it must take the necessary measures to ensure that such individuals adequately cover their nose and mouth with a mask or cloth face-covering in its premises. Such measures include, for example, requiring individuals to leave the premises if not in compliance with the face-coverings requirement.

**Analysis: Actionable Requirements** If the facility has any individuals entering its premises, including the members of the public, it ensures that they comply with the face-coverings requirement, such as by denying entry of individuals without face-coverings.

**What Has Changed** The Executive Order (EO) Number 202.34 authorized companies to take necessary actions to ensure compliance with the face-coverings requirement directed under [EO No. 202.17](#).

On 28 May 2020, the New York State Governor Andrew Cuomo issued Executive Order (EO) Number 202.34 as a continued effort to slow the spread of the 2019 novel coronavirus disease (COVID-19). EO No. 202.34 requires business operators and building owners to ensure that individuals comply with the face-coverings requirement. EO No. 202.34 is effective from 28 May through 27 June 2020, unless amended otherwise. The previously issued [EO No. 202.17](#) directed all individuals in New York State to cover their nose and mouth with a mask or cloth face-covering when in a public place. To further enforce this face-coverings requirement, EO No. 202.34 now authorizes companies to take necessary actions to ensure compliance. For example, companies are allowed to deny entry of individuals without face coverings or to have individuals leave the premises if they discontinue wearing the coverings. **More Information** For more information, see the Office of the Governor website for [EO No. 202.34](#). Additional information, including the most current COVID-19 status in New York State, is available on [DOH's website](#).

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## UNITED STATES MASSACHUSETTS

### Governor Baker announces the start of Phase 2, some businesses can open under new safety standards

**Abstract:** Effective 8 June 2020, Phase II businesses, including warehouses and distribution centers, retail establishments, and restaurants, can open provided that they comply with all the Phase II mandatory general safety standards and any applicable sector-specific safety standards. Essential businesses and businesses that were allowed to open during Phase I have until 15 June 2020 to comply with these same standards to remain open during Phase II.

**Business Impact:** Effective 8 June 2020, if the company is considered a Phase II business, it can reopen provided that it complies with all the mandatory general safety standards and any applicable sector-specific safety standards. Some Phase II businesses, such as close-contact personal care services and restaurants, can only open at Phase II, step one capacity, until further notice. Essential businesses and

businesses that opened during Phase I will have until 15 June 2020 to comply with the new mandatory safety standards to remain open in Phase II.

**Analysis: Actionable Requirements Existing:** -If the facility is permitted to be open during Phase II of the COVID-19 reopening plan, it operates its physical workspace according to the Phase II restrictions, such as limited occupancy and sanitation requirements. **New:** - If the facility is a Phase III or Phase IV business under the COVID-19 reopening plan, it closes its brick-and-mortar facility to workers, customers, and the public until authorized to open.

**What has changed?** Effective 8 June 2020, under Executive Order 37 (EO-37), the existing requirements are amended to now allow Phase II businesses to reopen in addition to essential businesses and Phase I businesses, as long as they follow the Phase II safety restrictions. Further, essential businesses and Phase I businesses can continue to operate as long as they comply with the new Phase II safety restrictions by 15 June 2020. EO-37 also restricts Phase III and Phase IV businesses from opening until a subsequent order authorizes the next phase of reopening in the state

**Additional Information Phase II Businesses** Phase II businesses are businesses that meet the following conditions: - not previously permitted to open their premises as an essential service or Phase I; - not closed by any COVID-19 order, separate or in addition to [EO-13](#); - not excluded or excepted in EO-37 Section 5; and - is not listed as a Phase III or Phase IV business. For example, Phase II includes: - retail stores, including enclosed shopping malls; - restaurants providing food-service prepared on-site; and - warehouses and distribution centers. A full list of Phase II businesses is available in [EO-37, Schedule A](#). **Phase II Restrictions** Effective 8 June 2020, the first step of Phase II allows restaurants to provide outdoor table service and Phase II businesses, except Phase II Step 2 businesses, may reopen brick-and-mortar facilities to employees, customers, and the public. To open, and remain open, Phase II businesses must follow general COVID-19 workplace safety rules and any applicable sector-specific rules. Before opening, businesses must: - bring the workplace into full compliance with all general COVID-19 safety rules and all sector-specific rules; - complete the self-certification to verify compliance with the general and sector-specific COVID-19 rules; and - post on the premises all public notices and advisories that are required. Essential services and other businesses that were allowed to open before Phase II have until 15 June 2020 to comply with these requirements. **Mandatory Safety Rules for All Workplaces** The mandatory general workplace safety rules include, but are not limited to: - establishing protocols to ensure that employees can practice adequate social distancing; - requiring face coverings or masks for all employees; - providing hand washing capabilities throughout the workplace; - training employees regarding the social distancing and hygiene protocols; and - establishing and maintaining cleaning protocols specific to the business. A full list of the mandatory rules can be found [online](#). Further, employers can download safety posters from Mass.gov in 11 languages, including [English](#), [Spanish](#), and [Arabic](#).

**Sector-Specific Rules** Businesses must also follow the applicable sector-specific rules to open during Phase II and remain open. For example, sector-specific rules for Phase II [retail establishments](#) include: (1) limiting occupancy at all times to the greater of the following:  
8 persons (including store staff) per 1,000 square feet of accessible, indoor space; or  
40 percent of the store's maximum permitted occupancy as documented in its permit, if a store has no permitted occupancy limit, it must rely on the 8-persons per 1,000 square foot method;  
(2) ensuring separation of 6 feet or more between individuals, where possible, by:  
installing physical barriers for checkout stations where possible, or maintaining 6 feet distance where not possible;  
installing visual social distancing markers to encourage customers to remain 6 feet apart (e.g., lines outside of the stores if applicable, lines to make payments, lines to use the restroom); and  
closing or reconfigure worker common spaces and high-density areas where workers are likely to congregate (e.g., break rooms, eating areas) to allow social distancing; and  
(3) requiring face coverings for all workers and customers, except where unsafe due to medical condition or

disability. Further, for sectors, such as warehouses and distribution centers, that do not have a specifically listed guidance, the facility can follow the [Safety Standards and Checklist: Sectors Not Otherwise Addressed](#). These standards establish minimum standards for any business that is permitted to reopen but is not specifically addressed by sector-specific COVID-19 safety standards. For example, businesses must:

- separate workstations that cannot be separated by 6 feet or more with physical partitions;
- close or reconfigure worker common spaces and high-density areas where workers are likely to congregate (e.g., break rooms, eating areas) to allow social distancing;
- ensure access to hand washing facilities on site, including soap and running water, and allow sufficient break time for workers to wash hands frequently (alcohol-based hand sanitizers with at least 60 percent alcohol may be used as an alternative);
- provide regular sanitation of high-touch areas, such as workstations, equipment, screens, doorknobs, restrooms throughout the workplace; and
- provide training to workers on up-to-date safety information and precautions, including hygiene and other measures aimed at reducing disease transmission. The sector-specific standards, including a checklist, can be found [online](#).

**More Information** [EO-37](#) is available online. More information on the [general standards](#) and [sector-specific standards](#) can be found on Mass.gov.

## SAUDI ARABIA

### Companies can now consult protocols aimed for the reduction of the spread of the Coronavirus in Saudi Arabia

**Abstract:** Since 5 June 2020, companies are highly recommended to consult newly issued protocols prepared by the Ministry of Health and aimed to help with reducing the spread of the Coronavirus. The announcement refers to different protocols issued for specific sectors such as the public sector protocol, petroleum, petrochemicals, and gas protocol, contracting protocol, and others. Companies are highly recommended to consult these protocols.

**Business Impact:** Companies can consult the protocols prepared by the Ministry of Health and announced in the official gazette Announcing the Preventive Protocols for sectors for reducing the spread of the Coronavirus, in order to keep complying the preventive measures enforced in different sectors of work as part of the ongoing efforts to reduce the spread of the Coronavirus. Some of the measures include limiting access to specific areas, measuring body temperatures, applying social distancing, and providing face masks.

**Analysis:** On 5 June 2020, Announcing the Preventive Protocols for sectors for reducing the spread of the Coronavirus was published in the Saudi Official Gazette. This announcement refers to protocols developed by the Ministry of Health, for different sectors, to help with reducing the spread of the Coronavirus. Some of the relevant protocols for companies are the following: **Petroleum, petrochemicals, and gas sector + Mining sector** Companies operating in the petroleum, petrochemicals, and gas sector, as well as in the mining sector are subject to the same requirements and can comply with the listed measures in this protocol. Example of the measures include: **Factories** prohibiting anyone with a body temperature higher than 38 degrees from entering the facility; encouraging tele-working when possible; providing all the necessary sanitary products; refraining from using finger print boards; providing separated doors for entry and exit; and limiting unnecessary visits.

#### **Warehouses**

maintaining proper social distancing;  
disinfecting equipment after use;  
scheduling shipment arrivals in order to avoid a crowded workplace; and  
encouraging tele-working when possible.

#### **Workers accommodation**

complying with the technical regulation for the health conditions for workers accommodation;  
prohibiting visits;  
organizing circulation; and  
refraining from sharing plates, cutlery, and other tools used on a daily basis.

**Offices** Companies with offices are subject to different measures such as, for example:

prohibiting meetings and gatherings;  
allowing elevator usage only for people with special needs and special necessities;  
applying social distancing at all times;  
limiting the number of employees in each room;  
limiting the number of employees in the office depending on necessity and encourage them to work from home;  
measuring body temperature on a daily basis; and  
providing face masks and make sure employees wear them during work hours.

**Contracting sector (new and existing projects)** Companies involved in contracting projects are subject to different measures such as, for example: **workers accommodation**

taking body temperature on a daily basis;  
cleaning and sanitize shared places at least twice a day;  
prohibiting visits; and  
prohibiting sharing plates, cutlery, and other tools used on a daily basis.

#### **Work location**

prohibiting anyone with a body temperature higher than 38 degrees from entering the facility;  
providing face masks for workers to wear at all times;  
prohibiting entry for non-essential workers; and  
applying proper social distancing at all times.

#### **Elevators, cranes, stairs and other equipment**

providing gloves and face masks for operators to wear during works;  
cleaning and sanitize all used surfaces after every operation;  
organizing work schedule in a way that reduces the worker's presence in the same spot;  
prohibiting workers from approaching equipment and machinery except during works; and  
allowing stairs usage in one direction only.

#### **Existing projects**

implementing prevention measures immediately;  
assigning a protocol manager to undertake testings on workers;  
assigning a single entry to the location;  
providing face masks for workers to wear at all times;  
agreeing on a specific delivery protocol with transporters;  
providing appropriate ventilation in closed areas;  
limiting the number of workers inside elevators and shared places; and  
cleaning the workplace on a daily basis.

The protocols also include measures for sectors such as restaurants, cafes, public places, malls, veterinary clinics and others. Announcing the Preventive Protocols for sectors for reducing the spread of the Coronavirus is available online in Arabic. [The protocols](#) are also available online in Arabic.

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## **BRAZIL PARANÁ**

## Companies authorized to operate during the public health emergency must comply with complementary measures to face COVID-19

**Abstract:** Since 6 May 2020, companies operating in public spaces (**espaços de uso público**) and areas of collective use (**Espaços de uso coletivo**), which are authorized to operate in the State of Paraná during the health emergency situation, must comply with complementary measures to face COVID-19, such as social distancing, hand hygiene practices, and dissemination of information on general prevention practices.

**Business Impact:** If the company is authorized to be in operation in the State of Paraná during the public health emergency, it must adopt measures to face COVID-19, such as hand and hygiene practices (for example, provide resources for clients to clean their hands: water, soap, paper towel, and alcohol 70%) and cleaning and disinfection practices (such as providing PPE for cleaning professionals). If the company does not comply with the applicable measures, it can be subject to sanctions, such as fines or closure of its facilities.

**Analysis:** [SESA Resolution 632](#) of 5 May 2020 complements the health measures to face the new coronavirus (COVID-19) established by [Federal Law 13.979 de 6 February 2020](#). It applies since 6 May 2020 to companies: -operating in public spaces (**espaços de uso público**) and in areas of collective use (**Espaços de uso coletivo**); and -authorized to operate in the State of Paraná during the public health emergency. SESA Resolution 632/2020 does not apply to companies that are not authorized to operate during this period, and it does not establish measures for reopening activities in such areas. While Federal Law 13.979/2020 establishes national measures to face COVID-19, such as transport and circulation restrictions in national territory, rules for medicine importation, and mandatory tests and treatments, SESA Resolution 632/2020 introduces the new complementary measures to be followed at the State of Paraná such as: -social distancing; -hand hygiene guidelines; -cleaning and disinfection guidelines; and -guidelines on the dissemination of information on general prevention. **Social Distancing** SESA Resolution 632/2020 determines social distancing guidelines and establishes that everyone must stay home and only go out of their residence if necessary. Social distancing guidelines must be respected in interior and exterior areas of establishments allowed to operate, such as: -restrictions to access: companies must provide informative posters in areas of great circulation of people indicating the maximum capacity of the establishment; - control of entrance and exit flow: an external waiting area must be available for clients, to avoid agglomeration inside buildings; -distancing of people according to the maximum capacity of the building: a person's spot in waiting lines must be indicated, according to the minimal distance of 2 meters; -restrictions to the use of elevators: it must be used by one person at a time or for people living in the same residence; - priority to electronic payment methods; -priority to video conferences and home work; -protected separation of receptionists from the public; and -complementary measures, such as different time schedules for risk group people. Since 5 May 2020, operators, costumers and all others must use masks in public spaces and areas of public use in Paraná. Surgical and aerosol masks, N95, PFF2 or equivalent must be used exclusively by health professionals. Other people must use regular fabric masks that comply with [SESA Guidance Note 22/2020](#) (for example, with double layers and preferably made of cotton fabrics). **Hand hygiene guidelines** SESA Resolution 632/2020 establishes that a company must provide resources for clients to clean their hands: water, soap, paper towel and alcohol 70%. They must be easily accessed and visibly positioned in areas of great circulation of people. The use of liquid alcohol of up to 54°GL (46.3° INPM) in 1L packages is not permitted for purposes of hand hygiene. Trash cans must also be positioned close to the hand hygiene spots, and must have pedals. **Cleaning and disinfection guidelines** During the public health emergency, cleaning must be intensified: -in internal or external areas, especially those of great circulation; -in frequently touched surfaces (elevators, phones, handrail, computer keyboard, shopping carts, turnstiles, biometric points, taps, door handles); and -in means of transport for community use. Cleaning operators must use PPE equipment (not the ones exclusively destined to health professionals), which must be provided by their employer. SESA Resolution 632/2020 also establishes which kind of products must be used (such as those with ANVISA authorization) and which practices that

must be adopted by cleaning professionals (such as washing their hands before and after the clean). Companies must also ensure constant ventilation of public areas and collective use areas.

**Dissemination of information on general prevention guidelines** SESA Resolution 632/2020 establishes that companies must provide information on general prevention guidelines in areas of great circulation, such as through posters or audio-visual warnings on the forms of transmission of COVID-19 and preventive measures. Information material is available at [SESA website](#). Companies are prohibited to offer food or beverage samples for clients. The use of drinking fountain must also be restricted (such as exclusive use only glasses, cups and bottles, that cannot touch the water outlets) Companies with Specialized Service in Safety Engineering and Occupational Medicine (**Serviço Especializado em Engenharia de Segurança e Medicina do Trabalho – SESMT**) and Internal Commissions of Accident Prevention (**Comissões Internas de Prevenção de Acidentes – CIPA**) are required to adopt specific administrative measures on COVID-19 prevention, such as: -create an extraordinary committee to elaborate a contingency plan to face COVID-19; -organize and distribute informative newsletters to all collaborators, -evaluate the potential risks of transmission in all steps of the productive chain and elaborate action plans to reduce such risks; and - monitor suspected cases and inform to SESA, guide professionals with symptoms. SESA Resolution 632/2020 also establishes restrictions for work environments during the State of Emergency. For example, meeting areas must respect social distancing guidelines and be destined only for resting (the use of games and other interaction gadgets is suspended). Areas destined for kids' recreation must remain closed.

**Penalties** Noncompliance to the guidelines established by SESA Resolution 632/2020 are subject to penalties established by the [Interministerial Ordinance 5/2020](#), [Paraná State Law 13.331/2001](#), and [Paraná State Decree 5.711/2002](#), such as administrative warning, fines, suspension of activities, revocation of sanitary licenses, temporary or permanent injunction of the establishment, product or equipment.

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## MOSCOW CITY

### Moscow starts lifting restrictions introduced due to the outbreak of the coronavirus (COVID-19)

**Abstract:** On 08 June 2020, the Mayor of Moscow announced the lifting of restrictions, imposed with the introduction of the high-alert mode established due to the outbreak of the coronavirus (COVID-19). The lifting of restrictions will take place in stages. For example, self-isolation rules and QR code permits for private and public transport are lifted as of 09 June 2020, while ad and consulting agencies are allowed to reopen as of 16 June. Requirements on masks and gloves, as well as social distancing rules remain in force.

**Business Impact:** The company must continue to ensure compliance with the working from home and social distancing measures, as they remain in place until further notice, except for certain business that will gradually reopen in June (for example, ad and consulting agencies). Consequently, the company must continue to ensure that its employees work from home. If the nature of the work does not allow working from home, social distancing measures (such as keeping a distance of 1,5 metres) are strictly implemented and enforced. If the company cannot guarantee social distancing or working from home for its employees, it must shut down its operations.

**Analysis:** [Decree No. 68-UM](#) was adopted on 08 June 2020 and introduces specific stages of lifting restrictions established in connection with the introduction of the high-alert mode due to the outbreak of Covid-19 in Moscow by [Decree No. 12-UM](#) of 05 March 2020. Decree No. 68-UM additionally repeals provisions of Decree No. 12-UM on self-isolation orders - including the digital pass system and the

schedule system for taking walks outside. The restrictions are lifted as follows from the dates indicated: **As of 09 June:**

self-isolation rules, QR code permits for private and public transport, scheduled walks, restrictions for citizens aged 65+;  
hairdressers, employment agencies, vet clinics and photo studios; and  
carsharing services, as well as film and recording studios.

**As of 16 June:**

rental services;  
outdoor terrace dining;  
museums, exhibition halls, libraries and zoos;  
real estate, ad and consulting agencies; and  
dentists.

**As of 23 June:**

indoor dining;  
gyms, swimming pools, public sports and recreation facilities, including street benches;  
social welfare offices, state and private kindergartens; and  
river cruises.

**Which restrictions are staying in place?** Residents are still required to wear masks and gloves outdoors and in public buildings, as well as maintain a 1.5 meter distance from others at all times. Furthermore, offices that have opened have to comply with the sanitary and epidemiological regulations in place. For example, companies have to ensure measurement of body temperature of employees at the workplace and immediately suspend persons with fever from the workplace, as well as ensure testing for COVID-19 once in every two weeks for not fewer than 10% of the employees. Teleworking remains highly recommended.

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## NEW ZEALAND

**Since 22 May 2020 companies which own buildings do not need to comply with certain fire safety and evacuation procedures while COVID-19 Notice is in place.**

**Abstract:** Since 22 May 2020 companies which own buildings do not need to comply with certain fire safety obligations for the time period in which the Epidemic Preparedness (COVID-19) Notice 2020 is in force. These obligations include requirements to conduct trial evacuations, implement evacuation training programs and make notifications to Fire and Emergency New Zealand.

**Business Impact:** If a company is an owner of a building, for the duration of the time period under which the COVID 19 Notice is in force, they:  
need not ensure that they complete trial evacuations of the building's occupants;  
need not ensure that they implement an evacuation training program for the building;  
need not ensure that they notify FENZ of the evacuation training program for the building; and  
must ensure that, once the Notice suspending the implementations is revoked or expires, days during which the COVID 19 Notice was in force are not counted for the purposes of calculating 6-monthly intervals between these implementations.

**Analysis:** Since 22 May 2020 the [Fire and Emergency New Zealand \(COVID-19—Fire Safety, Evacuation Procedures, and Evacuation Schemes\) Amendment Regulations 2020](#) (the Regulations) amend the Fire and Emergency New Zealand (Fire Safety, Evacuation Procedures, and Evacuation Schemes) Regulations 2018 (the Primary Regulations). The Regulations are adopted under the Fire and Emergency New Zealand Act 2017. Their purpose is to provide for a temporary suspension of certain duties on building owners from their entry into force for the remainder of time that the [Epidemic Preparedness \(COVID-19\) Notice](#)

[2020](#) (the COVID 19 Notice) is in force. **Trial Evacuations** The Regulations amend the duty on building owners to undertake trial evacuations of the building's occupants at intervals of not more than 6 months. For the period that the COVID 19 Notice is in force, building owners will not be required to complete these trial evacuations. For the purposes of calculating the interval between trial evacuations, any days in which the COVID 19 Notice was in place must be excluded from these calculations. **Evacuation Training Programs** For the period that the COVID 19 Notice is in force, building owners will no longer be required to implement an evacuation training program at intervals of not more than 6 months. For the purpose of calculating these intervals, any days when the COVID 19 Notice was in force must be excluded from these calculations. **Notifications** For the period that the COVID 19 Notice is in force, building owners will no longer be required to notify FENZ (Fire and Emergency New Zealand) of the evacuation training program for the building. For the purposes of calculating the 6-monthly intervals at which the notifications must be given, any days when the COVID 19 Notice was in force must be excluded from calculations. The suspension of these duties and exclusion of days from calculation, are temporary. The duties on companies who own buildings to complete these implementations will resume upon the expiry or revocation of the COVID 19 Notice. The Notice is set to expire 25 June 2020, three months after its entry into force, unless it is sooner revoked. **Temporary amendment of Primary Regulations revoked after 6 months** The sub clauses inserted into the Primary Regulations in order to give effect to the Regulations shall be revoked immediately after the expiry of the 6-month period that starts on the date on which the COVID 19 Notice expires or is revoked.

## MEXICO

### Sanitary safety guidelines issued for the workplace

**Abstract:** As of 1 June 2020, companies that are deemed safe to re-start operation activities after COVID-19 shutdowns must submit their Sanitary Safety Protocol (**Protocolo de Seguridad Sanitaria**) to the Mexican Institute of Social Security (**Instituto Mexicano del Seguro Social - IMSS**) for its approval before initiating operations. The Technical Guidelines on Sanitary Safety in the Workplace (**Lineamientos Técnicos de Seguridad Sanitaria en el Entorno Laboral**) are to be used to develop the Sanitary Safety Protocol.

**Business Impact:** Companies that are ready to reactivate their operations must develop a Sanitary Safety Protocol (**Protocolo de Seguridad Sanitaria**) and submit it to the Mexican Institute of Social Security (**Instituto Mexicano del Seguro Social - IMSS**) for their approval prior to initiating operations.

**Analysis: Actionable requirements** Companies that are ready to reactivate their operations must first develop a Sanitary Safety Protocol (**Protocolo de Seguridad Sanitaria**), then submit it to the Mexican Institute of Social Security (**Instituto Mexicano del Seguro Social - IMSS**). The IMISS will evaluate it and will issue its response within 72 hours in which it will approve the Sanitary Safety Protocol, request further information, or reject it. Companies will not be able to restart activities without having received the approval from the IMSS. The [Technical Guidelines on Sanitary Safety in the Workplace](#) establish general control strategies that must be included in the Sanitary Safety Protocol and then implemented in the workplace. These general control strategies are:  
health promotion; and  
occupational health and safety measures.

**Health promotion** It involves orientation, training, and organization of workers to prevent and control the propagation of the coronavirus causing COVID-19 in the home, social environment, and during the journeys in public or private transport provided by the company, including the following:  
providing general information on the COVID-19 contagion mechanisms, symptoms, and the best ways to

prevent infection;  
hand-washing with soap and water frequently or use 70% alcohol-based solutions or gels;  
practicing respiratory etiquettes such as covering the nose and mouth when coughing or sneezing, with a handkerchief or the internal angle of the arm;  
not allowing to spit, but if necessary, using tissue and discarding it in a plastic bag, then washing hands;  
encouraging workers to not touch their face with dirty hands, especially the nose, mouth, and eyes;  
cleaning and disinfecting surfaces and objects of common use in offices, closed sites, transport, and meeting places, among others;  
keeping a healthy distance (at least 1.5 m) during contact.  
The Government of Mexico has made available infographics and communication material to workers at the following website: <https://coronavirus.gob.mx/> and <https://climss.imss.gob.mx/>. **Occupational health and safety measures** Health and safety measures are divided into

safe distancing;  
entry/exit control;  
contagion prevention measures; and  
personal protective equipment (PPE) use.  
Safe distancing comprises two aspects: 1) staying at home in the presence of respiratory disease symptoms; and 2) modifying habits of workers to favor a minimum distance of 1.5 meters among persons not using PPE and decreasing the frequency and the face-to-face meeting between workers, including the adaptation of spaces and work areas to reduce human density indoors and outdoors during maximum, high and medium levels of the contagion for which the following minimum strategies must be established:  
avoid overcrowding in spaces and ensure the permanent availability of drinking water, soap, toilet paper, alcohol-based gels, and disposable hand-drying towels;  
establish alternate schedules for meals, toilets, and daily activities to reduce contact between people;  
increase the number of vehicles for personnel transport, in order to reduce overcrowding and contagion, keeping a healthy distance and natural ventilation.  
Companies must implement an entry-exit control system for workers, clients, and suppliers that must:  
establish a filter according to the General guidelines for mitigation and prevention of COVID-19 in closed public spaces (**Lineamiento general para la mitigación y prevención de COVID-19 en espacios públicos cerrados**) for the identification of persons with acute respiratory infection;  
designate an area for isolation for employees who are detected with signs of respiratory diseases and/or body temperature greater than 37.5° C, provide them with a facemask and send them home or for medical attention;  
provide 70% alcohol-based solution for handwashing and verify adequate use of facemasks;  
place disinfectant mats with sodium hypochlorite concentrations of at least 0.5% ensuring the mats are clean and that they have disinfectant liquid, if possible; and  
establish exclusive personnel entrances and exits, in case of having only one access, this will have to be divided by physical barriers in order to have specific spaces for entrance and exit of personnel.

Measures for the prevention of contagions in the company are actions that are carried out to prevent the virus from entering its premises and possible contagion. These prevention measures include hygiene, cleanliness, and sound distance issues to be implemented in the workplace such as:  
providing dispensers with 70% alcohol-based solutions to personnel in different parts of the workplace;  
providing sanitary products and personal protective equipment to workers, including facemasks, protective glasses, and/or face shields;  
having sufficient stocks of disposable and personal products, ensuring continuous cleaning;  
ensuring that restrooms have a sink and adequate conditions for cleaning of staff (water, soap and disposable paper towels);  
to establish a program of cleaning and permanent maintenance of the workplace and workplaces, including those intended for food, rest and, where appropriate overnight, using the appropriate cleaning products to prevent the spread of the virus;  
promote workers not to share work tools and/or personal objects;

favor natural ventilation in common spaces or of greater concentration of personnel, in addition to those work areas with a large influx of personnel, when possible;

inspect the operation of extraction systems, provide maintenance and change filters;

install signs in common areas such as bathrooms, locker rooms, lockers, cafeterias, canteens and rooms with markings on the floor, walls and/or furniture reminding the minimum distance of 1.5 meters between people;

establish a policy to control visitors, suppliers, and contractors to prevent the risk of contagion originated from people outside the workplace; and

implement a policy for the use of stairs keeping the sound distance avoiding touching surfaces such as handrails for traffic within the workplace; in case health or distance issues there is a need to use the elevator there are not more than two persons per square meter within it or the mandatory use of facemasks; waiting to board must be in a queue (1.5 meters distance between persons) and hand hygiene immediately after touching the elevator buttons (Hand washing or hygiene with 70% alcohol-based solution).

The use of PPE minimizes the risk of infection in workers in the performance of their activities. Employers must distribute employees with functions of attention to the public at least the following equipment: facemasks, preferably washable so as to be empathetic to the environment (provide training on cleaning and replacement); and

facial protection or goggles or safety glasses with side, top, and bottom eye protection;

In workplaces where there is exposure to contaminant chemical agents, the conventional PPE established by the Official Mexican Standards in force must be used. Additionally, workplaces must also implement protection measures for the vulnerable population in work centers located in regions designated as high and medium alert. The [Technical Guidelines on Sanitary Safety in the Workplace](#) provide criteria to classify the risk of workers by occupation or vulnerability condition.

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## INDIA

### Offices resuming operations/activities must adhere to instructions prescribed in the Standard Operation Procedures for preventive measures and response to COVID-19 infections

**Abstract:** Starting from 8 June 2020, offices resuming their operations/activities after the lockdown is lifted must comply with the instructions under the Standard Operating Procedures specific to offices. This follows from the issuance of the SOP on preventive measures to contain the spread of COVID-19 in offices ("SOP"). The SOP provides preventive measures and measures to be taken for COVID-19 confirmed or suspected cases. It must be noted that only offices operating in non-containment zones are allowed to operate. Offices operating in the COVID-19 containment zones must remain closed until 30 June 2020.

**Business Impact:** If the company has an administrative office, starting from 8 June 2020, it must implement the office-specific COVID-19 preventive measures as well as follow the detailed procedure for confirmed or suspected cases. In order to prevent exposure and spread of COVID-19 at the workplace, the company, must:

measure the body temperature of all workers and visitors at the facility entrance gate and provide sanitizing facilities to everyone entering premises;

set the temperature of all air conditioning devices in the range of 24-30 degree Celsius and relative humidity in the range of 40- 70%;

not allow any worker or driver residing in a COVID-19 containment zone to report to work; and

reorganize employees' seating arrangements to maintain adequate social distancing.

In addition, in a situation where the company suspects or confirms COVID-19 cases at the workplace, it

must immediately provide face masks to the potential COVID-19 patient and isolate such persons at the workplace followed by informing the nearest medical facility (hospital/clinic) or calling the state or district helpline. The company, in a situation where only 1 or 2 COVID-19 cases are reported, must disinfect all places/areas visited by the patient(s) in the preceding 48 hours prior to resuming operations as per the Disinfecting Guidelines issued by the Ministry of Health and Welfare. However, if the reported cases are more than 2, it must thoroughly disinfect the entire workplace, close the building for 48 hours, and allow workers to telework until the building is declared fit for re-occupation.

### **Analysis: New actionable requirements**

If the facility is an office that resumes operations or activities post lockdown, it measures the body temperature of all workers and visitors at the facility entrance gate and provides sanitizing facilities to everyone entering premises.

If the facility is an office that resumes operations or activities post lockdown, it does not allow any worker or driver residing in the COVID-19 containment zone to report to work.

If the facility is an office that resumes operations or activities post lockdown, it ensures that social distancing is followed during work hours as well as during the workers' commute to and from work.

If the facility is an office that resumes operations or activities post lockdown, it disinfects the interior of any vehicle used for work purposes, as well as frequently touched surfaces (i.e., doorknobs, elevator buttons, handrails, benches, and washroom fixtures) using 1% sodium hypochlorite solution/ spray.

If the facility is an office that resumes operations or activities post lockdown, it does not allow employees with higher COVID-19 infection risk (i.e., older employees, pregnant employees and employees who have underlying medical conditions) to perform any front-line work requiring direct contact with the public and allows them to telework as much as possible.

If the facility is an office that resumes operations or activities post lockdown, it prominently displays posters, standees, or audiovisual media on preventive measures for COVID-19 onsite.

If the facility is an office that resumes operations or activities post lockdown, it does not receive unnecessary visitors and ensures a staggering work and break schedule.

If the facility is an office that resumes operations or activities post lockdown, it organizes separate entry and exit for officers, staff, and visitors.

If the facility is an office that resumes operations or activities post lockdown, it undertakes adequate precautions while handling supplies, inventories, and goods.

If the facility is an office that resumes operations or activities post lockdown, it rearranges employees' seating arrangements to maintain adequate social distancing.

If the facility is an office that resumes operations or activities post lockdown, it ensures that any air conditioners and ventilation equipment on site are maintained according to the Guidelines issued by the Central Public Works Department, and ensures that the temperature of all air conditioning devices is set in the range of 24-30 degree Celsius, relative humidity in the range of 40- 70%, and cross ventilation is adequate.

If the facility is an office that resumes operations or activities post lockdown, it ensures that face covers, masks, and gloves used and left on the work premises by visitors and employees are appropriately disposed of.

If the facility is an office that resumes operations or activities post lockdown, it ensures that social distancing is maintained in the cafeteria and canteen, and face masks and gloves are used by all serving staff.

If the facility is an office that suspects that an employee suffers from symptoms of COVID-19, it immediately isolates the employee, provides them with a face mask and informs the nearest medical facility (hospital/clinic), or calling the state or district helpline.

If the facility is an office with 1 or 2 COVID-19 reported cases, it disinfects all places/areas visited by the patient in the preceding 48 hours as per the Disinfecting Guidelines issued by the Ministry of Health and Welfare prior to resuming operation.

If the facility is an office with more than 2 COVID-19 reported cases, it thoroughly disinfects the entire workplace, closes the building for 48 hours, and allows workers to telework until the building is declared fit

for re-occupation.

**Additional information** Facilities must know that the nationwide lockdown in India has been lifted as of 1 June 2020. However, COVID-19 containment zones are still under the lockdown until 30 June 2020. [Standard Operating Procedure \(SOP\) on preventive measures to contain the spread of COVID-19 in offices](#) is available in English on the Enhesa Knowledgebase.

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## HUNGARY

### Guidance to help employers minimize the risk of exposure to COVID-19 at workplaces published

**Abstract:** As of 26 May 2020, companies can consult the Guidance published by the Department of Labour Inspection of the Ministry for Innovation and Technology on health and safety guidelines for returning to the workplace, which will allow them to ensure safe and healthy work environments and minimize the risk of COVID-19 infection. Implementation of the Guidance is voluntary. The recommendations include, for example, placing impervious barriers, such as plastic sheeting between workers (especially when it is not possible to maintain a 1.5 meters distance between employees) as well as not operating split or fan coil type air-conditioning units that recirculate indoor air without the intake of fresh air.

**Business Impact:** The company should be aware that the Guidance on back to work measures to minimise the risk of exposure to COVID-19 was published by the Department of Labour Inspection of the Ministry for Innovation and Technology. The company can implement the voluntary measures set out in the Guidance concerning, for example, work organisational practices, recommendations on the hygiene and arrangements for managing home-office workers to ensure a safe and healthy workplace amid COVID-19.

**Analysis:** On 26 May 2020, the Department of Labour Inspection of the Ministry for Innovation and Technology published a Guidance on [Back to the workplace - Health and safety guideline for returning to the workplace](#). The Guidance contains recommendations for companies on how workplaces can be adapted to minimise the risk of COVID-19 infection. The Guidance does not specify legal requirements for companies; implementation of the Guidance recommendations is voluntary. The Guidance refers to the provisions of [Act XCIII of 1993 on Occupational Safety](#) on how companies must update their workplace risk assessment if work conditions are changed. This involves, for example, if the workplaces are rearranged to keep larger distances between employees, if employees are obliged to disinfect their hands regularly, or if other special rules are introduced as a result of the COVID-19 pandemic. Companies are required to inform the employees about the modifications carried out or introduced at the workplaces. **Recommended measures** The Guidance sets out approximately 50 measures that companies are recommended to implement to minimise the risk of exposure to COVID-19 and its spreading. These measures include, for example: Companies should regularly inform employees about the potential risks related to COVID-19 and the required preventive measures, including, for example, hygienic requirements and the use of specified personal protective equipment; Companies can require employees to telework or work from home during the state of emergency pronounced by [Government Decree 40/2020. \(III.11.\) on the declaration of a state of emergency](#) and for 30 days after the state of emergency is withdrawn; If possible, employees should continue teleworking or working from home (**the Guidance does not specify any deadline when employees should return to workplaces**); Companies should provide instructions for employees working from home offices on how their work areas should be arranged to minimise ergonomic risks; Companies should minimise physical contact between employees at workplaces and should isolate employees who can carry out their tasks alone safely, and who do not require specialized equipment or machinery that

cannot be moved; Companies should place impervious barriers between employees, especially where it is not possible to maintain 1.5 meters safe distance. Companies should make sure that these barriers are fixed properly against falling and that regular disinfection of barriers is carried out; Companies should place placards at the entrance of workplaces and at other locations to draw the employee's attention to the importance of following proper hygienic rules; Companies should provide adequate quality and quantity of hand-disinfectant agents for employees at least in the lavatories, dining areas and in public areas; Dining areas, changing rooms, showers, and lavatories should be regularly cleaned with disinfectant (virucide) agents. Surfaces that are touched often by employees, such as latches, bannisters, switches or buttons of lifts should be disinfected multiple times per day; and Companies should use natural ventilation. Air conditioning units, such as split or fan coil types that only recirculate indoor air without the intake of fresh air should be turned off or regularly disinfected. The full list of recommended measures is available online in Hungarian.

## SPAIN NATIONAL

### COVID-19 lockdown rules further relaxed according to de-escalation plan

**Abstract:** Until 21 June 2020, employers remain subject to existing health and safety requirements for the protection of workers from COVID-19 due to the extension of the state of alarm. However, certain restrictive measures have been further eased as of 8 June 2020 in accordance with Order SND/507/2020 determining the territorial units that can move to Phases 2 and 3 of the de-escalation plan. For instance, employers in Phase 3 areas (including Aragon, Navarra, or the Basque Country) can now implement return-to-work protocols to re-open workplaces safely.

**Business Impact:** The company is advised to review Order SND/507/2020 identifying the Spanish territories that can progress to Phase 2 (such as Madrid or Barcelona) or Phase 3 (including Navarra and the Basque Country) of the COVID-19 de-escalation plan, as well as the applicable obligations. As before, the company should promote telework among its employees that can perform their duties remotely. However, if the company is located in a Phase 3 area, it can implement a return-to-work protocol as of 8 June 2020 which must include:

- recommendations on the use of personal protective equipment (PPE);
- a description of the applicable safety measures;
- a staggered return-to-work schedule for workers; and
- work and family-life conciliation measures.

If the company has employees working on-site, it must continue to comply with the existing health and safety duties adopted to prevent the spread of COVID-19 at the workplace, as the state of alarm has been extended until 21 June 2020 by means of Royal Decree 555/2020. For instance, it must:

- provide workers with hand sanitizers, alcohol-based disinfectants or water and soap;
- ensure a minimum distance of 2 metres between workers or provide them with PPE where this is not possible; and
- ensure the periodic ventilation of installations (of at least 5 minutes per day).

In addition, the company must limit physical work meetings to a maximum of 15 people (if located in a Phase 2 area) or 20 people (if located in a Phase 3 area).

**Analysis:** On 6 June 2020, the Ministry for the Presidency, Parliamentary Relations and Democratic Memory (**Ministerio de la Presidencia, Relaciones con las Cortes y Memoria Democrática**) published [Royal Decree 555/2020](#) to extend the state of alarm declared by [Royal Decree 463/2020](#) for the management of the health crisis caused by COVID-19. The adopted Royal Decree is part of the Government's lockdown exist strategy (formally known as [Plan for the Transition Towards the New](#)

[Normality](#)) which laid down a four-phase de-escalation plan from COVID-19 restrictions. **Final extension of the state of alarm** Royal Decree 555/2020 extends, for the last time, the state of alarm declared to tackle the COVID-19 pandemic until 21 June 2020. However, it grants powers to the Ministry of Health (**Ministerio de Sanidad**) to gradually ease the containment measures applicable to certain territories according to the health and epidemiological criteria established by the de-escalation plan. **Further lifting of lockdown restrictions** As a result, the Ministry of Health issued [Order SND/507/2020](#) (amending [Order SND/414/2020](#) and [Order SND/458/2020](#)) to identify the Spanish territories that can move to Phase 2 or 3 of the de-escalation as of 8 June 2020, as follows: - **Areas moving from Phase 1 to Phase 2:** the province of Madrid (Autonomous Community of Madrid); the city of Barcelona and the healthcare zones of Girona and Lleida (Autonomous Community of Catalonia); the provinces of Valencia, Castellón, and Alicante (Valencian Autonomous Community); all provinces within the Autonomous Community of Castile and Leon, among others. Citizens located in Phase 2 areas can only travel within the concrete province or health care zone where they are located. However, travels between different provinces can be allowed if specific exceptions apply (such as travels for work purposes). - **Areas moving from Phase 2 to Phase 3:** the Autonomous Communities of Andalusia, Aragon, Navarra, Basque Country; and the health care zones of Campo de Tarragona, Alto Pirineo y Arán and Tierras del Ebro (Autonomous Community of Catalonia), among others. Citizens in Phase 3 areas can travel between different provinces within their respective Autonomous Community, although travels to other Autonomous Communities continue to be prohibited. Teleworking and return-to-work policies

As previously, companies (located in either Phase 2 or Phase 3 areas) may continue to promote teleworking among workers that can perform their tasks remotely. However, as a novelty, employers located in Phase 3 areas are allowed to devise safe return to work policies in accordance with current labour and risk prevention regulations. To that end, they must develop a "Return To Work Protocol" (**Protocolo de reincorporación presencial a la actividad laboral**) including: - recommendations on the use of personal protective equipment (PPE) appropriate to the risk level; - a description of the applicable safety measures; - a staggered return-to-work schedule for workers, where possible; and - work and family-life conciliation measures.

Health and safety requirements at the workplace

As before, companies must ensure safe and healthful conditions for employees working on-site and must, therefore, continue to comply with the following already-existing obligations: - provide workers with hand sanitizers, alcohol-based disinfectants or water, and soap for handwashing; - ensure that a minimum distance of 2 metres is maintained between workers; - adapt work stations, working shifts, and other working conditions to increase physical distance among employees; - provide workers with personal protective equipment (PPE) when the 2-metre distance cannot be maintained; - train and inform workers as to the use of PPE; - avoid the use of finger-print entry systems to access the workplace; - make sure that alternative entry systems are duly disinfected before and after each use; - limit the use of lifts (to 1 person at a time); - ensure that toilets are cleaned and that all common-use areas are disinfected daily; - ensure the periodic ventilation of installations (of at least 5 minutes per day); - ensure that workers' uniforms are washed daily at 60° or above; and

- immediately contact the competent authority from the Autonomous Community or the corresponding health centre (as well as the occupational risk prevention services, where appropriate) if any worker experiences symptoms of COVID-19. In addition, indoor and outdoor gatherings (including work meetings) of up to 20 people are allowed in Phase 3 areas as of 8 June 2020, while they can only have a maximum of 15 people in Phase 2 areas.

Conditions for the retail sector

As of 8 June 2020, all commercial establishments can reopen (irrespective of their sale surface) at either 50% (in Phase 3 areas) or 40% their maximum capacity (in Phase 2 areas). However, retailers must ensure that a 2-metre distance is maintained between customers, and establish a preferential timetable for customers over 65 years old. Both [Royal Decree 555/2020 of 5 June 2020](#) and [Order SND/507/2020 of 6 June 2020](#) are available online in Spanish.

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## THE RUSSIAN FEDERATION

### Facilities subject to the payment for a negative impact on the environment could be exempt from quarterly advance payments for the reporting period of 2020 due to COVID-19

**Abstract:** Facilities subject to the payment for a negative impact on the environment could be exempt from quarterly advance payments for the reporting period of 2020. This follows from a proposal of the Government of the Russian Federation according to which facilities would not be subject to administrative fines in case of non-payment of advanced quarterly fees. The proposal is related to the impact of Covid-19 on businesses and would be introduced as a measure to support the latter.

**Business Impact:** If the company is subject to the payment for a negative impact on the environment (for example, it emits pollutants into the air by stationary sources and (or) discharges pollutants into water bodies), it should be aware that according to a new proposal, it could be exempt from quarterly advance payments for the negative impact on the environment for the reporting period of 2020. If the proposal is adopted, the company would not be subject to administrative fines in case of non-payment of the quarterly advanced fees.

**Analysis:** In order to support businesses after Covid-19, the Government of the Russian Federation published a [proposal](#) according to which facilities that are subject to the payment for a negative impact on the environment (for example, facilities emitting pollutants into the air by stationary sources and (or) discharging pollutants into water bodies), could be exempt from quarterly advance payments for the negative impact on the environment for the reporting period of 2020. Currently, facilities have to pay the advanced quarterly fees for a negative impact on the environment by 20th of the month following the reported quarter. Untimely or incomplete payments of the environmental fee currently result in paying a penalty equal to the amount of 0.03 key rate (ключевая ставка) of the Bank of Russia. However, if the proposal would be adopted, facilities that do not pay the quarterly advanced payments would not be subject to administrative fines. **Background information** According to [Article 15 of Federal Law No. 7-FZ](#) of 10 January 2002 on Environmental Protection, the following facilities are subject to the payment for a negative impact on the environment: - emitting pollutants into the air by stationary sources; - discharging pollutants into water bodies; - storing and disposal of industrial and consumption waste (размещение отходов). According to [Article 16.4](#) of Federal Law No. 7, the facility has to pay the fees for such a negative impact by 20th of the month following the reported quarter. [Direction No. 1316-r of 8 July 2015](#) lists all the pollutants, emission or discharge of which is a subject for the payment, for example, pollutants for the air include Nitric acid, Ammonia, Nitrogen dioxide, Boracic acid, Barium and its salts, etc. Pollutants for water bodies include, for example, Acetone, Beryllium, Iron, Cobalt, etc.

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## UNITED STATES WEST VIRGINIA

### Businesses operating during the COVID-19 state of emergency may be subject to uniform public health standards and certain retail-specific requirements

**Abstract:** All businesses operating during the COVID-19 state of emergency may be subject to uniform public health standards including the development of written plans to limit staff to essential personnel and the provision of disinfecting supplies and physical barriers for staff and customers. Businesses open to the

public, including retail establishments, may also be subject to occupancy limitations. The West Virginia Department of Health and Human Resources is accepting written comments on this proposed rule until 5:00 p.m. EDT on 17 June 2020.

**Business Impact:** The business should continue to direct its employees, contractors, and vendors to work from home or work remotely to the maximum extent possible. If the business allows on-site members of the public, it may be required to limit occupancy and take certain actions to reduce the spread of COVID-19. For example, it may need to develop and implement a written plan to limit on-site staff, contractors, and vendors to essential personnel and ensure a minimum 6-foot distance between all staff and customers.

**Analysis:** On 18 May 2020, the West Virginia Department of Health and Human Resources (DHHR) proposed an emergency rule which would impose requirements on all businesses operating during the COVID-19 pandemic as well as creating occupancy requirements based on customer floor space at businesses open to the public. If the proposal is adopted, businesses would be required to develop and implement, among other things, plans to limit on-site staff to essential personnel as well as social distancing and hygiene practices.

**Proposed Standards** For the purposes of these requirements, essential businesses are: - businesses listed in the U.S. Department of Homeland Security, Cybersecurity & Infrastructure Security Agency's (CISA) [Memorandum on Identification of Essential Critical Infrastructure Workers During COVID-19 Response](#); - healthcare, public health operations, and health insurance companies, including health research and development, manufacture, and supply chain; - grocery stores and pharmacies; - food, beverage, and agriculture operations, so long as food service facilities provide only for off-premises consumption of food; - essential infrastructure, including fulfillment centers, food storage facilities, utilities, and waste management; - coal mining and coal-fired electric generation facilities and support functions; and - manufacturing, distribution, and supply chain for critical products and industries. **Requirement on all businesses** Under the proposed standards, all businesses operating during the COVID-19 state of emergency, including essential businesses, must continue to direct their employees, contractors, and vendors to work remotely to the maximum extent possible. Businesses were already required to utilize telework procedures to the maximum extent possible under an executive order issued by Governor Justice. The proposal would merely incorporate this requirement into the DHHR regulations. **Restrictions on businesses open to the public** Under the proposed standards, businesses that allow on-site any members of the public (defined as persons not employees of the business) would be required to limit their occupancy and take additional actions to limit the spread of COVID-19. Under the proposal, businesses would be required to limit their occupancy as follows: - businesses with 1,000 square feet or more of customer floor space must limit occupancy to no more than 2 members of the public per 1,000 square feet at a time; - businesses with less than 1,000 square feet of customer floor space must limit occupancy to be no more than 5 persons (including employees) at any given time; and - any businesses whose sales are at least 80% groceries must limit occupancy to no more than 3 members of the public per 1,000 square feet of customer floor space at any given time. Businesses open to the public would also have to: - track occupancy and limit entry to ensure compliance with occupancy requirements; - develop and implement a written plan to limit staff, contractors, and vendors to essential personnel, though the regulation does not define the term essential personnel; - implement social distancing practices where possible, including marking areas to show the proper 6-foot distancing between customers and creating one-way aisles, among other things; - supply disinfecting and hygienic supplies to staff and customers as needed; - encourage the wearing of cloth face coverings to the maximum extent possible; - provide physical barriers for employees exposed to the public; - encourage customers to place their orders ahead to reduce the need to enter the business; and - conspicuously display the requirements under the public health requirements under the proposed rule at all public points of entry to the business. **Comment Period** DHHR is accepting written comments on this proposal until 5:00 p.m. EDT on 17 June 2020. Comments may be emailed to April L. Robertson, [april.l.robertson@wv.gov](mailto:april.l.robertson@wv.gov) or mailed to: April L. Robertson One Davis Square, Suite 100 East Charleston, WV 25301.

**More Information** The text of the proposal is available [on the West Virginia Secretary of State's website](#).

## PORTUGAL

### Companies must continue to comply with specific health and safety rules due to the state of calamity in Portugal

**Abstract:** From 1 June 2020, companies reopening their business activities are subject to specific strict health and safety rules. Teleworking is only mandatory if the workplace does not comply with the minimum health and safety recommendations; or if it is requested by specific categories of workers, such as workers who are immuno-compromised. Companies must still comply with hygiene and social distancing rules, such as ensuring that individuals must stay, at least, 2 meters apart from each other. These measures follow from Resolution of the Council of Ministers 40-A/2020 and apply until, at least, 14 June 2020.

**Business Impact:** The company must ensure that use of spaces accessible to the public complies with the rule of the maximum occupancy of 0.05 individuals per square meter (m<sup>2</sup>), and that individuals can stay, at least, 2 meters apart from each other. The company must also set up strict regimes of daily and periodic cleaning, and disinfection of all the workspace, including any equipment, other objects and surfaces with which employees have daily direct contact, among others. If the workplace does not comply with the minimum health and safety recommendations issued by the competent authorities, the company's facilities must remain closed and its workers must work from home. Upon request, the company must also allow specific categories of workers, such as workers who are demonstrably immuno-compromised, to work from home.

**Analysis:** [Resolution of the Council of Ministers 44-A/2020](#), of 29 May 2020, extends the state of calamity (**estado de calamidade**) in Portugal, previously declared by [Resolution of the Council of Ministers 33-A/2020](#) and extended by [Resolution of the Council of Ministers 38/2020](#). Resolution 44-A/2020 came into force on 1 June 2020. It determines, for example, that companies are only obligated to comply with mandatory teleworking in the following situations:

- if the workplace does not comply with the minimum health and safety recommendations issued by the Directorate-General for Health (**Direção-Geral da Saúde - DGS**) or by the Authority for Working Conditions (**Autoridade para as Condições de Trabalho - ACT**), such as ensuring that workers can stay, at least, 2 meters apart from each other;

- if it is requested by workers who are proven to be immuno-compromised;

- if it is requested by workers who hold a disability of 60% or higher;

- if it is requested by workers who have to care for children under 12 years of age or with chronic illnesses or disabilities, due to the suspension of all school activities.

According to Resolution 44-A/2020, companies must continue to comply with specific health and hygiene rules, such as:

- spaces accessible to the public must have a maximum occupancy of 0.05 individuals per square meter (m<sup>2</sup>);

- individuals must stay, at least, 2 meters apart from each other;

- if possible, different routes in and out of the building must be defined, to limit the employees' exposure to each other;

- strict regimes of daily and periodic cleaning and disinfection of all the workspace, including any equipment, other objects and surfaces with which employees have daily direct contact;

- provide for disinfection stations containing liquid alcohol-based solutions, to be placed by every entrance and exit of the building, as well as in other appropriate areas of the workspace; and

any event promoted by the company must be limited to a presence of 20 people. Resolution 44-A/2020 does not apply to certain companies operating in the Lisbon Metropolitan Area. For example, facilities that have an occupancy area of 400 square meters must remain closed, unless expressly authorized to function by the competent municipal authority. Failure to comply with the mandatory health and safety rules constitutes a criminal act, punishable by the imposition of fines or even prison, under the relevant Portuguese criminal legislation. In order to stop the spread of the pandemic, companies are further advised to implement teleworking if possible; implement rotation systems, to prevent workers from resuming work in the same period, as well as to establish different hours for workers to start or end the workday. **Background information** Resolution of the Council of Ministers 38/2020 is integrated into the Portuguese Government's legislative and regulatory response to fighting COVID-19. This Resolution was preceded by [Resolution of the Council of Ministers 38/2020](#), which extended the state of calamity in Portugal. The state of calamity provides the Portuguese Government with temporary extraordinary powers and competences to handle periods of public unrest.

## 6. June 10, 2019

### UNITED STATES SOUTH CAROLINA

#### Commercial drivers have hours extended for operating on South Carolina roadways in order to deliver essential supplies

**Abstract:** Effective immediately, companies with commercial drivers are granted flexibility and enhanced capacity for drivers of commercial motor vehicles, allowing the immediate transportation of essential goods and products.

**Business Impact:** The company could take advantage of the suspension of restrictions on the number of hours commercial drivers could operate.

**Analysis:** On 27 May 2020, Governor Henry McMaster signed [Executive Order 2020-38](#), waiving or suspending certain regulations and statutes that interfere with South Carolina's response to the spread of COVID-19. The Executive Order is in effect for the duration of the State of Emergency. Notably, the Executive Order extends the hours commercial drivers can operate on South Carolina roadways to deliver essential goods and products. Companies that transport or offer for transport, essential goods, or products will benefit from suspended transportation regulations. The suspension allows companies and drivers of commercial motor vehicles to transport essential goods and products without any hours of service restrictions. More information is available in [Executive Order 2020-38](#).

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### HUNGARY

#### Companies can benefit from extended deadlines for completing certain periodic work safety and fire safety inspections and for renewing the health certificates for operator licenses as a result of the COVID-19 state of emergency

**Abstract:** As of 4 May 2020, companies operating equipment subject to work safety or fire safety inspections are allowed to postpone the inspections that are due during the state of emergency announced due to the COVID-19 pandemic. The postponed work safety inspections concern, for example, periodic safety inspection of dangerous technologies and equipment and main safety inspections of lifting equipment. These inspections must be completed until the 60th day following the withdrawal of the state of emergency, which is yet to be announced. Furthermore, the validity of health certificates of workers' operator licenses required to carry out their work is automatically extended until the same deadline.

**Business Impact:** If the company operates a technology or equipment that is subject to certain periodic work safety inspections (for example, dangerous technologies and equipment, electrical equipment, welding equipment, lifting equipment or firefighting equipment), the company is allowed to postpone the work safety inspections scheduled during the state of emergency introduced as a result of the COVID-19 pandemic. The company must complete the postponed work safety inspections until the 60th day following the date when the state of emergency is withdrawn. Moreover, if the company employs workers for jobs requiring an operator's license (for example, a forklift driver) for which the worker's health suitability must be regularly examined by an occupational doctor, it should be aware that the validity of the relevant health certificates is automatically extended until the same deadline.

**Analysis:** On 4 May 2020, the Hungarian Government published [Government Decree 177/2020. \(V.4.\) on the examination and usage of personal protective breathing equipment that does not have an EU type-examination certificate, on postponing certain periodic work safety inspections, on extending the validity of the health certificates for the operator licenses required for work, and on postponing certain periodic inspections](#). Government Decree 177/2020 allows for companies operating technologies or equipment subject to regular work safety inspections to postpone certain work safety and fire safety inspections of technologies and equipment that are scheduled during the period of the COVID-19 state of emergency. Moreover, Decree 177/2020 allows companies to postpone the renewal of the health certificates of employees required for their operator licenses to carry out their duties. Background note The state of emergency was introduced by [Government Decree 40/2020. \(III.11.\) on the declaration of a state of emergency](#) on 11 March 2020 as a result of the COVID-19 pandemic. The date of the withdrawal of the state of emergency has not been published by the Hungarian Government yet. **Inspections affected by Decree 177/2020** The inspections that can be postponed until the 60th day following the withdrawal of the state of emergency include: -periodic safety inspection of dangerous technologies and equipment; -periodic checking inspections of work equipment; -maintenance and standardised electrical safety inspections of electrical equipment; -periodic inspections of welding equipment and its safety accessories; -structural and main safety inspections of lifting equipment; and -periodic inspections and maintenance of fire extinguishers and other firefighting equipment. Namely, under [Act XCIII of 1993 on Occupational Safety](#), companies must carry out periodic safety inspections (időszakos biztonsági felülvizsgálat) every 5 years on dangerous technologies, such as production lines containing at least one dangerous machine, and dangerous work equipment, such as forklifts or woodworking machines. If such periodic safety inspection is scheduled during the period of the state of emergency, companies can postpone the inspection to a later date, but before the 60th day following the date when the state of emergency is withdrawn, as specified by Government Decree 177/2020. Under [Decree 10/2016. \(IV.5.\) on minimum health and safety requirements for work equipment and its use](#) companies operating work equipment the safety of which depends on the repair (for example, press or grinding machine) must carry out a periodic verification inspection (időszakos ellenőrző felülvizsgálat) at least every 5 years. Decree 177/2020 provides the possibility for companies operating such equipment to postpone the periodic verification inspection that was originally scheduled during the period of the state of emergency to a later date, but before the 60th day following the date when the state of emergency is lifted. Furthermore, as part of the verification inspection of low-voltage electrical installations and equipment used for protection against indirect contact, companies must arrange a maintenance inspection (szerelői ellenőrzés) and standardised electrical safety inspection (szabványossági felülvizsgálat), as specified by Decree 10/2016. Decree 177/2020 allows companies to postpone the maintenance inspections and the standardised electrical safety inspections of their electrical installations by the same period (until the 60th day from the date when the state of emergency is withdrawn).

Companies operating welding equipment are required by [Decree 143/2004 \(XII.22.\) on welding safety regulation](#) to carry out periodic inspections of the welding equipment and associated safety accessories. As stated by Government Decree 177/2020, companies are exempt from the inspection of the welding equipment and associated safety accessories during the state of emergency period. Companies must complete the postponed inspections until the 60th day after the state of emergency is withdrawn.

During the state of emergency, companies operating cranes or forklifts are exempted from the requirements of structural safety inspection (szerkezeti vizsgálat) and main safety inspection (fővizsgálat) of cranes and forklifts as required by [Decree 47/1999. \(VIII.4.\) on safety regulations of lifting equipment](#). According to Decree 177/2020, if any of the inspections were postponed due to the state of emergency, companies have to carry out the inspection until the 60th day after the state of emergency is lifted. Additionally, Decree 177/2020 automatically extends the validity of health certificates of workers until the same deadline. This concerns companies employing workers for jobs requiring an operator's license for which the health suitability of the worker must be regularly examined by an occupational doctor (for example, a forklift driver).

Finally, Decree 177/2020 allows companies to postpone periodic inspections (időszakos felülvizsgálat) and maintenance (karbantartás) of their fire extinguishers and other firefighting equipment required under [Decree 54/2014. \(XII.5.\) on national fire safety rules](#) that are due during the state of emergency. If the company postpones the scheduled inspection or maintenance, it must conduct more frequent, monthly operation inspections (üzemeltetői ellenőrzés) and must arrange the periodic inspection and maintenance within 30 days after the state of emergency is lifted.

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## SLOVAKIA

### Residents of the Czech Republic and Hungary can enter Slovakia without any further COVID-19 restrictions

**Abstract:** As of 2 June 2020, residents of the Czech Republic and Hungary can enter Slovakia without any further restrictions. Moreover, as of 3 June 2020, employees are not required to wear face masks when working outdoors. .

**Business Impact:** If the company employs workers residing in the Czech Republic or Hungary, they can now enter Slovakia without any further restrictions. If the company has employees working in indoor spaces, it must ensure they are wearing face masks and keep two meters distance from each other. The company must also ensure that common areas, such as bathrooms, are regularly disinfected and provides hygiene products for its employees.

**Analysis:** [Provision of Authority of Public Health No. OLP/45032020](#) has been adopted on 1 June 2020 and aims at loosening the restrictions that have been previously put in place by [Governmental Resolution No. 111](#). As of 2 June 2020, persons who reside in the Czech Republic or Hungary can enter Slovakia even without a negative COVID test, without any obligation to stay in quarantine, and without a limitation of 48 hours stay. It is, however, necessary that they prove their identity with at least two documents, such as rent contract, work contract or insurance contract. Also, as of 2 June 2020, citizens of the European Union can transit through Slovakia without notification to the Ministry of Interior. This obligation however remains for non-EU citizens, who have a residence permit in one of the EU countries. In both cases, the persons must leave Slovakia within 8 hours and they can stop at the gas stations. As of 3 June 2020, it is obligatory to wear a face mask inside and in public transport, not outdoors anymore. People have to keep a distance of two meters from each other.

Additionally, the Authority of Public Health has issued [recommendations](#) for safety at the workplace. It is recommended for workers to keep a distance of 2 metres from each other and also not to use air-conditioning. Rather than air-conditioning, ventilation is recommended. The employer should limit the use of an elevator, or decrease to a quarter of the normal amount of users. The obligation to wear face masks also applies to workplaces. Employers are also recommended to measure body temperature at the entrance to the workplace. Bathrooms have to have a running water source, liquid soap, and single-use paper tissues. They have to be disinfected at least once a day. Also the floor and any surface that is often touched have to be disinfected regularly. Employers are advised to communicate the measures with an employee representative.

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## MAHARASHTRA

## Chemical factories resuming operations after a prolonged lockdown or closures must follow the safety guidelines issued by the Directorate of Industrial Safety and Health (DISH)

**Abstract:** Starting 29 May 2020, chemical factories must observe strict safety requirements for resuming operations after prolonged lockdown. This follows the publication of Circular No.DISH/Insp/2975/7A issued by the Directorate of Industrial Safety and Health (DISH), which provides a non-exhaustive list of safety instructions for chemical factories. Chemical factories, among other things, must ensure chemicals, solvents or empty containers of chemicals are used only in the processes for which they are supplied, evaluate and provide safeguards before the commencement of any process related to actual operations and chemical reactions.

**Business Impact:** If the company operates a chemical factory that resumes operation after prolonged closure or lockdown, it must comply with specific safety instructions issued by the Directorate of Industrial Safety and Health (DISH) before resuming operations. The company, among other things, must: ensure chemicals, solvents, or empty containers of chemicals are used only in the processes for which they are supplied; evaluate and provide safeguards before the commencement of any process or experiment, which includes actual operation and chemical reactions; permit only authorized persons to enter any section of the factory or plant where dangerous chemical reactions are taking place or where hazardous chemicals are stored; and ensure all electrical installations used in hazardous processes are safe against hazards prevalent in that area such as dust, dampness, corrosion, flammability, and explosiveness and also conform to the Indian Standard Institute (ISI) specifications.

### Analysis: New actionable requirements:

If the facility is a chemical factory resuming operations after a prolonged closure or lockdown, it ensures the general requirements on housekeeping such as cleanup of spillage, obstruction-free areas and easy means of access to facilitate cleaning;

If the facility is a chemical factory resuming operations after a prolonged closure or lockdown, it ensures chemicals, solvents or empty containers of chemicals are used only in the processes for which they are supplied;

If the facility is a chemical factory resuming operations after a prolonged closure or lockdown, it evaluates and provides safeguards before the commencement of any process or experiment which includes actual operation and chemical reactions;

If the facility is a chemical factory resuming operations after a prolonged closure or lockdown, it permits only authorized persons to enter any section of the factory or plant where dangerous chemical reactions are taking place or where hazardous chemicals are stored;

If the facility is a chemical factory resuming operations after a prolonged closure or lockdown, it ensures all electrical installations used in hazardous processes are safe against hazards prevalent in that area such as dust, dampness, corrosion, flammability, and explosiveness and also conform to the Indian Standard Institute (ISI) specifications;

If the facility is a chemical factory resuming operations after a prolonged closure or lockdown, it ensures a lightning protection arrangement wherever necessary; and

If the facility is a chemical factory resuming operations after a prolonged closure or lockdown, it ensures the earthing of mobile tanker wagons during filling and discharge.

In addition to the above requirements, the facility must continue to adhere to all existing requirements under the [Factories Act, 1948](#) and [Maharashtra Factories Rules, 1963](#), such as-

The chemical factory must ensure food, drink, tobacco, pan, or edible item are not stored, heated, or consumed in or near any part of the plant or equipment;

The chemical factory must ensure cautionary notices are understood by the majority of workers and prominently displayed in all hazardous areas and provide instructions and training to illiterate workers about

all hazardous processes which may expose the workers in due work course;  
The chemical factory must test and examine its instruments and safety devices once a month, before taking into use or carry out any repair to them and record the test and examinations conducted in a register maintained by a competent person; and  
The chemical factory must provide all its workers engaged in hazardous work, with personal protective equipment (PPE), and inform, educate and supervise all the workers, in the appropriate use of PPE while carrying out the work.

**What has changed?** The actionable requirements described above introduce new provisions that must be followed before resuming operations after a prolonged lockdown. These new provisions serve as safety protocols in addition to the existing safety instructions that must be followed under the Factories Act, 1948, and Maharashtra Factories Rules, 1963.

Background Due to the coronavirus (COVID-19), lockdown companies have remained shut for a long duration between 23 March 2020 till 30 June 2020. This cessation of operation had proven dangerous with certain operations that are inherently dangerous. Hence, the Directorate of Industrial Safety and Health (DISH) issued this Circular that includes specific safety protocols to ensure workers and neighborhoods around the factories are protected when resuming work involving chemical works or processes. [Circular No.DISH/Insp/2975/7A](#) is available in English on ENHESA KnowledgeBase. Related definitions: **Factory** under the [Factories Act, 1948](#), means any premises where: (i) 10 or more workers are undertaking a manufacturing process with the aid of power; or (ii) 20 or more workers are undertaking a manufacturing process without the aid of power. **Chemical Factory** or **chemical works** are listed under the First Schedule of the [Factories Act, 1948](#) as an Industry involving **Hazardous Process** which include industrial manufacturing process which contains the following-

- Coke Oven By-products and Coal tar Distillation products
- Industrial Gases (nitrogen, oxygen, acetylene, argon, carbon dioxide, hydrogen, sulphur dioxide, nitrous oxide halogenated hydrocarbon, ozone, etc.)
- Industrial Carbon
- Alkalies and Acids
- Chromates and dichromates
- Leads and its compounds
- Electro chemicals (metallic sodium, potassium, and magnesium, chlorates, perchlorates, and peroxides)
- Electrothermal produces (artificial abrasive, calcium carbide)
- Nitrogenous compounds (cyanides, cyanamides, and other nitrogenous compounds)
- Phosphorous and its compounds
- Halogens and Halogenated compounds (Chlorine, Fluorine, Bromine, and Iodine)
- Explosives (including industrial explosives and detonators and fuses)

## MAHARASHTRA

### Dyes industries resuming operations after prolonged lockdown or closures must follow safety norms issued by the Directorate of Industrial Safety and Health (DISH)

**Abstract:** Starting 29 May 2020, dyes industries must observe stringent safety guidelines for resuming operations after a prolonged lockdown. This follows the publication of Circular No.DISH/Insp/2976/7A issued by the Directorate of Industrial Safety and Health (DISH), which provides a non-exhaustive list of safety instructions for dyes industries. Dyes Industries, among other things, must ensure all fixed vessels, sump, tank, pit, or opening in the ground or in a floor are securely covered or fenced and conducts mock

drills every 6 months of the on-site emergency plan prepared as per Section 41-B(4) of the Factories Act, 1948.

**Business Impact:** If the company operates in the dye industry and resumes operation after a prolonged closure or lockdown, it must comply with specific safety instructions issued by the Directorate of Industrial Safety and Health (DISH) before resuming operations. The company, among other things, must:

- ensure all fixed vessels, sump, tank, pit, or opening in the ground or in a floor are securely covered or fenced;
- provide and insists on the use of a suitable breathing apparatus, safety goggles, safety shoes, aprons, for the workers;
- provide a poisonous gas leakage system;
- provide an interlocking cover for the top of the mixer which prevents the operation of the machine when the lid is open; and
- provide a dyke wall around the acid, or oil storage tanks.

#### **Analysis: Actionable requirements:**

If the company operates in the dye industry and resumes operation after prolonged lockdown, it ensures all fixed vessels, sump, tank, pit, or opening in the ground or in a floor are securely covered or fenced;

If the company operates in the dye industry and resumes operation after prolonged lockdown, it provides a suitable breathing apparatus, safety goggles, safety shoes, aprons, for the workers;

If the company operates in the dye industry and resumes operation after prolonged lockdown, it provides a poisonous gas leakage system (gas detector) to detect the presence of gas in the area;

If the company operates in the dye industry and resumes operation after prolonged lockdown, it provides an interlocking cover for the top of the mixer which prevents the operation of the machine when the lid is open;

If the company operates in the dye industry and resumes operation after prolonged lockdown, it provides a dyke wall around the acid, or oil storage tanks;

If the company operates in the dye industry and resumes operation after prolonged lockdown, it conducts mock drills every 6 months of the on-site emergency plan prepared as per Section 41-B(4) of the Factories Act, 1948;

If the company operates in the dye industry and resumes operation after prolonged lockdown, it trains the workers in handling emergencies arising out of leakage of toxic poisonous gas, fire, and others; and

If the company operates in the dye industry and resumes operation after prolonged lockdown, it provides an effective scrubbing system to scrub the fumes or gases given out during the process.

In addition to the above requirements, the facility must continue to adhere to all existing requirements under the [Factories Act, 1948](#) and [Maharashtra Factories Rules, 1963](#), such as-

The company (dye industry) ensures persons employed in processes where a prohibited substance such as Beta-naphthylamine and its salts are used, handled, manufactured, processed or formed is duly certified and exempted by the Chief Inspector;

The company (dye industry) prevents inhalation, ingestion or absorption of any controlled substance such as auramine or magenta by the workers while engaged in processing that substance, or its storage, transport, maintenance, or cleaning within the plant, machinery or storage area;

The company (dye industry) in a totally enclosed system or is equipped with an efficient exhaust draught where controlled substances such as auramine or magenta are likely to escape into the atmosphere during processing;

The company (dye industry) personal protective equipment such as long trousers, shirts or overalls with full sleeves and head coverings, rubber aprons and hand gloves, to every worker; and

The company (dye industry) every worker is examined by a Medical Inspector of Factories or a Certifying Surgeon within 14 days of his employment.

**What has changed?** The actionable requirements described above introduce new provisions that must be followed before resuming operations after a prolonged lockdown but also touches on existing safety

instructions as prescribed under the [Factories Act, 1948](#), and [Maharashtra Factories Rules, 1963](#).

**Additional information regarding the on-site emergency plan:** Section 41-B(4) of the [Factories Act, 1948](#) provides for a mandatory requirement for every company operating a factory to draw up an on-site emergency plan and detailed control measures for the factory. The company must also convey the plans, control measures, and safety measures in the event of an accident, to its workers and the general public living in the vicinity of the factory. **Background** Due to the coronavirus (COVID-19), lockdown companies have remained shut for a long duration between 23 March 2020 till 30 June 2020. This cessation of operation had proven dangerous with certain operations that are inherently dangerous. Hence, the Directorate of Industrial Safety and Health (DISH) issued these safety norms that include specific safety protocols to ensure workers and neighborhoods around the factories are protected when resuming work involving dye industries. [Circular No.DISH/Insp/2976/7A](#) is available in English on ENHESA Knowledgebase. **Related definitions:** Operations involving **Dyes and Dyestuff, including their intermediates**, are listed under the First Schedule of the [Factories Act, 1948](#) as an Industry involving Hazardous Processes. **Controlled substances** include the following chemical substance, namely:- (a) Alpha-naphthylamine or alpha naphthylamine containing not more than one percent of beta naphthylamine either as a by-product of a chemical reaction or otherwise and its salts; (b) Ortho-toluidine and its salts; (c) Dianisidine and its salts; (d) Dichlorobenzidine and its salts; (e) Auramine; (f) Magenta. **Prohibited substances** include the following chemical substance except when these substances are present or are formed as a by-product of a chemical reaction in a total concentration not exceeding one percent:- (a) Beta-naphthylamine and its salts; (b) Benzidine and its salts; (c) 4-amine diphenyl and its salts; (d) 4-nitro diphenyl and its salts; and (e) any substance containing any of these compounds.

## UNITED STATES FEDERAL

### On 12 June 2020 the U.S. Department of Labor will host a webinar on COVID-19 paid sick leave requirements for business owners, employers, and other stakeholders

**Abstract:** On 12 June 2020, at 11:00 AM Central Daylight Time (CDT), the U.S. Department of Labor (DOL) will host a webinar to discuss the employee retention tax credit and other employer requirements, including paid sick leave and paid childcare leave, under the Families First Coronavirus Response Act (FFCRA).

**Business Impact:** The company may want to attend the U.S. Department of Labor's free webinar on 12 June 2020 for employers related to tax credits and requirements under the Families First Coronavirus Response Act (FFCRA). This webinar will have no direct impact on the company, but it may provide useful information on the requirements of FFCRA.

**Analysis:** On 8 June 2020, the U.S. Department of Labor (DOL) announced that it, along with the Internal Revenue Service (IRS) and the U.S. Small Business Administration (SBA), will host a webinar to educate business owners, employers, and other stakeholders on the employee retention tax credit and employer requirements Families First Coronavirus Response Act (FFCRA), including paid sick leave and childcare leave. The webinar is free, but it requires registration and will take place on 12 June 2020 at 11:00 AM Central Daylight Time (CDT). Employers and business owners can register here: <https://www.eventbrite.com/e/sba-irs-us-dol-coronavirus-tax-relief-for-employers-and-business-owners-tickets-107139898320>. The full text of [DOL's News Release](#) is available online.

## MAURITIUS

### Mauritius to lift curfew on 30 May 2020

**Abstract:** As of 30 May 2020, companies should be aware that the curfew imposed to control the novel coronavirus (Covid-19) is lifted. Furthermore, companies no longer need a Work Access Permit to operate.

**Business Impact:** If the company is operating in Mauritius, it should be aware that, as of 30 May 2020, the curfew imposed to control the novel coronavirus (Covid-19) is lifted. Furthermore, companies can now work without a Work Access Permit.

**Analysis:** On 29 May 2020, the Prime Minister of Mauritius [announced](#) the curfew that was imposed due to the novel coronavirus (Covid-19) is being lifted as of 30 May 2020. Most economic activities will resume on 31 May 2020, however, some restrictions will be imposed on certain activities (such as food courts, shops and shopping malls), in public spaces and public gatherings. **Resumption of activities** The following measures are taken to further ease the lockdown:

the Work Access Permit will no longer be used nor required;

the Government continues to advise working from home whenever possible;

citizens of Mauritius can go outside without abiding to the alphabetical order rule;

trades such as supermarkets will be able to operate on a normal hour basis without having to respect the alphabetical order rule;

the wearing of masks will be compulsory; and

social distancing will have to be respected as much as possible.

Collective gatherings will not be authorized, but this decision will be reviewed within 2 weeks of time. If the Government sees that, after testing the population, the number of local Covid-19 cases remains null, all activities will be permitted to resume and all public places and other trades will be able to operate after 15 June 2020. The borders of Mauritius will remain closed until further notice.

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## BOLIVIA

### The lockdown has been extended until 30 June 2020 with further exemptions to be defined by local authorities

**Abstract:** Until 30 June 2020, the lockdown has been extended. This follows from Supreme Decree 4245 of 2020, which extends the dynamic and conditioned lockdown in Bolivia. Among others, the Decree allows local authorities to partially ease the lockdown in areas where the COVID-19 contagion is under control.

**Business Impact:** If the company is allowed to remain operational during the lockdown, it must comply with the sanitary protocols issued by the local authorities, work on continuous and uninterrupted shifts, and take the necessary measures for avoiding crowds at the entrance and exit of the facility. If the company does not carry out activities (such as food, oil and gas, or pharmaceutical industries) or activities exempted by the local authority, it must remain shut down until 30 June 2020.

**Analysis:** On 28 May 2020, the Bolivian government published Supreme Decree 4245 of 2020, extending the lockdown until 30 June 2020. While keeping the general restrictions countrywide, the Decree allows local authorities to make decisions for easing the lockdown in their territories, depending on the local epidemiological situation. Nonetheless, depending on the evolution of the pandemic and the number of cases, the national authority is entitled to declare again a total lockdown of certain territories. **General conditions** The following restrictions continue to be imposed countrywide:

closure of water, air and land borders;  
 suspension of international flights;  
 suspension of in-class teaching at all educational levels; and  
 suspension of cultural, public, political and sportive events, or any other events generating crowds;  
 persons and vehicles must not circulate from Monday to Friday between 18 PM and 5 AM; and  
 vehicles must not circulate on Saturdays and Sundays.  
 People are allowed to make recreational walks or bike on Saturdays and Sundays from 6 AM to 14 PM with a distance not exceeding 500 meters from their homes. **General preventive measures** The following measures must be respected countrywide:  
 physical distance of at least 1.5 meters;  
 mandatory use of face masks;  
 the use of 70% alcohol solutions or gel alcohol for disinfecting; and  
 regular hands washing.  
**Exempted activities** The following activities are exempted from the lockdown countrywide:  
 industrial, manufacturing, agricultural, forest, and wood sectors;  
 mining; and  
 construction related industries.  
 In addition, companies involved in the food industry must remain operational and continue activities during the 24 hours to ensure the provision of food and essential goods. The same obligation applies to companies of the oil, gas, and diesel sectors. **Local authorities** During the lockdown, the local authorities (**Entidades Territoriales Autónomas -ETAs**) are now allowed to decide on the following issues, depending on the epidemiological situation in their territories:  
 the hours and protocols for arriving and exiting from the facilities in the private sector, in order to avoid the generation of crowds;  
 the working hours of the private sector;  
 the exemption of commercial activities;  
 the circulation of people for doing groceries and going to banks; and  
 the circulation of people younger than 12 years of age and over 65 years of age.  
 The working hours must be continuous and uninterrupted, and the access and exit to the facilities must be gradual. Depending on the epidemiological situation, local authorities are entitled to decide the isolation of communities, neighborhoods, and municipalities, for decreasing the contagion and decrease the number of cases. Moreover, they can also elaborate and implement contingency plans for controlling the contagion. [Decree 4245 of 2020, extending the lockdown until 30 June 2020](#), is available online in Spanish.

## UNITED STATES FEDERAL

### OSHA issues guidance and resources to help limit exposure to COVID-19 for construction workers

**Abstract:** Employers of construction workers can follow the guidelines issued by the Occupational Safety and Health Administration (OSHA) to reduce exposure to COVID-19. These are not mandatory requirements, but employers can use OSHA's guidelines to maintain a safe and healthy workplace.

**Business Impact:** If the company employs construction workers, it can follow the Occupational Safety and Health Administration's (OSHA's) guidelines to keep those workers safe from exposure to COVID-19. OSHA recommends that employers use physical barriers to separate workers from individuals experiencing signs or symptoms of COVID-19, keep in-person meetings as short as possible, and request that shared spaces where construction activities are being performed have good airflow. OSHA's guidance are not mandatory, but they could help employers maintain a safe and healthy workplace.

**Analysis:** On 26 May 2020, the Occupational Safety and Health Administration (OSHA) launched a website for COVID-19 related guidance for construction workers and employers. OSHA's guidance can help reduce the risk of exposure to COVID-19 in the workplace and on the worksite. For example, employers can implement measures such as: - physical barriers to separate workers from sick individuals or those showing symptoms of COVID-19; - keeping in-person meetings, including toolbox talks and safety meetings, as short as possible while using social distancing practices; - assessing potential exposures in the work environment through screening calls; - requesting that shared spaces in environments where construction activities are being performed have good airflow; and - staggering work schedules to reduce the total number of employees on a job site at any given time and to ensure physical distancing. **More Information** OSHA will update its [COVID-19 website](#) as necessary. The full text of the guidance can be found [online](#).

## POLAND

### Facilities having workers onsite subject to further health and safety requirements to prevent the spread of COVID-19

**Abstract:** From 30 May 2020, all facilities that have workers present onsite are subject to further health and safety (EHS) requirements in order to prevent and combat the spread of COVID-19, such as providing their workers disposable gloves and hand sanitizers or keeping the distance of 1,5 metres (m) between workstations. Facilities who fail to implement these measures will be subject to a fine up to PLN 30 000. Additionally, industrial facilities and facilities with a canteen should follow the guidelines, that for example set out rules on disinfecting areas used by people. Finally, it will be possible to carry out EHS training for new workers via digital means and the deadlines for organizing periodical EHS trainings for workers have been extended.

**Business Impact:** Facilities that have workers present onsite are subject to requirements aiming to prevent and combat the spread of COVID-19, such as providing their workers disposable gloves and hand sanitizers or keeping the distance of 1,5m between the workplaces. Failing to implement these measures will result in a fine up to PLN 30 000. Additionally, it will be possible to carry out health and safety training for new workers via digital means and deadlines for carrying out periodical health and safety trainings for workers have been extended, which means that the facilities will have to perform them within 60 days the state of the epidemic has been cancelled.

**Analysis:** On 8 March 2020, the [Act of 2 March 2020 on specific solutions related to preventing and combating COVID-19, other infectious diseases and crisis situations caused by them](#) entered into force. The Act of 2 March 2020 is primarily addressed at public authorities, as it provides legal grounds for the authorities to adopt measures related to COVID-19 outbreak, including: - temporary limitations of specific business activities, - temporary limitations on trade of certain goods, - mandatory: medical examinations, prevention, quarantine, evacuation, - temporary limitations of the use of certain facilities and an obligation to secure them, - bans on gatherings; - an order or a ban on staying in specific places and facilities and on specific areas; - a duty to travel in a particular way. Following the above-mentioned Act, the Minister of Health (**Minister Zdrowia**) declared the state of emergency due to the epidemic(**stan epidemii**) in Poland on 20 March 2020 by means of [Ordinance of 20 March 2020 on announcing epidemic state on the area of Poland](#). On the basis of the above-mentioned legislation, the Polish authorities adopted, among others, the following regulations and guidelines. **Mandatory requirements** As of 30 May 2020, basing on the [Ordinance of Council of Ministers of 29 May 2020 on establishing certain restrictions, orders and bans in relation to the outbreak of the Epidemic State](#), until further notice, facilities must meet the following requirements: - Provide workers, irrespective of the basis of their employment, for instance subcontractors,

disposable gloves and hand sanitizers; - Maintain a distance between work stations of at least 1.5 meters (m), unless this is impossible due to the nature of the activities carried out in the facility, and this facility provides personal protective equipment against spread of infectious diseases; and - Ensure that their workers wear protective masks at the facilities. This obligation does not apply to, for instance to workers who do not have direct contact with clients. If there is a canteen in the facility, until further notice, the service of the canteen, such as chefs and waiters, as well as any people using the canteen until they are seated, are obliged to cover their nose and mouth with protective masks. Moreover, under [guidelines of the Minister of Health](#) with regards to functioning of places that serve food or drinks, the facilities should: - Limit of 1 person per 4 square meters (m<sup>2</sup>); - Disinfect the table after each customer; - Keep the distance of 2m between the tables; and - Keep the distance of 1,5m between the customers. **Fines Under the Act of 5 December 2008 on preventing and combating infections and infectious diseases**, facilities that fail to follow obligations stated in the Ordinance of 30 May 2020, are subject to a fine of PLN 5 000 to 30 000 (approximately EUR 1 100- EUR 6 800).

**Voluntary provisions** The Act of 2 March 2020 allows employers to issue a binding remote work order for their employees. The regulation is not an obligation imposed on employers, but their right. The companies are allowed to adopt this measure temporarily, after carrying out an individual risk assessment of working at the facility and only with regards to the people who are employed on the basis of employment contract. The Act of 2 March 2020 introduces also a possibility to carry out health and safety training for new workers via electronic means. However, the facilities must keep the original formula of the training for:

- blue collar workers;
- workers exposed to hazardous agents; • students undergoing practical vocational training or apprenticeship. In addition, it provides for the suspension of periodic health and safety training. It will have to be carried out within 60 days of the date of the cancellation of the state of the epidemic. Further, basing on [guidelines issued by the Minister of Development \(Minister Rozwoju\)](#), industrial facilities, should for instance: - **Limit internal meetings to minimum:** if they are necessary organize them with open windows and keep the recommended distance of 2m between the participants; prioritize digital or phone means of contact ; - **Provide workers with measures against infection**, such as protective Plexiglas, disposable gloves, face masks, hand sanitizer; introducing requirement on covering nose and face while moving around the facility; not using the air-conditioning, regular cleaning and ventilation of the working areas; keeping at least 1,5m between the employees; - **Limit the access to common areas:** schedule breaks at different times, limit number of spots at the canteen, limit number of people in locker rooms; - **Introduce a shift working system**, so that the teams do not have a physical contact with each other and **introduce teleworking**, if possible; - **Prepare code of conduct in case of an infection with COVID-19**, for instance isolate workers that are suspected to have COVID-19 or send them home with an individual transport. - **Give instructions to workers** on matters such as disinfecting and washing hands and personal belongings or equipment; covering mouth and nose; keeping the safe distance from other people; not touching mouth nose and face with hands; carrying out self-monitoring of health condition; informing the employer about any signs of infection with a contagious disease and abstaining from coming to work if such signs have been noticed.

## ARGENTINA BUENOS AIRES

### Additional industrial activities have been exempted from the lockdown in certain municipalities

**Abstract:** Since 25 May 2020, several additional industrial activities (such as automotive, metal, steel, plastic, glass, and chemical industries) have been exempted from the lockdown and are allowed to resume their activities. This is due to Administrative Decisions 886/2020, 904/2020, 920/2020 and 965/2020,

through which the national government approved the petition of Buenos Aires province to exempt certain activities in specific municipalities of the Metropolitan Area of Buenos Aires (**Área Metropolitana de Buenos Aires -AMBA**). Companies operating in the affected municipalities can resume their activities under the condition of strictly implementing the corresponding sanitary protocols.

**Business Impact:** If the company carries out any of the industrial activities listed in Administrative Decisions 886/2020, 904/2020, 920/2020 and 965/2020 (such as automotive, chemical, plastic, plastic, or steel industries) in the municipalities mentioned therein (such as Pilar, Lanús, Ezeiza, Cañuelas, Berazategui, and Vicente López), it can resume its activities. The company must provide transport to its employees, organize staggered work shifts for ensuring the physical distance between workers, and comply with the sector sanitary protocols issued by the national Ministry of Health.

**Analysis:** Starting from 25 May 2020, the Chef de Cabinet (**Jefatura de Gabinete**) has progressively published Administrative Decision 818/2020, 904/2020, 920/2020 and 965/2020, approving the requests of Buenos Aires Province for exempting from the lockdown some specific industrial activities in certain municipalities of the Metropolitan Area of Buenos Aires. The mentioned Administrative Decisions only affect companies of the industrial sectors operating in the municipalities listed therein. **Exempted industrial activities** The following industrial activities have been exempted from the lockdown in the municipalities mentioned, among others:

companies manufacturing electronic products can resume their activities in Cañuelas, Lanús, Vicente López, Esteban Echeverría, Luján, Malvinas Argentinas, Avellaneda, and Ezeiza;

companies manufacturing equipment for transport can resume their activities in General Las Heras;

steel industries can operate again in Hurlingham, Lanús, Berazategui, Morón, Vicente López, Malvinas Argentinas, Almirante Brown, Avellaneda, Cañuelas, and Ezeiza;

aluminium industries can restart operations in Vicente López and Exaltación de la Cruz;

companies manufacturing machinery and equipment can resume their activities in Lanús, Berazategui, Tres de Febrero, Morón, Vicente López, Pilar, Malvinas Argentinas, Esteban Echeverría, Avellaneda, Cañuelas, and Ezeiza;

automotive industries can become operational again in Lanús, Tigre, Malvinas Argentinas, Morón, Vicente López, Luján, Malvinas Argentinas, Almirante Brown, and Ezeiza;

fabric industries can restart activities in Lanús, San Miguel, Luján, Malvinas Argentinas, Esteban Echeverría, Avellaneda, Tigre, Berazategui, and Ezeiza;

companies manufacturing cement can resume their operations in Lanús, Luján, Malvinas Argentinas, Esteban Echeverría, Avellaneda, Tigre, Berazategui and Exaltación de la Cruz;

chemical and petrochemical industries can operate again in Lanús, Vicente López, Luján, Malvinas Argentinas, Esteban Echeverría, Avellaneda, Berazategui, Cañuelas, and Ezeiza;

paper industries can operate again in Lanús, Avellaneda, Esteban Echeverría, Tigre, Berazategui, Exaltación de la Cruz, and Ezeiza;

glass industries can resume operation in Berazategui and Exaltación de la Cruz;

paint industries can restart operations in Exaltación de la Cruz and General Rodríguez;

ceramic industries can resume operations in Lanús, Malvinas Argentinas, Avellaneda, Tigre, Exaltación de la Cruz, and Ezeiza;

plastic industries can operate again in Tigre, Tres de Febrero, Morón, Vicente López, Luján, Malvinas Argentinas, Avellaneda, Berazategui, Exaltación de la Cruz, and Ezeiza; and

naval industries can resume their operations in Tigre and San Isidro.

Companies must organize working shifts and take all the necessary hygienic measures for ensuring the physical distance between workers and minimize the COVID-19 contagion risk. In addition, companies must provide transport for their employees, as they are not allowed to use public transport. In this regard, companies must implement the sanitary protocols approved for their specific sectors by the national Ministry of Health. Buenos Aires province must weekly report to the national Ministry of Health (**Ministerio de Salud de la Nación**) the evolution of the epidemiological situation in the affected municipalities. Depending on this information, the exemption for the mentioned activities can be suspended, and

companies would have to cease their operations. [Administrative Decision 886/2020](#), [Administrative Decision 904/2020](#), [Administrative Decision 920/2020](#), and [Administrative Decision 965/2020](#), exempting specific industrial activities in certain municipalities of Buenos Aires, are available online in Spanish.

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## UNITED STATES FEDERAL

### OSHA issues safety tips for limiting exposure to COVID-19 for stockroom and loading-dock workers

**Abstract:** Employers of stockroom and loading-dock workers can use the safety tips that the Occupational Safety and Health Administration (OSHA) issued to reduce worker exposure to COVID-19. These are not mandatory requirements, but employers can use OSHA's tips to maintain a safe and healthy workplace.

**Business Impact:** If the company employs loading dock or stockroom workers, it can follow the Occupational Safety and Health Administration's (OSHA's) guidelines to keep those workers safe from exposure to COVID-19. OSHA recommends employers, among other things, stock displays during slow periods or when stores are closed to minimize contact with the public and coordinate with vendors and delivery companies to minimize the need for stockroom and loading-dock worker contact with delivery drivers. OSHA's tips are not mandatory, but they could help employers maintain a safe and healthy workplace.

**Analysis:** On 2 June 2020, the Occupational Safety and Health Administration (OSHA) issued several tips for keeping stockroom and loading-dock workers in the retail industry safe from exposure to COVID-19. OSHA recommends that employers implement several safety measures, including: - stocking displays during slow periods or when stores are closed to minimize contact with the public; - using barriers or markers to distance shelf-stockers from customers, if stocking occurs during store hours; - maintaining at least 6 feet between workers and customers, wherever possible; - limiting customer capacity in stores; - coordinating with vendors and delivery companies to minimize the need for contact with delivery drivers; - allowing workers to wear masks over their nose and mouth; and - encouraging workers to report any safety and health concerns. These are not mandatory requirements; however, employers can use these tips to limit the spread of COVID-19 in the workplace. **More Information** The full text of OSHA's announcement can be found [online](#).

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## NEW ZEALAND

### In order to conduct operations companies must ensure compliance with physical distancing, contact tracing measures and requirements on gatherings to prevent COVID 19.

**Abstract:** As of 29 May 2020 the COVID-19 Public Health Response (Alert Level 2) Amendment Order (LI 2020/97) dictates that companies must comply with new physical distancing and contact tracing requirements, and obligations in relation to gatherings which are and are not permitted under Alert Level 2. The Order amends previous obligations set out by the COVID-19 Public Health Response (Alert Level 2) Order 2020 (LI 2020/84).

**Business Impact:** The company must ensure that when conducting operations that it follows physical distancing requirements and contact tracing measures. It must:

- ensure that all persons (not including workers) entering the workplace remain at least 2 metres from each other and workers;
- ensure that all workers remain at least 1 metre from each other;
- ensure that they mitigate the risks that arise where the physical distancing requirements are not fully maintained; and
- ensure that records are kept for the purposes of contact tracing.

If the company has a largely consistent group of workers, and usually has a fixed workspace, it will come under controlled access requirements in which it must:

- ensure that all people who enter the workplace, carry out work for the business or use its services stay at least 1 metre away from each other; and
- ensure the business keeps records to enable contact tracing of people who enter the workplace or use its services; and
- ensure that they mitigate the risks that arise where the physical distancing requirements are not fully maintained.

The company may provide food and drink to its workers and allow for the sale of food and drink through vending machines in the workplace without triggering additional requirements. If the company fails to adhere to these obligations, they can commit an offence and may be liable for infringement fees of 300NZD, or a court-imposed fine of up to 1,000NZD.

**Analysis:** As of 29 May 2020 the New Zealand government adopted the [COVID-19 Public Health Alert Response Alert Level 2 Amendment Order 2020](#) (the Order). This Order amends the previous [COVID-19 Public Health Response Alert Level 2 Order 2020](#) which transitioned the country to Alert Level 2 and contains obligations in relation to businesses, services, and gatherings under Alert Level 2. Breaches of the obligations set out in this order will be considered infringement offences of the COVID-19 Public Health Response Act 2020. Companies in breach of the obligations may be liable to an infringement fee of 300NZD, or a fine imposed by a court of up to 1,000NZD. Businesses must comply with the general and controlled access requirements under the Order, and each of the specific requirements, to the extent that they apply to them. However, if there is a gathering of friends in the workplace at any one time, those people are not required to comply with physical distancing requirements set out under the Order, and a business or service is not required to ensure that they comply. Under the Order a gathering of friends will mean a group of customers/clients who confirm that they are, or whom it is otherwise reasonable to believe to be, a group of persons who all know each other and can identify each other for the purpose of contact tracing. Under the Order businesses will no longer need to require that gatherings of friends are limited to 10 people.

**General requirements** The general requirements set out under the Order are applicable to all businesses and services. These requirements establish that businesses must:

- ensure that all people who enter the workplace or use its services stay at least 2 metres from each other and from workers, to the greatest extent practicable, unless they are workers themselves;
- ensure that all workers who enter the workplace or carry out work for the business or service maintain a distance of 1 metre from each other;
- mitigate risks that may be presented from the failure to ensure the physical distancing required above; and
- keep records to enable contact tracing of all workers who enter or carry out work in the workplace.

**General controlled access requirements** These additional controlled access requirements apply to a number of categories of businesses and to businesses which have a largely consistent group of workers, and usually have a fixed workspace, such as offices and factories. These businesses must:

- ensure that all people who enter the workplace, use its services, or carry out work for the business or service remain at least 1 metre away from each other (to the greatest extent practicable);
- keep records to enable contact tracing of people who enter the workplace, use its services, or carry out work for the business or service; and
- mitigate the risks that arise where the physical distancing requirements are not fully maintained.

**Requirements for the sale of food/drinks for consumption** The Order no longer states that a business

must ensure that food and drink are not sold for consumption except where permitted under the Order. The Order does provide for requirements where customers or clients enter a workplace and food or drink is sold or provided to them in that workplace, such as cafes/restaurants. However these requirements are not applicable to:

- businesses providing food or drink to their workers; or
- vending machines located within workplaces.

**Contact Tracing** Under the Order, where records to enable contact tracing are required, these records should contain:

- a person's full name;
- an effective means of communicating with them, e.g. an active phone number or email address; and
- the date and times at which they arrived at and left the place in question.

**Social Gatherings** The Order removes previous categories of restricted and permitted gatherings. The Order sets out requirements for social gatherings, meaning a group of people who are intermingling. They may not exceed 100 people in a defined space at one time. However, social gatherings do not include activities which are undertaken at a business/service, where these activities are in compliance with the requirements set out for businesses/services set out under this Order. **Emergencies** None of the obligations set out under the Order will prevent any person from assisting in or responding to emergencies.

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## TUNISIA NATIONAL

### Health Emergency State extended for 6 months

**Abstract:** Companies must be aware that the Health Emergency State in Tunisia was extended for 6 months starting 30 May 2020 until 25 November 2020.

**Business Impact:** If the company undertakes any activities in Tunisia, it must remain compliant with all the Covid-19 related measures and expect new measures to be enforced now that the Health Emergency State is extended until 25 November 2020.

**Analysis: Actionable requirements** If the company undertakes any activities in Tunisia affected by the Health Emergency State due to the Coronavirus, it keeps complying with all the valid measures already in place for the fight against the Coronavirus, and the relevant measures that will be enforced in the future, until 25 November 2020, as the Health Emergency State was extended for a period of 6 months effective from 30 May 2020.

**What's new** [Presidential Order No. 54 of 2020 Extending the State of Health Emergency](#) does not impose any direct requirements on companies.

## 7. June 8, 2020

### UNITED STATES FEDERAL

#### OSHA issues recommendations on implementing social distancing measures in the workplace

**Abstract:** Employers can follow the Occupational Safety and Health Administration's (OSHA's) recommendations and reminders to implement social distancing in the workplace to help protect workers from exposure to COVID-19. These are not mandatory requirements, but they can be used, in conjunction with applicable state regulations, to help provide a safer workplace.

**Business Impact:** Employers can use the Occupational Safety and Health Administration's (OSHA's) recommendations to help limit worker exposure to COVID-19 and implement social distancing measures in the workplace. These are not mandatory requirements, but they can be used, in conjunction with state requirements, to create safe and healthy work spaces.

**Analysis:** The Occupational Safety and Health Administration (OSHA) released reminders and recommendations for employers to follow to implement social distancing and safety measures to protect workers from COVID-19 exposure. OSHA's safety measures include: - isolating workers who exhibit symptoms until they can go home or seek medical care; - establishing flexible worksites (telecommuting) and flexible work hours, if feasible; - marking 6-foot distances with tape or other visual clues; - creating distance between work spaces and installing plexiglass partitions; and - encouraging workers to bring health and safety concerns to the employer's attention. **More Information** The full text of [OSHA's alert](#) can be found online, available in English and Spanish. Also, up-to-date information can be found on [OSHA's COVID-19 website](#).

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### UNITED STATES FEDERAL

#### CDC provides recommendations to safely reopen office buildings

**Abstract:** Employers, building owners and managers, and building operations specialists in office buildings can follow the Centers for Disease Control and Prevention's (CDC's) recommendations to create safe and healthy workplaces for workers and clients as they reopen. CDC's recommendations are not mandatory requirements, but they can be used as guidance when office buildings reopen for business.

**Business Impact:** If the company has employees in an office building or office-like setting, owns or manages an office building, or is a building operations specialists, it can use the Centers for Disease Control and Prevention's (CDC's ) recommendations to safely reopen office buildings for employees and clients. These recommendations are not mandatory and should be taken in conjunction with any state guidelines or regulations. For example, CDC recommends creating a COVID-19 workplace health and safety plan, checking the building's readiness for occupancy, developing hazard controls using engineering and administrative controls, and training and educating workers and supervisors on COVID-19 safety.

**Analysis:** The Centers for Disease Control and Prevention (CDC) created a website for employers, building owners and managers, and building operations specialists of office buildings to create a safe and healthy workplace and protect workers and clients when they start reopening office buildings. CDC did not create mandatory reopening guidelines, but these steps can be taken, in conjunction with any applicable

state regulations, to safely reopen office buildings. **CDC Recommendations COVID-19 Health and Safety Plan** First, CDC recommends creating a COVID-19 workplace and safety plan to protect workers and clients. To create this plan, employers, owners, or managers can use the [CDC Interim Guidance for Business and Employers](#). **Check the Building's Readiness for Reopening** Next, before resuming operations, buildings should be checked to see if it is ready for occupancy. For example, ventilation systems should be operating properly. If the building's heating ventilation and air conditioning (HVAC) systems have been shut down or on setback, building owners or managers should review the new construction start-up guidance in the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) [Standard 180-2018](#), Standard Practice for the Inspection and Maintenance of Commercial Building HVAC Systems. As much as possible, the circulation of outdoor air should be increased by opening windows and doors, using fans, or by other methods. CDC does not recommend opening windows and doors if that would pose a safety or health risk for the building's occupants. Finally, CDC recommends the building and its mechanical and life safety systems are evaluated to determine if the building is ready for occupancy. For example, building owners or managers should check for mold growth, rodents or pests, stagnant water systems, and other hazards associated with a prolonged facility shutdown, and take the appropriate remedial measures. **Identify Exposure Risks** Employers, building owners and managers, and building operations specialists should conduct a thorough hazard assessment of the workplace to identify potential workplace hazards that could increase the transmission of COVID-19. Employers, building owners and managers, and building operations specialists should also identify work and common areas where employees could have close contact (within 6 feet) with others (e.g., meeting rooms, break rooms, cafeterias, etc.). **Develop Hazard Controls** Employers, building owners and managers, and building operations specialists should develop and implement a hierarchy of hazard controls (i.e., engineering and administrative controls) to reduce and limit the spread of COVID-19. CDC recommends using engineering controls to isolate workers from COVID-19 hazards. Engineering controls include: - modifying or adjusting seats, furniture, and workstations to maintain 6-feet of distance between employees; - physically separating employees throughout the facilities by using tape marks or other visual cues and replacing high-touch communal items (e.g., coffee pots, water coolers, etc.) with pre-packaged single-serving items; and - increasing or improving ventilation and air-filtration systems in the building. CDC also recommends using administrative controls to change the way people work to protect them from exposure to COVID-19. Administrative controls include: - actively encouraging sick workers, or workers who have sick family members, to stay at home; - conducting daily in-person virtual health checks before employees enter the worksite; - staggering shifts, start times, and break times to reduce the number of employees that are in common areas; - cleaning and disinfecting high-touch surfaces; - establishing procedures for social distancing; - for employees who commute on public transportation, offering incentives to use forms of transportation that minimize close contact with others (e.g., biking, walking, driving, etc.); and - recommending that employees wear face coverings to cover their nose and mouth in all areas of the business.

**Educate and Train Employees and Supervisors** CDC recommends that employees, including supervisors, are trained, preferably in languages spoken and read by employees, in topics such as signs and symptoms of infection, staying home when ill, social distancing, personal protective equipment (PPE), hand hygiene practices, and identifying and minimizing potential routes of transmission at work, at home, and in the community. Employers, building owners and managers, and building operations specialists can access [CDC posters](#) to print and post in the workplace online. **More Information** Employers, building owners and managers, and building operations specialists can use [CDC's informal website for Office Buildings](#) for more information, including links to more guidance and information. The website is updated as necessary.

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## HONG KONG

## The ban on public gatherings of more than eight persons amid the COVID-19 pandemic has been extended to 18 June 2020

**Abstract:** From 5 June 2020 to 18 June 2020, companies are prohibited from holding public gatherings of more than eight persons in any public places amid the COVID-19 pandemic unless it is the exempted group gathering for transportation, work, or special meeting required by law.

**Business Impact:** If the company has facilities in Hong Kong, it must note that the ban on public gatherings of more than eight persons has been extended from 5 June to 18 June 2020, except for work or specific meetings required by law. The offence to the prohibition, including each individual participating in the public gather, is subject to a fine and imprisonment of six months.

**Analysis: Actionable Requirements** The facility does not hold public gatherings of more than eight people in any public places during the specified period designated by the Secretary for Food and Health to prevent the spread of diseases unless the event belongs to exempted group gatherings, such as work or a group gathering approved by the Secretary for Food and Health.

**What Has Changed** The [Prevention and Control of Disease \(Prohibition on Group Gathering\) Regulation \(G.N. \(E.\) 58 of 2020\)](#) (預防及控制疾病(禁止羣組聚集)規例) (2020年第58號號外公告)) extends the ban on the public gathering from **5 June 2020 to 18 June 2020**. The G.N. (E.) 58 of 2020 follows the [Prevention and Control of Disease \(Prohibition on Group Gathering\) Regulation](#) (預防及控制疾病(禁止羣組聚集)規例) (the "Regulation") that sets forth a ban on group gatherings in any public place to prevent the spread of coronavirus disease (COVID-19). The prohibition does not apply to certain exempted group gatherings, such as group gathering for the purposes of transportation, performing governmental functions, work, or special meetings required by law.

**Additional Information** **Public place** means a place to which the public or a section of the public may or are permitted to have access from time to time, whether by payment or otherwise. Under the [Prevention and Control of Disease \(Prohibition on Group Gathering\) Regulation](#) and its [Amendment No. 2](#), [Amendment No. 3](#), and [Amendment 4](#), the ban does not apply to exempted group gathering specified in Schedule 1 or a group gathering that is permitted by the Chief Secretary (Secretary for Food and Health). Examples of exempted group gatherings prescribed in Schedule 1 include:

- for the purposes of or related to transportation;
- at a place of work for the purposes of work; or

- Group gathering during any of the following meetings at which no food or drinks is served and, in the case of a group gathering of more than 50 persons, ensures are in place for separating them in different rooms or partitioned areas, each accommodating not more than 50 persons-
  - a meeting of a body that must be held within a specified period in order to comply with any Ordinance or other regulatory instrument that governed the operation of the body or its business;
  - a shareholders' meeting of a company listed on a recognized stock market (as defined by section 1 of Part 1 of Schedule 1 to the Securities and Futures Ordinance (Cap. 571)) that is held in accordance with any Ordinance or other regulatory instrument that governs the operation of the company or its business

The offence to the regulation, including each person participating in the group gathering, is subject to a fine and imprisonment for six months.

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## GUJARAT

**Facilities now are permitted to store hazardous waste onsite for up to 180 days or beyond 15 days after lockdown is lifted, whichever is earlier**

**Abstract:** Starting from 9 April 2020, facilities that generate, possess, or handle hazardous or other waste are allowed to store such waste onsite for a maximum of 180 days or beyond 15 days after the lockdown is lifted, whichever is earlier. This follows from the Circular GPCB/HO/H. W/circular/corona/T-1/S-6, which modifies the current requirement of a maximum allowed period of 90 days under the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, in order to accommodate lax functioning during the COVID-19 Pandemic.

**Business Impact:** If the company generates, handles or possess hazardous or other waste, it is allowed to store such waste onsite for a maximum of 180 days instead of 90 days as regulated under the National Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, or for more than 15 days after the lockdown is over. The company must know that India has extended lockdown for only COVID-19 containment zones until 30 June 2020. As a result of this modification, if the company operates in non-containment zones where lockdown has been lifted, it is advised to dispose of such stored waste in June. However, if the company operates in containment zones, it can store such waste for 180 days.

**Analysis: New Actionable requirements** The Circular GPCB/HO/H. W/circular/corona/T-1/S-6 ("Circular") issued on 9 April 2020 by the Gujarat Pollution Control Board (GPCB) does not provide any new requirements. **What has changed** Circular extends the maximum allowed period to store hazardous or other waste onsite under the National [Hazardous and Other Wastes \(Management and Transboundary Movement\) Rules, 2016](#) ("Rules 2016") due to the COVID-19 pandemic. Starting from 9 April 2020, facilities are authorized to store hazardous or other waste up to a maximum of 180 days or beyond 15 days after the lockdown is lifted, whichever is earlier. In general, under Rules 2016, facilities are prohibited from storing hazardous and other waste onsite for more than 90 days. **Background information** Facilities must know that the nationwide lockdown has been lifted in India starting from 1 June 2020. However, COVID-19 containment areas are still under lockdown until 30 June 2020. **Definition 1) Hazardous waste** is any waste which by reason of characteristics such as physical, chemical, biological, reactive, toxic, flammable, explosive or corrosive, causes danger or is likely to cause danger to health or environment, whether alone or in contact with other wastes or substances, and shall include:

Waste specified under column (3) of Schedule I (e.g. oily sludge emulsion and spent solvents) waste having equal to or more than the concentration limits specified for the constituents in class A (e.g. arsenic 5.0 mg/l and mercury 0.2 mg/l) and class B (e.g. Asbestos 10000 mg/kg) of Schedule II or any of the characteristics as specified in class C (e.g. corrosive and reactive and explosive) of Schedule II; and wastes specified in Part A (e.g. lead and waste organic phosphorus compounds) of Schedule III in respect of import or export of such wastes or the wastes not specified in Part A but exhibit hazardous characteristics specified in Part C (e.g. flammable liquids and substances or wastes liable to spontaneous combustion) of Schedule III.

2) **Other wastes** are wastes specified in Part B (e.g. waste straw and rubber wastes) and Part D (cobalt scrap and aluminum skimming excluding salt sludge) of Schedule III for import or export and include all such waste generated indigenously within the country.

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## COLOMBIA

**Companies operating in the chemical, petrochemical, manufacture of non-metal products or basic metal products and food industries must comply with the prescribed sanitary biosafety protocol**

**Abstract:** As of 21 May 2020, companies operating in the chemical, petrochemical, or food industries, or manufacturing non-metal or basic metal products must comply with a bio-safety protocol for preventing

COVID-19 contagion at workplaces. This follows from Resolution 748 of 2020, which approves specific sector protocols for the industries mentioned above. Among others, the protocol focuses on the physical distance, disinfection of surfaces, and hygienic protocols.

**Business Impact:** If the company operates in the chemical or petrochemical sectors, or manufactures non-metal or basic metal products, it must comply with the bio-safety protocol for preventing COVID-19 contagion at workplaces. Among others, the company must create a discharge or dirty area for receiving material and documents from the outside and disinfect them, ensure that employees wear working clothes and change when they arrive and before they leave, disinfect surfaces and tools, and measure employee's body temperature when they arrive and leave the facility.

**Analysis:** On 21 May 2020, the Ministry of Health and Social Development (Ministerio de Salud y Desarrollo Social) published Resolution 748 of 2020, approving a bio-safety protocol for preventing COVID-19 contagion at workplaces. The protocol applies to companies operating in the chemical, petrochemical, food industries, and to the manufacture of non-metal and basic metal products. **General hygienic and isolation measures** According to the protocol, employees must wash their hands at least every 3 hours. Companies must clean and disinfect the machinery and surfaces regularly. The working areas must be kept ventilated and in proper hygienic conditions. In the production sectors, companies must relocate, if possible, the machinery for ensuring a 2 meters distance between employees. In addition, the same machine should not be operated by different workers, and employees must avoid sharing tools as much as possible. If it is not feasible, companies must disinfect the machinery when the worker, operating them, changes. Regarding vehicles used during the operations, companies must disinfect them regularly. Moreover, companies receiving clients or providers onsite must separate the sales or administrative areas from the production sector. Furthermore, they must also close any leisure area. **Personal Protective Equipment** Workers must clean and disinfect their facial protection or safety glasses. In addition, employees must wear a face mask, gloves, and eye protection, according to the machinery they use. Furthermore, employees must wear working clothes inside the facility, and change them when starting and finishing their shifts. **Discharge area** According to the protocol, companies must keep a discharge zone or a dirty area (**área sucia**) to receive raw material, elements, or mail from the outside. In this area, companies must install physical barriers, and employees must wear a face mask, latex, nitrile, or vinyl gloves. In addition, they must provide employees and external people with 60% alcohol gel. Packages must be discharged using adequate protective measures. Companies must disinfect the boxes with a 60% alcohol solution, or leave them in the dirty area for between 24 and 72 hours, to inactivate the potential virus. The same procedure must be carried out with the things inside boxes. Any material that has not been disinfected must be kept in the dirty area. Employees must wash their hands before and after manipulating things from the dirty area. A similar preventive procedure must be taken for documents coming from outside (such as payslips). However, the protocol recommends using digital and electronic documents, in replacement to paper copies. **Human Resources** The protocol states that employees of 70 years of age or older, or those who are part of the risk groups (such as persons with diabetes, cancer, or with a diminished immune system) must continue in teleworking modality, unless their presence at the facility is essential. In addition, companies must organize shifts for reducing the number of employees at the workplace to the minimum. When arriving at the workplace, employees must wash hands or disinfect them with 60% alcohol gel. Companies must also provide transport facilities to their employees, for avoiding the use of public transport. The protocol also requires companies to measure employees' body temperature when they arrive at the workplace and after finishing their shifts. Companies must immediately isolate workers with body temperature of 38 degrees or more, and report the case to the corresponding Labor Risk Insurance and sanitary authority. Any client or provider going to a facility must previously schedule an appointment, for avoiding the facility to get crowded, and companies must keep a record of the clients and providers visiting the facility. [Resolution 748 of 2020, approving a bio-safety protocol for the COVID-19 contagion prevention at workplaces for chemical, petrochemical, food industries and manufacture of non-metal and basic metal products](#), is available online in Spanish.

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## ALGERIA NATIONAL

### Wearing face masks is now mandatory in the workplace

**Abstract:** Since 21 May 2020, companies must now enforce the wear of face masks in the workplace. This requirement was added to Executive Decree No. 20-70 specifying Additional Measures for the Prevention and Fight against the Coronavirus (Covid-19).

**Business Impact:** If the company allows employees and other individuals in the workplace, it ensures they wear face masks.

**Analysis: Actionable requirements** If the company has employees working in the workplace, it makes sure they are using a face mask at all times and also demands other individuals entering the workplace to wear face masks.

**What has changed?** The above-mentioned requirement is a new requirement that is added to the provisions of Executive Decree No. 20-69 on Prevention Measures and the Fight against the Spread of Coronavirus Covid-19, which already specified certain measures to prevent the spread of Covid-19.

**Additional information** Executive Decree No. 20-69 on Prevention Measures and the Fight against the Spread of Coronavirus Covid-19 was published on 21 March 2020. It introduced social distancing measures on a national scale, aimed to reduce physical contact in public spaces and in the workplace, as part of the fight against the Coronavirus outbreak. The measures were related to the transport, entertainment and hospitality sector, as well as general work related measures such as implementing work from home.

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## TASMANIA

### Companies in Tasmania must implement minimum COVID-19 safety measures in the workplace and draw up a COVID-19 safety plan by 15 June 2020

**Abstract:** By 15 June 2020, companies located in Tasmania must implement minimum COVID-19 safety measures in the workplace (such as implementing and maintaining a cleaning schedule) and prepare a COVID-19 safety plan. When implementing the minimum safety measures, companies should consult industry-specific guidance provided by WorkSafe Tasmania.

**Business Impact:** All companies operating in Tasmania must implement minimum COVID-19 safety measures in the workplace (such as implementing and maintaining a cleaning schedule) and prepare a COVID-19 safety plan by 15 June 2020. When implementing the minimum safety measures, companies should consult industry-specific guidance provided by WorkSafe Tasmania. Moreover, all companies operating in Tasmania should be aware that, as of 29 May 2020, the number of people allowed to gather in indoor and outdoor settings is now 10. This limitation does not apply to passenger transport and to offices, warehouses and manufacture facilities. Travel-wise, companies should be aware that, as of 22 May 2020, all employees arriving in Tasmania will be required to enter quarantine for 14 days unless they have [Essential Traveller](#) status (such as persons providing transport or freight and logistics). Lastly, companies should be aware that the further period of a use or development permit specified in section

53(5)(c) of the [Land Use Planning and Approvals Act 1993](#) has been extended by 6 months for permits that were in effect before 14 May 2020.

**Analysis: COVID-19 Safe Workplaces Framework COVID-19 minimum standards** In accordance with the '[Safe workplaces framework](#)', by 15 June 2020, all employers in Tasmania must introduce minimum standards for managing the risks of COVID-19. According to these standards, employers must:

- manage the risks of a person contracting or spreading COVID-19 in the workplace;
- implement and maintain a cleaning schedule across the workplace;
- have good hygiene procedures and practices (such as washing and/or sanitising of hands);
- ensure workers who have been instructed to quarantine or self-isolate do not come to the workplace;
- make sure physical distancing requirements are met by workers, contractors and other people entering, leaving or moving around the workplace;
- provide information, training and supervision on how the risks of COVID-19 are to be managed and ensure all processes and procedures are applied by workers; and
- provide information and instruction to other people who visit the workplace about how they are to comply with the company's processes and procedures and make sure they apply them.

**COVID-19 safety plan** Employers must also be able to demonstrate how they are complying with the above-listed minimum standards if asked by a workplace inspector. For that purpose, developing a COVID-19 Safety Plan is the best way to demonstrate compliance. Moreover, employers must also be able to show any processes or procedures they have put in place to implement their safety plan. Employers do not need to submit this plan to WorkSafe Tasmania. The following checklists and templates are available to help companies develop their workplace COVID-19 Safety Plans:

[Checklist](#) – how to keep your workers safe and limit the spread of COVID-19 and to help you to start thinking about measures to include in your COVID-19 Safety Plan;

[COVID-19 Safety Plan Template for Small Businesses](#);

[COVID-19 Safety Plan Template for Medium-Sized Businesses](#) ;

[COVID Ready Stickers and Posters](#).

Large businesses (employing more than 200 people) may need to create a bespoke plan for their operations and should use the checklist and safety plan templates above as guiding documents.

**Guidelines** In order to ensure the workplace meets the COVID-19 minimum standards, employers should consult industry-specific guidelines such as:

[Administrative Services COVID Safe Workplace Guidelines Administrative Services](#);

[Building Construction and Construction Services COVID Safe Workplace Guidelines](#);

[Manufacturing and Food Processing COVID Safe Workplace Guidelines](#);

[Warehousing and Storage COVID Safe Workplace Guidelines](#); and

[Electricity and Gas Supply COVID Safe Workplace Guidelines](#).

A comprehensive list of all industry guidelines can be accessed [online](#) at WorkSafe Tasmania.

**Gatherings** As of 29 May 2020, the number of people allowed to gather in indoor and outdoor settings is now 10. This can change depending on the size of the venue. For example, at a large natural reserve, several groups of 10 people can be present, so long as they are all separate gatherings. However, in a small café, the maximum number of people may be limited to 2 or 3, if the surface area does not allow for 4 square metres per person. There are exemptions to the 10 person rule. For example, more than 10 people may gather on passenger transport and at work (such as in offices, warehouses, manufacture facilities and mines), except if the venue or service is prohibited from operating. Companies can read more about [gatherings and physical distancing rules](#) online. **Travel** As of 22 May 2020, all employees arriving in Tasmania will be required to enter quarantine for 14 days. Tasmanian employees (not including King, Flinders and Furneaux Island group residents) must complete their 14 days of quarantine at their residence in Tasmania. Non-Tasmanian employees are required to complete their quarantine at Government provided accommodation. [Essential Travellers](#) (such as persons providing transport or freight and logistics) that meet [strict criteria](#) and [eligible maritime crew](#) are exempt from the 14-day quarantine requirement but

must still comply with [listed quarantine conditions](#) directed by the Director of Public Health under section 16 of the [Public Health Act 1997](#). **Extension of deadlines** Companies should be aware that the further period of a use or development permit specified in section 53(5)(c) of the [Land Use Planning and Approvals Act 1993](#) -at the end of which a permit lapses- is extended by a period of 6 months if the permit was in effect before 14 May 2020. Moreover, companies will not be fined for contraventions against existing planning permits if the contraventions arise from the development or use of the land for the purposes of effectively implementing a requirement, direction or authorization under the [Emergency Management Act 2006](#) or the Public Health Act 1997.

## 8. June 5, 2020

### UNITED STATES FEDERAL

**For a limited time, facilities where employees are required to use N95 masks may instead use alternative respirators, previously approved N95 masks that are past the recommended expiration date, or reuse N95 masks**

**Abstract:** Companies with a respiratory protection program (RPP) should reassess their engineering controls, work practices, and administrative controls and make changes to decrease the need for N95 respirators. Facilities where respirators must be used may comply with the applicable requirements using alternative respirators that provide equal or greater protection compared to an N95 respirator, including National Institute for Occupational Safety and Health (NIOSH) approved, non-disposable elastomeric respirators or N95 respirators that were NIOSH-approved but have since passed the manufacturer's recommended shelf life. Companies may also, under certain circumstances, reuse N95 respirators or use such respirators for an extended period.

**Business Impact:** If the company has employees that must use N95 respirators, it may utilize listed, National Institute for Occupational Safety and Health (NIOSH) approved alternative respirators, previously NIOSH-approved N95 respirators that have since passed the manufacturer's recommended shelf life (expired masks), reuse N95 respirators, or use such respirators for an extended period of time. If the company uses expired N95s, reuses N95s, or uses N95s for extended periods, it must comply with certain inspection, notice, and training requirements including notifying employees when expired N95s are used.

**Analysis:** On 3 April 2020, the Occupational Safety and Health Administration (OSHA) issued interim enforcement guidance for citations under the Respiratory Protection Standard (29 CFR 1910.134). OSHA will exercise enforcement discretion for facilities where employee respiratory protection is required when those facilities comply with alternative respirator requirements in response to the global shortage of N95 respirators ("N95s").

**Enforcement Guidance** In order to receive enforcement discretion under the Respiratory Protection Standard, companies must reassess their engineering controls, work practices, and administrative controls to identify changes that will decrease the need for N95 respirators (N95s). Companies may reduce the need for N95s by, among other things: - using partitions; - restricting access to areas where N95s must be used; or - using other engineering controls, work practices, or administrative controls that reduce the need for respiratory protection. Additionally, If the facility has employees required to use N95s, it may: - use listed alternative classes of respirators that provide equal or greater protection compared to an N95; - reuse N95s or use them for extended periods; or - uses previously approved N95s that have since passed the manufacturer's recommended shelf life (expired masks). **Alternative respirators** Permissible alternative classes of respirators include: - National Institute for Occupational Safety and Health (NIOSH) approved, non-disposable, elastomeric respirators; - powered, air-purifying respirators; and - other filtering facepiece respirators, including N99, N100, R85, R99, R100, P95, P99, and P100, so long as they are NIOSH-approved. A full list of NIOSH-approved filtering facepiece respirators is available [on the CDC's website](#). **Extended use or reuse of N95 respirators** Companies may also reuse N95s or use N95s for extended periods. Companies that choose to reuse or extend use of N95s must: - update its respiratory protection program (RPP) to address the circumstances under which such respirators may no longer be available for extended use or reuse; - ensure the respirators maintain their structural and functional integrity and that the filter material is not physically damaged, soiled, or contaminated; - train employees to identify compromised N95s and require them to use another respirator if masks are determined to be compromised; and - train employees on the appropriate sequence for donning/doffing procedures to

prevent contamination. Guidance on the proper procedures for inspecting N95s for reuse or extended use is available [on OSHA's website](#). Guidance on the appropriate sequence for donning and doffing N95s is available [on the CDC's website](#). **Use of expired N95 respirators** The third alternative under the enforcement guidance is only available to facilities after they first make a good faith effort to acquire unexpired N95s or using alternative options. If using expired respirators, facilities must: - notify employees that the masks are expired; - ensure expired N95s are not comingled with unexpired N95s; - ensure the masks are visually inspected to determine whether the structural or functional integrity of the masks has been compromised; and - if the facility chooses to use expired N95s from its own storage, seek assistance from the manufacturer or an independent lab regarding testing of those N95s prior to use.

**More Information** The full text of OSHA's enforcement guidance memorandum is available [on their website](#).

### **Automobile and ancillary factories must comply with strict safety measures as prescribed by the Directorate of Industrial Safety and Health (DISH) (MAHARASHTRA)**

**Abstract:** Starting 29 May 2020, automobile and ancillary factories must observe stringent safety measures for safe manufacturing operations after prolonged lockdown. This follows the publication of Circular No. DISH/Insp/2980/7A issued by the Directorate of Industrial Safety and Health (DISH), which provides a list of safety instructions for automobile and ancillary factories after a prolonged lockdown or inactivity. Factories, among other things, must ensure that all buildings are properly ventilated before admitting any personnel and ensure proper personal protective equipment for workers engaged in initial cleanup and start-up processes to address leakage and presence of toxic gases.

**Business Impact:** If the company operates an automobile manufacturing company or other ancillary factories, it must comply with specific safety instructions issued by the Directorate of Industrial Safety and Health (DISH) before resuming operations after the prolonged lockdown. The company, must among other things:

- ensure all factory buildings are properly ventilated before the admission of personnel;
- ensure a Safety Officer or any competent senior personnel of the factory, checks and verifies the ventilation protocol;
- thoroughly check locker rooms, washrooms, for poisonous or venomous insects or snakes;
- provide proper personal protective equipment (PPE) for workers engaged in initial learning and start-up process to address leakage or presence of toxic gases; and
- identifies all potential hazards due to the lockdown and prepares and strictly follows all safe operating procedures (SOP).

### **Analysis: Actionable requirements:**

If the facility operates an automobile or ancillary factory which resumes operation after a prolonged closure, it ensures all factory buildings are properly ventilated before the admission of personnel;

If the facility operates an automobile or ancillary factory which resumes operation after a prolonged closure, it ensures a Safety Officer or any competent senior personnel of the factory, checks and verifies the ventilation protocol;

If the facility operates an automobile or ancillary factory which resumes operation after a prolonged closure, it thoroughly checks locker rooms, washrooms, for poisonous or venomous insects or snakes;

If the facility operates an automobile or ancillary factory which resumes operation after a prolonged closure, it ensures the start-up activities are handled by experienced, knowledgeable persons, and operations are handled by trained and skilled workers;

If the facility operates an automobile or ancillary factory which resumes operation after a prolonged closure, it provides proper personal protective equipment (PPE) for workers engaged in initial learning and start-up process to address leakage or presence of toxic gases;

If the facility operates an automobile or ancillary factory which resumes operation after a prolonged closure,

it identifies all potential hazards due to the lockdown and prepares and strictly follows all safe operating procedures (SOP);

If the facility operates an automobile or ancillary factory which resumes operation after prolonged closure, it checks each electric panel for intactness of wiring and function of breakers, relays, conditions of flame-proof fittings, and other protections;

If the facility operates an automobile or ancillary factory which resumes operation after prolonged closure, it follows the Lockout-Tagout (LOTO) process for cleaning, servicing, adjusting or setting up operations;

If the facility operates an automobile or ancillary factory which resumes operation after prolonged closure, it checks all machines and its control system and takes a control trial;

If the facility operates an automobile or ancillary factory which resumes operation after prolonged closure, it checks and re calibrates all its measuring devices and instruments;

If the facility operates an automobile or ancillary factory which resumes operation after prolonged closure, it checks for interlocks on power press, injection moulding, rubber moulding machines.

If the facility operates an automobile or ancillary factory which resumes operation after prolonged closure, it checks for lubrication quality and quantity in all lubricating points;

If the facility operates an automobile or ancillary factory which resumes operation after prolonged closure, it checks if all utility systems such as thermal fluid systems, boilers, cooling towers, generator sets, fire hydrant pumps, are properly functioning;

If the facility operates an automobile or ancillary factory which resumes operation after prolonged closure, it checks the thermal fluid system for deterioration.

If the facility operates an automobile or ancillary factory which resumes operation after prolonged closure, it checks heat treatment quenching oil quality parameters and replaces it if required;

If the facility operates an automobile or ancillary factory which resumes operation after prolonged closure, it inspects and checks for the efficacy of painting booth or powder coating booth, flame-proof fittings, scrubbing system and check all grounding for proper connection and resistance; and

If the facility operates an automobile or ancillary factory which resumes operation after prolonged closure, it follows the required procedure for all operations conducted in confined spaces such as pits, chambers, tanks, before entry for work.

In addition to the above requirements, the facility must continue to adhere to all existing requirements under the [Factories Act, 1948](#) and [Maharashtra Factories Rules, 1963](#), such as-

The automobile or ancillary factory ensures all types of work permit systems are strictly followed;

The automobile or ancillary factory carries out all additional safety precautions such as auto-locking doors for cylinder doors, head stocks, under Rule 57 and Schedule 1 of the [Maharashtra Factories Rules, 1963](#); and

The automobile or ancillary factory provides standard flame-proof electrical fittings where highly flammable solvents, thinners, or chemicals are used or stored as per provisions under Schedule XXIII of the [Maharashtra Factories Rules, 1963](#).

**What has changed?** The actionable requirements described above introduce new provisions that must be followed before resuming operations after a prolonged lockdown but also touches one existing safety instructions as prescribed under the [Factories Act, 1948](#), and [Maharashtra Factories Rules, 1963](#).

**Additional requirements for working in confined spaces:** The automobile or ancillary factory which has confined spaces, must (a) follow the entry work permit system before starting any work in confined space; (b) test the inside atmosphere for the presence of oxygen at 3 different levels, i.e., top, middle and bottom; (c) ensure all the equipment used for mechanical ventilation and other required protective wears must be kept ready for carrying out work in confined space. **Background** Due to the coronavirus (COVID-19) lockdown, companies have remained shut for a long duration between 23 March 30 June 2020. This cessation of operation had proven dangerous with certain operations that are inherently dangerous. Hence,

the Government issued this Circular that includes specific safety protocols to ensure workers and neighborhoods around the factories are protected when resuming work. [Circular No.DISH/Insp/2980/7A](#) is available in English on ENHESA Knowledgebase. Related definitions: **Factory** under the Factories Act, 1948, means any premises where: (i) 10 or more workers are undertaking a manufacturing process with the aid of power; or (ii) 20 or more workers are undertaking a manufacturing process without the aid of power.

## INDIA

### Manufacturing and chemical industries resuming their operations after being shut down for a significant period must undertake stricter health and safety assessment as per the guidelines issued by the NDMA

**Abstract:** Starting from 9 May 2020, factories and facilities involved in chemicals manufacturing, handling, and storing, must undertake stricter Health and Safety (HS) measures prior to restarting their operations after a prolonged shutdown. This follows from the issuance of the Guidelines for restarting manufacturing industries after lockdown ("Guidelines"). The Guidelines provide generic instructions (i.e., verification of all equipment and reviewing safety protocols), specific instructions for the industrial process (i.e., verifying chemical stability of HAZMAT chemicals and carrying out a complete safety audit), and requirements for ensuring the HS of workers post lockdown.

**Business Impact:** If the company is a manufacturing unit or manufactures, handles or stores chemicals, it must undertake all safety measures specified in the Guidelines for restarting manufacturing industries after lockdown ("Guidelines"), prior to resuming operations after a prolonged shutdown. The company, among others, must:

- ensure that safety protocols for handling chemicals, machinery, and equipment are in place and reviewed;
- carry out inspection of all equipment and machinery in accordance with the safety protocols;
- verify and confirm the chemical stability of HAZMAT Chemicals before using them for any processes;
- carry out a complete Safety Audit of the entire unit before starting any activities; and
- carry out a trial testing of its industrial process before full-fledged production is initiated, involving all human resources.

In addition, the company, after resuming its operations, must:

- disinfect common areas such as lunchrooms and canteens every two to three hours;
- measure the body temperature of all employees at the facility entrance gate; and
- not allow to report to work any employee that has COVID-19 symptoms.

#### Analysis: New actionable requirements

If the facility resumes operations after a prolonged shutdown, it ensures that all safety protocols are in place and each of them is reviewed prior to starting its operations to ensure health and safety at the workplace.

If the facility resumes operations after a prolonged shutdown, it inspects all equipment and machinery as per the prescribed safety protocols and ensures the proper working conditions of each machinery and equipment prior to restarting its operation.

If the facility resumes its industrial process after a prolonged shutdown, it contacts the local district administration for specific assistance in cases where it is challenging to manage crucial backward linkages that may be critical for their safe functioning.

If the facility resumes its industrial process after a prolonged shutdown, it confirms the chemical stability of HAZMAT ("hazardous material") chemicals before using them for any processes.

If the facility resumes its industrial process after a prolonged shutdown, it ensures proper ventilation and

lighting in areas where raw materials are stored before entering such areas.

If the facility resumes its industrial process after a prolonged shutdown, it carries out a complete Safety Audit of the entire unit before starting any activities.

If the facility resumes its industrial process after a prolonged shutdown, it carries out mechanical cleaning of pipelines, equipment, and discharge line followed by air and/or water flushing and chemical cleaning based on the type of the process equipment.

If the facility resumes its industrial process after a prolonged shutdown, it inspects boilers, furnaces, and heat exchangers for lining and signs of wear and tear.

If the facility resumes its industrial process after a prolonged shutdown, it inspects pressures and temperature gauges of machinery and ensures that they are functional.

If the facility resumes its industrial process after a prolonged shutdown, it carries out a tightness test on containers for combustibles and toxic substances to prevent the leakage of such substances and to avoid any accident that can result in disaster, damage, or economic loss.

If the facility resumes its industrial process after a prolonged shutdown, it carries out service tests on all water, compressed air, and steam piping and equipment with normal operating fluids.

If the facility resumes an industrial process after a prolonged shutdown, it carries out leak tests for all vacuum systems onsite and marks "leak" on the faulty vacuum systems so that the maintenance team can carry out the necessary repair.

If the facility resumes an industrial process after a prolonged shutdown, it carries out trial testing of its industrial process before full-fledged production is initiated.

If the facility is a factory that resumes operation after a prolonged shutdown, it disinfects common areas such as lunchrooms and canteens every two to three hours.

If the facility is a factory that resumes operation after a prolonged shutdown, it measures the body temperature of all employees at the entrance gate and does not allow to report to work any employee that has COVID-19 symptoms.

In addition to the above requirements, the Guidelines provide several other requirements that manufacturing and chemical industries must comply with prior to resuming their operations after a prolonged shutdown. **What has changed** Even though similar requirements for operating facilities exist, these are new requirements that manufacturing and chemical industries are required to comply with prior to resuming their operations after a prolonged shut down of their operations. The guidelines also include several already existing requirements that facilities must comply with such as maintaining physical distance at the workplace and providing facemasks, gloves, and hand sanitizers. **Additional Information** The main objective of the guidelines is to serve as a checklist for assessing health and safety measures prior to resuming operations for manufacturing facilities where dangerous machinery equipment and hazardous chemicals are in use. Operating facilities have been shut down for the past 2 and a half months due to the COVID-19 pandemic. Facilities have recently been permitted to resume their operations in non-containment zones. It is more likely that manufacturing facilities have not followed the safety protocols or standard operating procedures for a while. As a result, some of the manufacturing facilities might have residual chemicals, non-functional equipment, and machinery that can pose a high risk to workers, the public, and the environment. Thus, the National Disaster Management Authority has issued guidelines that aim to minimize risk and encourage a successful restart of the industrial units. [Guidelines for restarting manufacturing industries after lockdown](#) is available in English on the Enhesa Knowledgebase.

## Japan National

### Deadlines for submitting relevant documents or accepting inspections under the Waste Management and Public Cleansing Law extended in 2020

**Abstract:** As of 7 April 2020, facilities face extended deadlines for submitting relevant documents or accepting inspections under the Waste Management and Public Cleansing Law (廃棄物の処理及び清掃に関する法律), in response to the COVID-19 epidemic.

**Business Impact:** If the company subject to the requirements of submitting relevant documents or accepting inspections on a specific general or industrial waste treatment facility under the Waste Management and Public Cleansing Law, it now faces extended deadlines for such requirements. For example, the Industrial Waste reduction and treatment plan can now be submitted by 31 October 2020 instead of the previous 30 June. These deadlines are exceptionally extended in 2020 in response to the COVID-19 epidemic.

**Analysis: Actionable requirements** (1) If the facility generated 1,000 tons or more of Industrial Waste (産業廃棄物) in 2019, it submits the Industrial Waste reduction and treatment plan by 31 October 2020 to the Prefectural Governor (都道府県知事). (2) If the facility consigns the collection, transportation, treatment and/or disposal of its Industrial Waste to another party and hands over the contractors manifests (産業廃棄物管理票), it submits a report regarding the manifests in the previous fiscal year (産業廃棄物管理票交付等状況報告書) to the Prefectural Governor by 31 October 2020. (3) If the facility is certified by the Minister of the Environment for recycling or detoxifying certain General Waste or Industrial Waste, it submits a report on the recycling/detoxifying results to the Minister of the Environment by 31 October 2020. (4) If the facility operates a specific general or industrial waste treatment facility and it couldn't accept a periodic inspection conducted by the prefectural governor during the period of the state of emergency, it accepts such inspection within 4 months after the state of emergency in the Prefecture where the waste treatment facility is located is lifted. (5) If the facility outsources the collection, transportation or disposal of its industrial waste, does not utilize a final waste processor (最終処分業者) between 8 January 2020 and the date when the state of emergency is lifted, and is not notified of the completion of waste transportation and/or disposal (or receive sheets B2 and/or D of the paper manifest) within 120 days of the issuance of the manifest or actual collection of the waste, it inquires the status of the waste disposal, takes proper measures, and notifies the prefectural governor within 30 days. (6) If the facility outsources the collection, transportation or disposal of its industrial waste, utilizes a final waste processor (最終処分業者: i.e. landfill site) between 10 October 2019 and the date when the state of emergency is lifted, and is not notified of the completion of waste disposal (or receive sheets E of the paper manifest) within 240 days of the issuance of the manifest or actual collection of the waste, it inquires the status of the waste disposal, takes proper measures, and notifies the prefectural governor within 30 days. (7) If the facility generates Industrial Waste from construction works and stores it in an offsite storage area of 300 m<sup>2</sup> or more during the period of the state of emergency, it notifies the Prefectural Governor. **What has changed** According to the [Ministerial Ordinance on stipulating Special Provisions for the Enforcement Ordinance of Waste Management and Public Cleansing Law to Combat the Novel Coronavirus Infections](#) (hereafter the "Ministerial Ordinance": 新型コロナウイルス感染症に対処するための廃棄物の処理及び清掃に関する法律施行規則の特例を定める省令), the deadlines for complying with the above mentioned requirements are exceptionally extended to the year 2020 due to the COVID-19 epidemic. For example, regarding the requirement (1), the Industrial Waste reduction and treatment plan was in principle required to be submitted by 30 June each year; however, in 2020 such plan can be exceptionally submitted by 31 October 2020. Moreover, for requirement (7), the facility is required, in principle, to notify the Prefectural Governor prior to the storage. However, if the facility stores the Industrial Waste offsite due to the temporary suspension of waste treatment facility or other unavoidable reasons, it can notify the Prefectural Governor after the storage. The Ministerial Ordinance applies retroactively as of 7 April 2020.

## SAUDI ARABIA

## Regulation for the limitation of gatherings that contribute to the spread of the coronavirus is adopted

**Abstract:** Since 15 May 2020, companies must comply with the regulation adopted for the limitation of gatherings that contribute to the spread of the coronavirus. The regulation aims to enforce appropriate social distancing by prohibiting certain gatherings to avoid the spread of the coronavirus.

**Business Impact:** If the company has employees working in construction, it prohibits gatherings of more than 5 workers inside houses and buildings under construction in order to help fight coronavirus in places that may contribute to the spread of its spread.

**Analysis: Actionable Requirements** If the company has workers undertaking construction activities, it prohibits gatherings of more than 5 workers inside houses or buildings under construction, or farms and rest-houses.

**Additional information** The gatherings subject to this regulation are defined as gatherings of more than one family, or gatherings of more than 5 non-family members inside houses, rest-houses, farms, campsites, public spaces and others. On that basis, the Regulation prohibits family gatherings, non-family gatherings, social occasions gatherings, gatherings in operating shops, and workers gatherings. [Adoption of the Regulation for the Limitation of Gatherings that Contribute to the Spread of the Coronavirus](#) is available online in Arabic.

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## SAUDI ARABIA

### Companies are encouraged to implement work from home during Covid-19 pandemic

**Abstract:** Since 20 March 2020, a decision declared by the credible source in the Ministry of Interior under the title "Suspending public sector employees from attending their workplaces for 16 days" prohibited public sector employees from attending their workplaces for 16 days. It also discussed certain measures that are highly encouraged to be implemented by private companies, such as reducing the number of their employees in the workplace by implementing teleworking, if possible.

**Business Impact:** The company is highly encouraged to reduce the number of employees attending the workplace by prioritizing teleworking, if possible, during the Covid-19 pandemic. It can give priority to a certain category of people based on medical reports not exceeding one month old, such as, pregnant employees, employees with respiratory or heart conditions, employees with low immunity, and employees under treatment for tumors. In addition, the company must enforce a 14 days confinement rule for employees coming to Saudi Arabia from abroad, and for employees that show any kind of symptoms.

**Analysis:** On 20 March 2020, a responsible source from the Ministry of Interior issued a decision that prohibits public sector employees from attending their workplaces, except for employees in the health, security, and military sectors. The Decision also discussed other measures such as closing shops except for supermarkets and pharmacies, the prohibition of gatherings, and also encouraging private companies in reducing the number of employees attending the workplace by implementing teleworking. Companies are encouraged to prioritize teleworking as a way of keeping the employees safe and helping with the fight against the spread of the coronavirus. Based on a medical report not exceeding one month, priority can be given to the following:  
pregnant employees;  
employees with respiratory or heart conditions;

employees with low immunity; and  
employees under treatment for tumors.

In addition, companies must enforce a 14 days long confinement period for any employee coming to Saudi Arabia from abroad, as well as employees that show any symptoms. [Suspending public sector employees from attending their workplaces for 16 days](#) is available online in Arabic.

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## CANADA - MANITOBA

### Public gatherings of 25 people allowed as of 22 May 2020

**Abstract:** As of 22 May 2020, facilities should be aware that public gatherings of 25 people indoors and 50 people outdoors are allowed. Furthermore, effective 1 June 2020, facilities should comply with the requirements and recommendations under Phase Two of the Manitoba reopening plan including travel restrictions and social distancing to prevent the spread of the novel coronavirus (COVID-19).

**Business Impact:** If the facility is operating in the Province of Manitoba, it should be aware that, as of 22 May 2020, public gatherings of 25 indoors and 50 people outdoors are allowed. Furthermore, effective 1 June 2020, facilities should comply with the requirements and recommendations under Phase Two of the Manitoba reopening plan including travel restrictions and social distancing.

**Analysis:** On 27 May 2020, the Government of Manitoba [announced](#) the finalization of the [Phase Two Plan](#) which will enter into force on 1 June 2020 to continue safely restoring services and opening additional businesses while ensuring physical distancing during the novel coronavirus (COVID-19) pandemic. Changes in Phase Two are introduced in addition to those introduced in [Phase One](#). **Public gatherings** As of 22 May 2020, a new [public health order](#) increased the number of persons permitted to attend public gatherings to 25 people indoors and 50 people outdoors, provided that a 2 metres distance is maintained. In addition, for seating arrangements, a 2 metre/6 foot separation should be maintained. **Additional steps for businesses** Preventive measures for workplaces remain in force in Phase Two. Businesses are encouraged to take steps in:  
ensuring people are able to reasonably maintain 2 metres of distance;  
only conducting necessary and brief exchanges within 2 metres of others;  
applying enhanced cleaning protocols, especially in common areas like washrooms;  
maintaining physical distancing and food-handling protocols in workplace areas including lunch and common areas;  
staying home when feeling sick; and  
following personal risk reduction measures.  
Businesses operating in the Province of Manitoba can submit questions on how the plan applies to them [online](#). Furthermore, if interested, businesses can provide feedback on Phase Two: Restoring Safe Service Plan by completing a [survey](#). **Travel restrictions** Travel restrictions will remain in place until further notice. Anyone entering the Province of Manitoba must self-isolate for 14 days.

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## SOUTH AFRICA NATIONAL

**Vehicle operation permits which expired during the national lockdown period are now due for renewal**

**Abstract:** Facilities whose employees or vehicles require a learner's licence, driving licence, motor vehicle licence disk, temporary permit or roadworthy certificate to perform assigned tasks must ensure that any such expired documents are processed for renewal beginning 4 June 2020. This follows from the issuance by the Minister of Transport ("the Minister") of the Measures to Address, Prevent and Combat the Spread of COVID-19 Determination of Extension for the Validity Period of a Learner's Licence, Driving Licence Card, License Disc, Professional Driving Permit and Registration of Motor Vehicle. The requirement for renewal is applicable to facilities whose employees operate vehicles such as trucks as part of their duties.

**Business Impact:** If the company employs a worker or operates a vehicle whose operation permit expired during the COVID-19 national lockdown period, the company must ensure that the permit document is presented for renewal at the appropriate Driver's Licence Testing Centre (DLTC), Vehicle Testing Centre (VTC) or Provincial Regulatory Entities (PRE) by 4 June 2020.

**Analysis:** On 4 May 2020, the Minister of Transport extended the validity of motor vehicle operator documents such as licences and permits that had expired during the COVID-19-related national lockdown period, to 3 June 2020. The extension was granted as part of the government's efforts to curb the outbreak and spread of the novel coronavirus of 2019 ("COVID-19"). All such licenses and permits are no longer valid as of 4 June 2020. **Actionable requirements**

If the facility employs a worker that requires a learner's licence, driving licence, motor vehicle licence disk or temporary permit to perform their assigned tasks, and that licence expired during the national lockdown period declared due to COVID-19, the facility ensures that the licence is presented for renewal on 4 June 2020.

If the facility operates a vehicle whose roadworthy certificate expired during the national lockdown period declared due to COVID-19, the facility ensures that the certificate is presented for renewal on 4 June 2020.

**What has changed** Facilities must typically ensure that learner's licences, driving licences, motor vehicle licence disks, temporary permits and roadworthy certificates are renewed when they expire. Because the validity of expired licences was extended through the lockdown period, that requirement was suspended until 3 June 2020. All Driver's Licence Testing Centres (DLTCs), Vehicle Testing Centres (VTCs) and Provincial Regulatory Entities (PREs) have resumed operations and are ready to process renewals. The [Measures to Address, Prevent and Combat the Spread of COVID-19 Determination of Extension for the Validity Period of a Learner's Licence, Driving Licence Card, License Disc, Professional Driving Permit and Registration of Motor Vehicle](#) is available in English on the Enhesa knowledgebase.

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## UNITED STATES FEDERAL

### California company must pay back wages for COVID-19 quarantine after denying paid sick leave

**Abstract:** Companies should ensure that they comply with standards enforced by the U.S. Department of Labor's Wage and Hour Division, such as providing employees with paid leave taken for specified reasons related to COVID-19. A California tire company failed to pay for what qualified as paid sick leave.

**Business Impact:** The U.S. Department of Labor's Wage and Hour Division (WHD) enforcement action has no direct impact on the company. However, the company should note that WHD cited a company that failed to pay an employee for what qualified as paid sick leave. Accordingly, the company should ensure it follows the Families First Coronavirus Response Act (FFCRA) and any guidance and safety procedures to combat COVID-19. Failure to comply may lead to potential penalties and compliance costs, as well as serious consequences to the safety and health of employees in the workplace.

**Analysis:** A California tire company failed to pay an employee for what qualified as paid sick leave covering the hours the employee spent at home after the company received documentation from the employee's healthcare provider for instructions to self-quarantine. The U.S. Department of Labor's Wage and Hour Division (WHD) investigated the California company. After the investigation, WHD also had the company agree to future compliance with the Families First Coronavirus Response Act (FFCRA). FFCRA reimburses U.S. companies 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 California tire company must pay the employee 2,606 USD for refusing to provide sick leave after the employee was advised to self-quarantine while awaiting a family member's test for coronavirus. The company must pay the employee's full wages for 2 weeks of leave. The California company denied the employee's request for paid leave, because the company mistakenly believed that the employee had to submit proof of a positive coronavirus test to qualify for the paid leave. For more information, please see the U.S. Department of Labor [News Release](#).

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## UNITED STATES CALIFORNIA

### Companies benefiting from the U.S. Environmental Protection Agency's non enforcement policy may see the policy end as the California Attorney General and attorneys general from 8 other states challenge the policy

**Abstract:** Companies benefiting from the U.S. Environmental Protection Agency's non enforcement policy during COVID-19 may be impacted by a lawsuit filed by 9 state attorneys general challenging the policy.

**Business Impact:** If the company benefits from the EPA's non enforcement policy, then it may be impacted by a recent lawsuit challenging the policy. If the 9 state attorneys general succeed in the lawsuit, then the company would be subject to enforcement and potential fines from the EPA.

**Analysis:** On 13 May 2020, California Attorney General Xavier Becerra and attorneys general from 8 other states filed a lawsuit challenging the U.S. Environmental Protection Agency's (EPA) policy that stops enforcement of a wide range of monitoring and reporting requirements under federal environmental laws, including the Clean Air Act and Clean Water Act. Attorney General Becerra joins the attorneys general of Illinois, Maryland, Michigan, Minnesota, New York, Oregon, Vermont, and Virginia, in filing the lawsuit. On 26 March 2020, companies benefited when the EPA announced the new policy regarding enforcement of environmental legal obligations during the COVID-19 pandemic. COVID-19 may affect facility operations and the availability of key staff, contractors, and laboratories to timely analyze samples and provide results, and the EPA determined enforcement of monitoring and reporting requirements would be halted. The policy applies retroactively from 13 March 2020 until an indefinite time. The state attorneys general claim that the EPA issued a broad policy that gives companies the ability to self-determine when compliance is practical. The lawsuit claims that the EPA's non enforcement policy was adopted without observance of procedure required by law, mainly that there was no notice or comment period, and that the policy is arbitrary and capricious. Further, as COVID-19 attacks people's respiratory systems, the non enforcement of environmental laws presents a significantly higher risk to people with long-term exposure to pollution. For more information, please see the State of California Department of Justice [Press Release](#) and the [Complaint](#).

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## UNITED STATES FEDERAL

## Arizona company must pay back wages for COVID-19 quarantine after denying paid sick leave

**Abstract:** Companies should ensure that they comply with standards enforced by the U.S. Department of Labor's Wage and Hour Division, such as providing employees with paid leave taken for specified reasons related to COVID-19. An Arizona electrical company failed to pay for what qualified as paid sick leave under the Families First Coronavirus Response Act.

**Business Impact:** The U.S. Department of Labor's Wage and Hour Division (WHD) enforcement action has no direct impact on the company. However, the company should note that WHD cited a company for failing to pay an employee for what qualified as paid sick leave. Accordingly, the company should ensure it follows the Families First Coronavirus Response Act (FFCRA) and any guidance and safety procedures to combat COVID-19. Failure to comply may lead to potential penalties and compliance costs, as well as serious consequences to the safety and health of employees in the workplace.

**Analysis:** An Arizona electrical company failed to pay an employee for what qualified as paid sick leave covering the hours the employee spent at home after the company received documentation from the employee's doctor for instructions to self-quarantine. The U.S. Department of Labor's Wage and Hour Division (WHD) investigated the Arizona company and required the company to comply with the Families First Coronavirus Response Act (FFCRA). FFCRA reimburses U.S. companies 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 Arizona electrical company must pay the employee 1,600 USD for refusing to provide sick leave after the employee had potential coronavirus symptoms. The company must pay the employee's full wages of 20 USD an hour for 80 hours of leave. For more information, please see the U.S. Department of Labor [News Release](#).

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## UNITED STATES MASSACHUSETTS

### Phase II businesses may reopen facilities to workers in advance of Phase II to prepare to safely resume operation

**Abstract:** Effective 1 June 2020, companies that can reopen during Phase II (Phase II businesses) may reopen physical workplaces to workers to conduct necessary preparations for the start of Phase II. Phase II businesses may not reopen to customers or the public until authorized by a subsequent Executive Order.

**Business Impact:** If the company is a Phase II business, it may reopen its physical facility to workers to prepare for Phase II reopening. If the Phase II business reopens to workers, it must comply with all applicable sector-specific and general COVID-19 safety guidelines. Phase II businesses may not open to customers or the public until a subsequent order authorizes Phase II to begin.

#### Analysis: Actional Requirements

If the facility is a non-essential business, it closes its physical workplace to workers, customers, and the public until 18 May 2020, unless otherwise extended.

**What has changed?** Under Executive Order 35 (EO-35), effective 1 June 2020, businesses that are included in Phase II may reopen their physical workplaces and facilities to workers to prepare for a Phase II reopening when it is authorized. Preparations include, but are not limited to, completing a COVID-19 Control Plan, implementing sector-specific protocols, and complying with Mandatory Workplace Safety Standards.

**Additional Information** Under EO-35, Phase II businesses are businesses that are: - not currently permitted to open as an essential service or Phase I; - not closed by any COVID-19 Order, separate from general Executive Order 13; - not excluded or excepted as outdoor dining services; and - not designed as Phase III or Phase IV businesses. Phase II businesses meet all of the above conditions and include: - retail stores (including enclosed shopping malls); - restaurants providing seated food service prepared onsite under retail food permits; - hotels, motels, inns, and other short-term lodgings; - personal services provided at a fixed place of business or a client location; and - warehouses and distribution centers, among others. Under EO-35, Phase II businesses may reopen to workers to prepare for Phase II opening; however, they must comply with COVID-19 workplace safety standards and any relevant sector-specific guidelines issued in [Executive Order 33](#) (EO-33). Further, Phase II businesses may not reopen to customers or the public until authorized under a subsequent order. Additional sector-specific rules will be issued, specific to Phase II businesses, to address the operational needs of those types of businesses. Phase II businesses must comply with these sector-specific rules in addition to the general rules laid out in EO-33. Finally, a Phase II business that is authorized to open its brick-and-mortar premises to workers under EO-35 will not be subject to the 10-person limit on gatherings established in [EO-13](#). The 10-person limit on gatherings still applies to any businesses or organizations that are not allowed to open as an essential service or a Phase I or II business.

**More Information** The full text of [EO-35](#) can be found on Governor Baker's website. More information on which businesses can open during which phase can be found on [Mass.gov](#).

## PANAMA

### Companies resuming their activities must submit a compliance form before restarting operations

**Abstract:** As of 20 May 2020, companies resuming their activities in Panama must submit a compliance form to the Ministry of Labor and Work Development, indicating their compliance with the sanitary protocol issued by the Ministry of Health. This follows from Resolution 154 of 2020, which sets out the form that companies must submit. Among others, companies must indicate the number of employees working in their facilities, the preventive measures that they have taken, and attach supporting documents.

**Business Impact:** If the company has already resumed its activities or is about to resume them, it must submit the compliance form regarding the measures taken for preventing COVID-19 contagion at workplaces to the Ministry of Labor and Work Development through a digital platform. The company must, among others, indicate the number of employees, submit a record of the contagion preventing measures taken, and indicate the Health and Safety Special Committee's integration. In addition, if the company has 51 employees or more, it must hire an occupational health and safety professional for elaborating and signing all the relevant documents.

**Analysis:** On 20 May 2020, the Ministry of Labor and Work Development (Ministerio de Trabajo y Desarrollo Laboral) published Resolution 154 of 2020, setting out the form "Basic Requirements for the Compliance with the Guidelines for companies for resuming activities after COVID-19" (**Formulario de requisitos básicos para el cumplimiento de los lineamientos para el retorno a la normalidad de las empresas post COVID-19**). The form aims to gather and systematize information on the measures that the companies have taken for complying with the sanitary protocol for preventing COVID-19 contagion at workplaces, issued by the Ministry of Health (**Ministerio de Salud**) in [Resolution 405 of 2020](#) on 15 May 2020, and [Resolution 137 of 2020](#). Among other information, the form requires companies to report:

company's name;  
legal representative;  
email address and phone; and  
the total number of workers.

In addition, they must inform the name, ID number, and phone of the employees members of the Health and Safety Special Committee (**Comité Especial de Salud e Higiene**). According to Resolution 405 of 2020, the Committee must be composed of between 2 to 6 workers, depending on the companies' size. In addition, the Committee must:

set out a procedure for opportunely detecting employees infected with COVID-19, either with symptoms or not;

report to the sanitary authority any COVID-19 case detected; and

develop a logistics for ensuring adequate and on-time distribution of personal protective equipment (PPE). Together with the form, companies must attach the following documents, among others:

list of workers;

a record on the COVID-19 preventive actions taken by the company;

a record of the training given to employees; and

the constitutive document of the Health and Safety Special Committee, using the format included in Annex IV of Resolution 405 of 2020.

Moreover, companies must submit this information through the digital platforms that the Ministry of Labor and Work Development will make available soon and attach the supporting documents as annexes.

Furthermore, companies with 51 or more employees must hire an occupational health and safety professional for elaborating and signing the relevant documents. The National Inspection Direction will validate the information and send it to the Ministry of Health. After controlling the documents, the Ministry of Health will issue the Healthy Panama certificate (**certificación Panamá Saludable**). Apart from complying with the sanitary protocols and guidelines issued by the authorities, companies must implement additional preventive sanitary measures regarding, among others:

the arrival, stay, and leave of the workplace;

employees' hygiene;

personal protective equipment;

displacement to the workplace;

procedure in the case of a positive COVID-19 case; and

protective measures for teleworkers.

[Resolution 154 of 2020, setting out the COVID-19 compliance form for resuming activities](#), is available online in Spanish.

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## MAHARASHTRA

### Companies using ammonia as a refrigerant must comply with strict safety precautions for cold storage and chilling centers as prescribed by the Directorate of Industrial Safety and Health (DISH)

**Abstract:** Starting 29 May 2020, factories must observe additional safety precautions for cold storage and chilling centers that use ammonia as a refrigerant. This follows the publication of Circular No.DISH/Insp/2974/7A issued by the Directorate of Industrial Safety and Health (DISH) which provides a list of safety instructions for cold storage units after a prolonged lockdown or inactivity. Factories, among other things, must ensure that the hazards associated with ammonia are explained to the workers and train the workers to handle emergencies arising out of ammonia leakage.

**Business Impact:** If the company operates a cold storage unit or and chilling centers that use ammonia as a refrigerant, it must comply with specific safety instructions issued by the Directorate of Industrial Safety and Health (DISH) before resuming operations after the prolonged lockdown. The company must among other things:

- ensure workers are aware of all hazards associated with ammonia;
- provide personal protective equipment (PPE) such as body apron, canister mask, self-contained breathing apparatus, to all its workers;
- ensure ammonia sensors are installed in a machine room near an ammonia receiver;
- regularly conduct drills for wearing of personal protective devices such as canister masks and self-contained breathing apparatus.

**Analysis: Actionable requirements:**

If the facility operates a cold storage unit or a chilling center that uses ammonia as a refrigerant, it ensures workers are aware of all hazards associated with ammonia;

If the facility operates a cold storage unit or a chilling center that uses ammonia as a refrigerant, it provides personal protective equipment (PPE) such as body apron, canister mask, self-contained breathing apparatus, to all its workers;

If the facility operates a cold storage unit or a chilling center that uses ammonia as a refrigerant, it regularly conducts drills for wearing of personal protective devices such as canister masks and self-contained breathing apparatus;

If the facility operates a cold storage unit or a chilling center that uses ammonia as a refrigerant, it provides training on handling emergencies that arise out of ammonia leakage;

If the facility operates a cold storage unit or a chilling center that uses ammonia as a refrigerant, it drains the oil from the oil separator and evaporating coils are drained periodically;

If the facility operates a cold storage unit or a chilling center that uses ammonia as a refrigerant, it ensures a responsible person supervises the drainage of oil from the oil separator and the charging of ammonia in the system;

If the facility operates a cold storage unit or a chilling center that uses ammonia as a refrigerant. it ensures the drain line from the oil separator is provided with spring-loaded valves;

If the facility operates a cold storage unit or a chilling center that uses ammonia as a refrigerant, it isolates or purges the nitrogen, and ammonia from the pipeline or ensure the equipment is evacuated before welding or carrying out any related hot work;

If the facility operates a cold storage unit or a chilling center that uses ammonia as a refrigerant, it ensures the safety valve and pressure gauges are fitted on the ammonia receiver;

If the facility operates a cold storage unit or a chilling center that uses ammonia as a refrigerant, it provides water sprinklers for an ammonia receiver to prevent pressure rising within the receiver due to ambient heat;

If the facility operates a cold storage unit or a chilling center that uses ammonia as a refrigerant, it checks all the connection and transfer work before commencing transfer of ammonia from cylinder to system;

If the facility operates a cold storage unit or a chilling center that uses ammonia as a refrigerant, it provides an interlock to ensure the compressor does not start unless water circulation for the condenser commences;

If the facility operates a cold storage unit or a chilling center that uses ammonia as a refrigerant, it fits a level gauge on the receiver to protect from impacts;

If the facility operates a cold storage unit or a chilling center that uses ammonia as a refrigerant, it ensures ammonia sensors are installed in a machine room near an ammonia receiver;

If the facility operates a cold storage unit or a chilling center that uses ammonia as a refrigerant, it ensures the doors of cold rooms and machine rooms can be easily opened from the inside;

If the facility operates a cold storage unit or a chilling center that uses ammonia as a refrigerant, it ensures ammonia leak control and evacuation drills are periodically organized for its employees.

**What has changed?** The actionable requirements described above introduce new provisions that must be followed before resuming operations after a prolonged lockdown. These new provisions serve as safety

protocols in addition to the existing safety instructions that must be followed under the Factories Act, 1948, and Maharashtra Factories Rules, 1963.

**Background** Due to the coronavirus (COVID-19), lockdown companies have remained shut for a long duration between 23 March 2020 till 31 May 2020 for the nationwide lockdown and till 30 June 2020 for the lockdown in containment zones. This cessation of operation had proven dangerous with certain operations that are inherently dangerous. Hence, the Government issued these safety Guidelines that include specific safety protocols to ensure workers are protected when resuming work involving cold storage and chilling centers that use ammonia as a refrigerant. [Circular No.DISH/Insp/2974/7A](#) is available in English on ENHESA KnowledgeBase. **Related definitions:** **Factory** under the Factories Act, 1948, means any premises where: (i) 10 or more workers are undertaking a manufacturing process with the aid of power; or (ii) 20 or more workers are undertaking a manufacturing process without the aid of power. Preserving or storing any article in **cold storage** is considered a **manufacturing process** under the Factories Act, 1948

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## UNITED STATES FEDERAL

### OSHA amends enforcement guidelines related to existing record keeping requirements for work-related COVID-19 cases and will increase in-person inspections

**Abstract:** The Occupational Safety and Health Administration (OSHA) issued a new enforcement policy for recording COVID-19 cases. COVID-19 is a recordable illness under existing regulations; however, under the amended policy, OSHA will begin enforcing the requirements on all employers. Further, OSHA will increase in-person inspections in all workplaces.

**Business Impact:** If the company has an employee with a work-related COVID-19 illness, it must record that illness according to the recording and record keeping requirements. Under the Occupational Safety and Health Administration (OSHA) guidance, employers must make reasonable efforts based on the evidence available to the employer to ascertain whether a particular case of COVID-19 is work-related.

#### Analysis: Actionable Requirements

The facility keeps records of work-related injuries and illnesses that result in: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, loss of consciousness, significant injury or illness diagnosed by a licensed health care professional, potentially infectious needle stick or sharps injuries, medical removal, hearing loss, or tuberculosis.

**What has changed?** The above requirement has not changed; however, effective 26 May 2020, the Occupational Safety and Health Administration (OSHA) will resume enforcing the requirement to record work-related COVID-19 cases on all employers rather than just the healthcare industry, emergency response organizations, correctional institutions, and under other specific circumstances.

**Additional Information** Under the Occupational Safety and Health Administration's (OSHA's) existing record keeping requirements, COVID-19 is a recordable illness. Therefore, employers are responsible for recording cases of COVID-19 if the case: - is a confirmed case of COVID-19, as defined by the Centers for Disease Control and Prevention (CDC); - is work-related as defined by 29 CFR 1904.5; and - involves one or more of the general recording criteria in 29 CFR 1904.7. Recording a COVID-19 illness does not, of itself, mean that the employer has violated any OSHA standard. And, as before, employers with 10 or fewer employees and certain employers in low hazard industries have no recording obligations; therefore, they need only report work-related COVID-19 illnesses that result in a fatality or an employee's in-patient hospitalization, amputation, or loss of an eye. OSHA will now enforce the record keeping requirements for

COVID-19 based on the employers' efforts in making work-related determinations according to the following guidelines: - the reasonableness of the employer's investigation into work-relatedness; - the evidence available to the employer; and - the evidence that a COVID-19 illness was contracted at work. Finally, OSHA has started increasing its in-person inspections for all workplaces.

**More Information** The full text of the [revised enforcement policy](#) and the [interim enforcement response plan](#) can be found on OSHA's website.

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## UNITED STATES RHODE ISLAND

### The state enters phase II of reopening

**Abstract:** As of 1 June 2020, Rhode Island enters Phase II of reopening its economy. The social gathering limit increased from 5 people to 15 people. Office-based businesses can resume in-person operations with limitations.

**Business Impact:** Rhode Island entered Phase II of the reopening plan on 1 June 2020. During Phase II, the social gathering limit is increased from 5 to 15. Working from home is strongly encouraged.

#### Analysis: Actionable Requirements

Vulnerable populations, including individuals who are 65 years of age and older, are still strongly advised to stay at home unless they must go to work.

People who travel from outside the US into Rhode Island must continue self-quarantine for 14 days.

People coming to Rhode Island from a non-work-related purpose from another state with stay-at-home or similar restrictions must immediately self-quarantine for 14 days.

Social gatherings of 15 or more people are prohibited.

Working from home is strongly encouraged.

For office-based businesses, which did not conduct in-person operations or operated with a minimal workforce during Phase I, a maximum of 33% of workers or 15 employees, whichever is greater, may work on-site at the same time as long as social distancing is practiced.

Office-based businesses that have been conducting in-person operations with more than 33% of employees during Phase I are not required to reduce the number of workers working on-site during Phase II.

All businesses resuming in-person operations during Phase II must develop a COVID-19 Control Plan.

All office-based businesses must follow cleaning, screening, wearing masks, and other safety requirements required in Rhode Island.

Non-retail businesses may allow up to 1 customer per 150 square feet.

**What has changed?** Rhode Island entered Phase II of reopening as of 1 June 2020. In Phase II, social gatherings of 15 or more people are prohibited. During Phase I, the social gathering limit was 5 people. All office-based businesses may resume in-person operations; however, 33% of workers or 15 employees, whichever is greater, may work on-site at the same time as long as social distancing is practiced. The executive order allowing Phase II reopening is effective through 29 June 2020. Since Phase I, Rhode Island required businesses that are resuming in-person operation to develop a COVID-19 Control Plan. Therefore, all businesses resuming in-person operations during Phase II must develop a Covid-19 Control Plan and have it available for inspection by the Rhode Island Task Force. Businesses can fill out the [COVID-19 Control Plan: Template](#) provided by the state to fulfill the requirement.

**Additional Information** The executive order 20-40 is available [here](#). The summary of Phase II is

available [here](#). A list of critical and non-critical retail businesses is [here](#). COVID-19 Control Plan and Employee Screening Tool is available [here](#).

## 9. June 3, 2020

### UNITED STATES HAWAII

#### Medium-risk businesses in certain counties permitted to resume operations after complying with physical distancing and face-covering requirements and implementing safe practices

**Abstract:** Effective 18 May 2020, companies must check with local counties to see whether they are considered as medium-risk businesses and thus allowed to resume operations. Such companies, if permitted to reopen, must comply with physical distancing and face-covering requirements, as well as any other applicable industry and regulatory guidelines related to COVID-19 issued by the federal, state, and local agencies. Medium-risk businesses are defined by each county and may include, for example, non-essential manufacturing and construction.

**Business Impact:** If the company is engaged in an essential business or operation, it is no longer required to have employees working from home to the extent possible. However, if the company requires employees to report to the workplace, it must ensure continued compliance with the physical distancing and face-covering requirements. If the company is a medium-risk business in a county that has moved into Phase 2 of the State Roadmap to Recovery and Resilience, it is now permitted to resume its operations. The company must comply with the physical distancing and face-covering requirements, as well as the statewide safe practices guidelines. Further, the company must comply with any requirements imposed by the county. Lastly, the company must follow industry-specific guidance issued by federal, state, or local agencies and industry organizations. If the company is not among the medium-risk workplaces or is located in a county that has not yet moved into Phase 2, it must continue to require all employees to stay at home and work from home or cease operation.

#### Analysis: Actionable Requirements

If the facility is engaged in a non-essential high-risk business, it requires all employees to work from home. If the facility is engaged in an essential business or non-essential medium-risk business, it complies with physical distancing requirements in the workplace, such as providing sanitizing products. If the facility conducts in-person operations, it ensures that all employees who may interact with the public wear face coverings.

**What Has Changed** The Eighth Supplementary Proclamation allowed non-essential medium-risk businesses to resume in-person operations and required non-essential high-risk businesses to remain closed.

On 18 May 2020, the Hawaii State Governor David Y. Ige issued the Eighth Supplementary Proclamation to continue protecting the state from the 2019 novel coronavirus disease (COVID-19). The Proclamation includes the Act with Care Order, which allows counties to move towards Phase 2 of the State Roadmap to Recovery and Resilience, beginning 18 May 2020. Accordingly, depending on the county, companies considered medium-risk businesses or operations are allowed to resume their operations, provided that they maintain physical distancing and safe practices. The Proclamation is effective until 30 June 2020, unless further amended. **The Eighth Supplementary Proclamation** As with the previous proclamations, the Eighth Supplementary Proclamation allows individuals to leave their homes or places of residence to work in essential businesses or operations, as identified by the U.S. Cybersecurity and Infrastructure Security Agency (CISA) or designated by the Hawaii State Emergency Management Agency (HIEMA). Such businesses include, for example, chemical manufacturing, financial services, data and security operations centers, and warehouses. Accordingly, companies engaged in essential businesses or

operations must continue to comply with physical distancing and face-covering requirements. Unlike the previous proclamations, however, such companies are no longer required to have employees working from home to the extent possible. Therefore, companies may require employees to report to the workplaces as long as they take the necessary COVID-19 prevention measures.

**Phase 2: Act with Care Order** The Eighth Supplementary Proclamation includes Hawaii's reopening and recovery plan, [State Roadmap to Recovery and Resilience](#). The Roadmap identifies the following 4 phases for reopening the state:

Phase 1 - Stabilization under the statewide Stay-at-Home Order;

Phase 2 - Reopening of medium-risk businesses, followed by reopening of high-risk businesses;

Phase 3 - Long-term recovery with all businesses, including highest-risk businesses, open with adjusted safe practices; and

Phase 4 - Resilience with a new normal.

The Act with Care Order under the Eighth Supplementary Proclamation directs counties to begin gradual movement into Phase 2 of the Roadmap, starting 18 May 2020. Accordingly, each county, upon the Governor's approval, may allow non-essential medium-risk businesses to resume in-person operations. The types of businesses considered as "medium-risk" is also to be defined by each county. As with essential businesses, medium-risk businesses must comply with physical distancing and face-covering requirements. Further, medium-risk businesses must operate in accordance with the guidance outlined in the State Roadmap to Recovery and Resilience and any other guidance issued by the specific county. Companies must note that the Roadmap's guidelines are a baseline for safe practices. Companies, if allowed to reopen, must review any applicable industry-specific higher standards of safety and protection, such as those issued by the Occupational Safety and Health Administration (OSHA), National Institute for Occupational Safety and Health (NIOSH), Centers for Disease Control and Prevention (CDC), or industry organizations. Accordingly, companies must check with the counties to see whether the specific county has moved to Phase 2 of the Roadmap and which businesses are considered "medium-risk." For example, [Kauai County](#) allows for the reopening of medium-risk businesses, including non-essential manufacturing and construction, starting 22 May 2020. Therefore, manufacturing companies in Kauai County are allowed to conduct in-person operations, provided that they comply with all physical distancing requirements under the Eighth Supplementary Proclamation, the safe practices in the Roadmap, and CDC industry guidelines.

**More Information** For more information, see the Office of the Governor website for the [Eighth Supplementary Proclamation](#). Additional information, including the most current COVID-19 status in Hawaii, is available on the [Hawaii State Department of Health \(DOH\)](#) website.

## JAPAN NATIONAL

### Japan lifted the state of emergency on 25 May 2020

**Abstract:** Companies in Japan must be aware that, as of 25 May 2020, the state of emergency in Japan has been lifted entirely. However, companies and individuals are still requested to keep social distance, wear masks and implement other countermeasures.

**Business Impact:** The company must be aware that the state of emergency has been lifted on 25 May 2020. However, it is still required to, for example, implement the basic countermeasures for the prevention of COVID-19, promote teleworking and staggered working, and develop industry-specific infection prevention guidelines in the workplace. The company can also refer to the Points on Preventing Heatstroke When Implementing New Lifestyle (「新しい生活様式」における熱中症予防行動のポイント) during the

summer season. In addition, if the company has employees traveling to Japan, it should be aware of the updated list of areas subject to entry restrictions (入国制限対象地域).

**Analysis:** On 25 May 2020, the Japanese Government announced to [lift the state of emergency](#) in Japan. Accordingly, according to the [updated Basic Policy on Countermeasures Against Novel Coronavirus Infection](#) (hereafter the "Policy": 新型コロナウイルス感染症対策の基本的対処方針), individuals and companies face less stringent requests on the self-restraint (自粛). However, they continue to be requested to, for example:

- implement the basic countermeasures for the prevention of COVID-19 (such as wearing masks, keeping social distance and washing hands);

- follow the [new lifestyle](#) which includes example measures that individuals and employers can take in daily life and in the workplace;

- avoid unnecessary travels to the other prefectures;

- avoid places where are enclosed, crowded, and with close scenes of conversations (三つの密) or facilities where clusters occur;

- carefully hold large-scale events ("large-scale events" is not defined in the Policy); and

- promote teleworking and staggered working and commuting with bikes; and

- develop industry-specific infection prevention guidelines in the workplace.

Moreover, When implementing the new lifestyle mentioned above, a document of [Points on Preventing Heatstroke](#) (「新しい生活様式」における熱中症予防行動のポイント) is provided by the Ministry of Health, Labour and Welfare. The document provides countermeasures to prevent heatstroke when, for example, wearing masks, using aircon and managing daily health. In addition, the document of [Messages to Persons who Returned to Japan](#) (帰国された皆様へ) has also been revised to update the list of areas subject to entry restrictions (入国制限対象地域). Persons who have traveled to the areas subject to entry restrictions in the past 14 days continue to be subject a polymerase chain reaction (PCR) test and a self-quarantine of 14 days.

## ARGENTINA NATIONAL

### The lockdown has been extended until 7 June 2020

**Abstract:** Lockdown due to COVID-19 has been extended until 7 June 2020, keeping the same exceptions and conditions as before. This follows from Decree 493/2020, which extends the compulsory and preventive social isolation countrywide, but allowing further easing, depending on the epidemiological situation in different regions. In this regard, the Metropolitan Area of Buenos Aires (**Área Metropolitana de Buenos Aires -AMBA**) continues to have a stricter lockdown than the rest of the country.

**Business Impact:** If the company does not carry out any of the activities classified as essential or expressly exempted (such as food or pharmaceutical industries, waste collection, transport, and treatment, or industries carrying out continuous production processes, to which the interruption of their operations would damage their production lines or machinery -for instance, glass and metal industry), it must continue with the cease of its operations until 7 June 2020. The company can remain operational remotely, if possible. Nonetheless, if the company operates in an area not included within the Metropolitan Area of Buenos Aires, it may soon be allowed to resume its activities, if the local authority allows the company's sector to operate. In that case, the company will have to comply and implement the sanitary protocol approved by the local authority. In addition, the company will have to provide transport to its employees that do not own or drive private vehicles. The use of public transportation is prohibited and reserved to only essential workers (such as healthcare workers and police officers). If the company operates in the Metropolitan Area of Buenos Aires, the lockdown will continue as previously, although it is likely that the

local authorities will gradually authorize further activities, subject to the approval of the national Ministry of Health and the implementation of sanitary protocols. The company will have to provide transport to its employees, who are not allowed to use the public transport.

**Analysis:** On 25 May 2020, the Argentine government published Decree 493/2020, extending the preventive and compulsory social isolation (i.e, the lockdown) until 7 June 2020. The extension keeps the exact same criteria as the previous extension, established by [Decree 459/2020](#), which had implemented geographical criteria to ease the lockdown inside the country, but kept it under stricter conditions in the Metropolitan Area of Buenos Aires (AMBA), where the lockdown continues under stricter conditions. The lockdown was previously extended until 24 May 2020.

### **General conditions**

Provinces can decide on their own, with the approval of their local sanitary authority and after elaborating the corresponding health and safety protocols, to add further exceptions to the lockdown in cities and villages with less than 500,000 inhabitants and where:

the time of duplication of the number of COVID-19 cases takes more than 15 days;

the healthcare system can respond to a potential demand increase;

there is a positive evaluation of the local sanitary authorities, regarding the socio-sanitary risk in relation to the population density;

the number people exempted from the lockdown do not exceed the 75% of the population of the place; and the area is not listed as a [place with local or conglomerate transmission of the virus](#) by the national sanitary authority.

In addition, governors can also allow industrial and commercial activities for which a sanitary protocol has been approved by the National Ministry of Health in cities with more than 500,00 inhabitants, as far as the area is not part of the AMBA. If a sanitary protocol approved by the national authority for the operation that the province wants to authorize is not available, the province needs to elaborate one and submit it to the Ministry of Health for approval.

In areas of more 500,000 inhabitants or more, the provincial sanitary authority must expressly authorize the activities, verify the implementation of the sanitary protocol, and immediately communicate to the national Ministry of Health about the exempted areas and activities.

For exempting activities in cities or areas with more than 500,000 inhabitants, the time of duplication of the number of COVID-19 cases must be of at least 25 days. Moreover, companies must provide the means of transport for their employees, as public transport is reserved only for essential workers (police officers, healthcare workers, among others).

### **Metropolitan Area of Buenos Aires (AMBA)**

The AMBA includes the City of Buenos Aires and 40 municipalities of the Buenos Aires province next to it, including, among others:

Moreno;

Pilar;

Quilmes;

La Plata; and

General San Martín.

During the lockdown, the mayor of the City of Buenos Aires and the governor of Buenos Aires province can submit to the Chief of Cabinet (**Jefe de Gabinete**) of the national government proposals for exempting additional industrial, commercial and service activities from the lockdown.

Together with the request, the City of Buenos Aires, or the Buenos Aires province, must also submit the sanitary protocol that would be implemented for that activity.

In addition, for the exempted activities, companies will have to provide transport for their workers, as the public transport is reserved for essential workers (such as police officers and healthcare workers). If the companies hire taxis or similar transport services for their workers, each car must only transport 1 passenger.

### **Essential and exempted activities**

Disregarding the decision of local authorities, the following activities continue to be allowed to remain operational countrywide during the lockdown, as established by [Decree 297/2020](#), and its complementary Decrees, among others:

- pharmaceutical industry;
- collection, transport, treatment, and final disposal of waste (including solid urban, hazardous, and pathogenic waste);
- nuclear plants; and
- specific industrial processes, subject to the authorization of the Ministry of Productive Development.

#### **Countrywide restrictions and measures**

The following activities continue to be prohibited countrywide:

- in-person classes at any educational level;
- public and private religious, social, recreational, sportive events or any other event involving crowds;
- malls, cinemas, theaters, libraries, museums, restaurants, bars, gyms, clubs, and any other space involving crowds;
- interurban, inter-jurisdictional and international transport; and
- tourist activities and opening of parks.

Moreover, employees of 60 years of age or more, pregnant women, workers included within risk groups (such as people with diabetes, chronic heart or respiratory diseases, or under cancer treatment) or workers whose presence at home is required for taking care of children or teenagers, continue to be exempted from attending their workplaces, as established by [Resolution 207/2020](#).

[Decree 493/2020, extending the lockdown until 7 June 2020](#), is available online in Spanish.

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## **CATALONIA**

### **Companies with emission sources are subject to reinstated deadlines for procedures related to certain potentially polluting activities of the atmosphere that were suspended by the declaration of the state of alarm**

**Abstract:** As of 19 May 2020, companies holding or operating emission sources are subject to reinstated deadlines of different procedures regarding potentially polluting activities to the atmosphere processed by the General Directorate of Environmental Quality and Climate Change that were previously suspended (such as the procedure for processing and resolving emission authorizations). This follows from Resolution TES/1034/2020.

**Business Impact:** If the company holds or operates an emission source, it should be aware that the Catalan government has reinstated the deadlines of the different procedures related to potentially polluting activities of the atmosphere that were suspended by the declaration of the state of alarm due to the COVID-19 outbreak (such as the procedure for processing and resolving emission authorizations and the establishment of requirements to control emissions from establishments subject to the emissions notification regime).

**Analysis:** On 19 May 2020, [Resolution TES/1034/2020 of 14 May 2020](#) was published, which reinstates the deadlines of different procedures regarding potentially polluting activities of the atmosphere processed that were suspended by the third additional provision of [Royal Decree 463/2020 of 14 March 2020](#) that declared the state of alarm for the management of the health crisis situation caused by the COVID-19. The Resolution is aimed at companies holding or operating emission sources. The Resolution reinstates the terms and deadlines of the following procedures relating to potentially polluting activities in the atmosphere processed by the Directorate General of Environmental Quality and Climate Change:  
Procedures for processing and resolving emission authorizations and monitoring the control of emissions

from the facilities in which any of the activities included in groups A or B of the [Catalog of Potentially Polluting Atmospheric Activities \(Catálogo de Actividades Potencialmente Contaminantes de la Atmósfera - CAPCA\)](#) are carried out; and

Procedures to establish the requirements for the control of emissions from establishments subject to the emissions notification regime.

Resolution TES/1034/2020 of 14 May 2020, does not contain new requirements for companies. **Background information** The Catalan government considers that the suspension of the processing of the procedures of potentially polluting activities and of the follow-up of the fulfillment of environmental requirements of these activities by the Administration causes damages. These procedures are essential for the good development of these activities (for instance, their commissioning, operation, relocation, substantial modification or cessation). The suspension of these procedures entails a delay in the commissioning of the affected companies and in ensuring adequate protection of the atmosphere.

## MOSCOW

### High-alert mode for COVID-19 extended until 14 June 2020

**Abstract:** On 27 May 2020, the Mayor of Moscow announced the extension of the high-alert mode, in force since 5 March 2020, until 14 June 2020. However, some of the restriction to reduce the spread of COVID-19 have been lifted starting 1 June. For example, retail shops, shopping malls, car dealerships, book shops, laundrettes, and similar services that do not require prolonged contact between workers and clients are allowed to reopen. For other services, teleworking remains the norm.

**Business Impact:** The company must continue to ensure compliance with the working from home and social distancing measures until 14 June 2020. Previously these measures were in force until 31 May 2020. Consequently, the company must continue to ensure that its employees work from home. If the nature of the work does not allow working from home, social distancing measures (such as keeping a distance of 1,5 metres) are strictly implemented and enforced. If the company cannot guarantee social distancing or working from home for its employees, it must shut down its operations. Additionally, the company has to ensure testing for COVID-19 once in every two weeks for not fewer than 10% of the employees. Non-compliance will result in a fine, and subsequently, a forced shut down by the authorities.

**Analysis:** On Wednesday 27 May 2020, the high-alert mode introduced by [Decree No. 12-UM of 5 March 2020](#) in Moscow, aiming to slow down the spread of COVID-19, was [extended until 14 June 2020](#). This means that businesses and places, such as restaurants, cafes, canteens and other public catering establishments (with the exception of delivery services), spas, beauty salons remain closed. However, as of 1 June 2020, retail shops, shopping malls, car dealerships, book shops, laundrettes as well as similar services that do not require prolonged contact between workers and clients can reopen, in strict compliance with hygienic and sanitary measures (mask, gloves). For other services, [teleworking remains highly recommended](#). For those employers and employees that decide to go back to the office a [guidance document](#) has been adopted with specific rules on organizing the work with regards to sanitary and epidemiological regulations. As previously, all companies have to transfer a maximum number of employees to remote work and to comply with the existing sanitary regulations and rules for disinfecting premises, as well as social distancing guidelines. According to the guidance document, companies need to ensure that employees aged 65 and older, as well as employees with certain diseases (this includes, for example, endocrine system diseases, asthma, or circulatory problems), respect the mandatory home self-isolation regime which applies to all Moscow residents. Additionally, employers are required to ensure the measurement of the body temperature of employees at the workplace and immediately suspend persons

with fever from the workplace. Furthermore, employers must ensure testing for COVID-19 once in every two weeks for not fewer than 10% of the employees as of 1 June 2020.

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## ARGENTINA NATIONAL

### Companies operating in the paint, steel, glass and aluminum industries must comply with a sector sanitary protocol for preventing COVID-19 contagion at workplaces

**Abstract:** As of 19 May 2020, companies manufacturing, importing, or transforming paint, steel, glass or aluminum must comply with a sanitary protocol for preventing COVID-19 contagion at workplaces. This is due to Administrative Decision 820/2020, which approves the sector specific sanitary protocols submitted by the industrial associations for resuming sector activities. Among others, the protocols focus on physical distance, disinfection of the facility, and procedures for reporting detecting COVID-19 cases at the workplace.

**Business Impact:** If the company carries out activities related to the glass, steel, aluminum, or paint industries, it must comply with the sanitary protocols approved by the Chef de Cabinet. Among others, the company must ensure there is a physical distance of at least 1.5 meters between employees, install dividers (such as plastic or glass panels) when the physical distance is not feasible, measure employees' body temperature, and report to the sanitary authorities of any COVID-19 case.

**Analysis:** On 19 May 2020, the Argentine Chef de Cabinet published Administrative Decision 820/2020, which approves the sanitary protocols for the steel, paint, glass, and aluminum industries. The protocols were submitted by the industrial associations of each sector and aim to prevent COVID-19 contagion at workplaces. Although the Administrative Decision approves a different protocol for each industrial sector, the obligations and recommendations that they include remain the same. **Applicability** During the lockdown of the country (until 8 June 2020), provincial authorities are entitled to decide which industrial activities are permitted to remain operational or resume their operations in their territories. Therefore, the sanitary protocols are immediately applicable to companies allowed to remain operational or resume their activities in their specific locations. Nonetheless, these protocols will also be applicable in the rest of the provinces and municipalities, as the lockdown becomes gradually eased. **Exceptions** Workers over 60 years of age, pregnant women, employees in charge of children or elderly people, or employees included within risk groups (such as chronic respiratory diseases or diabetes) are exempted from attending to workplaces, as established by [Resolution 207/2020](#). **Physical distance** According to the protocols, employees must keep a physical distance of at least 1.5 meters, but the protocol recommends a 2 meters distance whenever possible. In the case that physical distance is not possible, companies must install dividers (such as plastic or glass panels) to prevent the contagion. Companies must organize the work in shifts, including rests, to ensure that the number of employees in the facilities enables a physical distance of 1.5 meters. In addition, companies must try to reduce the number of employees attending the facility to the minimum necessary, and communicate via phone call or email, which employees must attend the workplace and at what time. Companies must communicate to the local sanitary authority which health and safety measures they have implemented in their facilities. Employees must avoid shaking hands, hugs, kisses, or any other type of physical interaction. Moreover, employees must avoid shouting or talking loud, and, in case they sneeze or cough, they must do it on their elbows. In addition, companies must avoid meetings in close and crowded rooms as much as possible, and replace them with virtual meetings, teleworking, and phone calls. Nonetheless, in common areas (such as meeting rooms, changing rooms, kitchens, or canteens), employees must keep the physical distance of 1.5 meters or 2 meters, ideally. Under no circumstances, the capacity of a room can exceed 1 person per 2.25 meters. Companies receiving clients or providers onsite must previously schedule an appointment at a specific time. Moreover,

the protocols recommend to make clients or providers a phone call to check if the person going to the facility shows fever or any other symptom. **Disinfection** For disinfecting, companies must use bleach solutions with a chloride concentration of 500 to 1000 parts per million (ppm) or 70% alcohol solutions. In addition, companies must ensure the availability of soap, hydro-alcohol solutions, water, and paper towels for a proper hand washing. Moreover, workplaces must be kept well ventilated. **Arrival at the workplace** The protocol recommends providing transport to employees or promoting the use of their vehicles to arrive at the workplace. In the case of using public transport, employees must wear face masks, respect physical distance with other passengers, and avoid crowds. Nonetheless, companies operating in the Metropolitan Area of Buenos Aires must provide employees with transport, since public transport is reserve to essential workers. In the case of shared vehicles, the number of passengers per car must not exceed 2 persons (one sit in the front seat and the other at the back seat), and both of them must wear a face mask.

**Measurement of body temperature** According to the protocols, companies must measure the body temperature of their employees before accessing the workplaces. Employees with a temperature over 37.5 degrees or showing suspicious symptoms (sneezing, cough, or respiratory difficulties) must not be allowed to access the facility. To measure the temperature, companies must use infrared thermometers and avoid any type of physical contact with the employee. Employees showing any COVID-19 symptom must be sent home until the illness is either confirmed or discarded. Any employee who had close contact (such as keeping a distance shorter than 2 meters for 15 minutes or more) with the affected worker must get leave for 14 days. **Personal Protective Equipment (PPE)**

Employees must wear face masks, covering their nose, mouth, and chin. In addition, they must disinfect their face masks of daily use with a 70% alcohol solution at both sides at the end of their shifts. After disinfecting them, they must wash their hands.

#### **Procedure for COVID-19 positive cases**

If an employee is confirmed with COVID-19, companies must immediately report the case to local, provincial, and national sanitary authorities. They must also isolate the confirmed worker and the group of colleagues with whom he or she had the worked.

After that, companies must carry out complete disinfection of the workplace, using sodium hypochlorite solution with at least 1000 ppm of active chloride. Companies must communicate to the rest of the workers about the disinfection measures carried out before resuming their activities.

[Administrative Decision 820/2020, approving sanitary protocols for steel, glass, paint, and aluminum sectors](#), is available online in Spanish.

## INDIA

### India to resume activities in non-containment zones in phases; however, containment zones continue to be under lockdown until 30 June 2020

**Abstract:** Facilities operating in the COVID-19 containment zone must continue to remain closed until 30 June 2020, as the lockdown has been further extended in containment zones. Facilities operating in non-containment zones can continue with their operations/activities on condition that they comply with National Directives for COVID-19 Management, such as setting up thermal scanning and ensuring all employees wear face masks. All other previously prohibited operations, such as hospitality and retail, will re-open in phases This follows from the issuance of Order No. 40-3/2020-DM-I(A). It should be noted that state governments and union territories can prohibit or impose restrictions on any activity in the containment zone.

**Business Impact:** If the company carries out non-essential activities/operations in the COVID-19 containment zone, it must remain shut down further until 30 June 2020. The company does not carry out any operations/activities between 9 p.m. to 5 a.m., except essential activities (i.e., manufacturing of drugs and foods) In addition, if the company operates in non-containment zones, it must keep complying with the following requirements under the National Direction for COVID-19 Management listed in Order 2020 to prevent the exposure and the spread of COVID-19 at the workplace:

ensuring that all employees wear facemasks;

allowing telework as often as possible;

setting up thermal scanning and provide handwashing and sanitizing facilities at all entry and exit points and common areas of the workplaces ;

undertaking frequent sanitization of the workplace and shared facilities that come into a human contract such as doors handles; and

ensuring social distancing through adequate distancing between workers, adequate gaps between shifts, and staggered staff lunch breaks.

Moreover, the company is advised to allow teleworking to vulnerable workers such as pregnant women and persons with co-morbidities, and to ensure that all employees have installed and use the Aarogya Setu app.

#### **Analysis: New Actionable requirements**

If the facility is a non-essential operation and is located in a COVID-19 containment zone, it does not resume operations before 30 June 2020.

The facility does not carry out any operations/activities (except essential activities/operations) between 9 p.m. to 5 a.m., as the movement of individuals is strictly prohibited between these hours.

In addition to the above requirement, the Order No. 40-3/2020-DM-I(A) ("Order 2020") reminds (this is not a new requirement, it is mandated under the [previous Order issued on 17 May 2020](#)) facilities permitted to resume their operations/activities must continue to comply with the national directives for COVID-19 management which include, among others:

ensuring that all employees wear facemasks;

allowing telework as frequently as possible;

following staggering work schedules;

setting up thermal scanning and provide hand washing and sanitizing facilities at all entry and exit points and common areas of the workplace; and

undertaking frequent sanitization of the workplace and shared facilities that come into a human contract such as doors handles.

**What has changed** India has further extended the lockdown imposed as a result of the COVID-19 pandemic, until 30 June 2020, but only in COVID-19 containment zones. Facilities operating in non-containment zones can continue to operate on condition that they comply with the requirements specified in the National Directives for COVID-19 Management of the Order 2020. **Additional Information** The provisions for vulnerable people and Aarogya Setu application have not changed under Order 2020.

Facilities are advised to:

allow telework for vulnerable people such as those 65 years of age or older, pregnant women and persons with co-morbidities; and

ensure that Aarogya Setu (an app that enables early identification of potential risk of infection and thus acts as a shield for individual and the community) is installed and used by all employees.

[Order No. 40-3/2020-DM-I\(A\) of 30 May 2020](#) is available in English on the Enhesa Knowledgebase.

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## STATE OF MEXICO

### Companies to follow guidance for the safe reactivation of operations

**Abstract:** As of 20 May 2020, companies located in the State of Mexico can implement a plan for their safe return to economic activities based on an alert system, after the shut-down implemented to contain the spread of COVID-19. The alert system will be determined by: a) region; b) contribution to the economy of Mexican families; and c) the level of health risk determined by the health authority as of 1 June 2020.

**Business Impact:** The company must evaluate the type of activity (essential vs. non-essential), number of workers, and region it is located to determine when it would be able to reactivate its operation and implement the actions based on those characteristics.

**Analysis: Actionable requirements for construction and mining activities:** Construction and mining activities will be able to carry out activities before 1 June 2020 since they are considered as essential activities by the Federal [Agreement that establishes a strategy for re-opening of social, educational, and economic activities as well as an alert system by regions to assess weekly the epidemiological risk related to the re-opening of activities in each state, and extraordinary actions](#) as long as they comply with the provisions of the ["Health Safety Guidelines in the Workplace,"](#) issued by the Federal Government. Additionally, companies conducting construction or mining activities must:  
install disinfection, and temperature intake point for every 15 workers and contractors in the shifts handled;  
disinfect tools and machinery commonly used at least twice a day;  
avoid concentrations of more than 10 workers in the same space;  
maintain strict control of access to the premises, monitoring the attendance of workers and barring unauthorized persons;  
implement the mandatory use of face masks;  
establish staggered entry and exit times on sites with more than 50 workers; and  
require the use of gloves and safety glasses.

**Actionable requirements for the manufacture of transportation equipment:** The Agreement does not define "manufacture of transportation equipment," but it is assumed it includes the truck and auto manufacturing industry as well as the parts and supplies. Operators in those industries must implement the following actions:  
establish physical barriers in production lines and work areas to maintain a healthy distance between workers;  
have health and safety protocols for the transport of personnel, as well as for loading, entry and exit areas for transporters;  
promote an open-air strategy to increase natural air flows;  
implement staggered entry and exit times to avoid agglomerations in public transport;  
in the case of large companies (anchor), they must ensure that their supply chain complies with the "Technical Guidelines on Sanitary Safety in the Workplace" ([Lineamientos Técnicos de Seguridad Sanitaria en el Entorno Laboral](#)) issued by the Federal Government.

**Actionable items for companies by size:** The following sanitary guidelines must be implemented by company size during the stages of Maximum, High, and Intermediate Risk. The companies that are allowed to carry out activities under this Agreement will have to observe the following sanitary measures: **Micro-companies (0 to 10 employees):**  
mandatory use of face masks;  
plastic face shields when the specific protocol establishes it;  
frequent handwashing with soap and water or antibacterial gels;  
have antibacterial gels available for clients to use;  
clean and disinfect frequently exposed places to regular physical contact;  
wash and disinfect after each use, utensils intended for personal use;  
establish physical barriers to prevent contact between people, whenever possible;  
maintain ventilation of the facility; and  
suspend activities of persons presenting any symptoms of respiratory illness.

**Small companies (11 to 50 employees) in addition to requirements applicable to micro-companies:**  
observe the provisions on safe return to work developed by the Mexican Institute of Social Security (Instituto Mexicano del Seguro Social - IMSS).

**Medium-size companies (51 to 250 employees) in addition to requirements applicable to micro-companies:**

observe the provisions on safe return to work developed by the IMSS; and  
conduct a self-assessment in compliance with the provisions on safe return to work developed by the IMSS.

**Large companies (more than 250 employees) in addition to requirements applicable to micro-companies:**

observe the provisions on safe return to work developed by the IMSS;  
conduct a self-assessment in compliance with the provisions on safe return to work developed by the IMSS.  
have protocols for safe operation; and  
ensure the health care of all its workers and promote the health care of the workers throughout its supply chain.

**What has changed?** As of 20 May 2020, the government of the State of Mexico implements an alert system based on the one established by the Secretariat of Health of the Federal Government, through the [Agreement](#) published in the Federal Official Gazette on 14 May 2020. The gradual return to non-essential activities will be determined by:  
region;  
contribution to the economy of Mexican families; and  
the level of health risk determined by the health authority as of 1 June 2020, according to the alert system.

#### **Alert system RED:**

Activities determined as “essential” will continue to operate according to the [“Agreement that strengthens preventive and safety measures for the mitigation and control of health risks entailed by the virus disease \(COVID-19\), in the State of Mexico establishes a verification program for compliance”](#), issued by the Secretariat of Health and the Commission for the Protection against Sanitary Risks of the State of Mexico, published on 22 April 2020, in the Official Gazette of the Government;  
public spaces will remain closed; and  
only sanitizing and cleaning activities are allowed.

#### **ORANGE:**

essential and new essential activities will continue to operate;  
the following non-essential activities may start operations, limiting in all cases their capacity to 30% of their capacity: a) manufacturing industries; b) wholesale and retail trade; c) spaces selling prepared food; d) lodging service to the general public; e) parking; f) commercial centers and squares; and  
public spaces must have a maximum capacity of 30%, ensuring the use of face masks.

#### **YELLOW:**

essential and new essential activities will continue to operate;  
the non-essential activities may increase their capacity to 60% of their capacity;  
the following non-essential activities may start operations, limiting in all cases their capacity to 60% of their capacity: a) corporate and professional, scientific and technical services (privileging and facilitating remote work); b) beauty salons, barbershops, or similar; c) laundries providing their services to the general public; d) mechanical maintenance and repairs; and  
public spaces must have a maximum capacity of 60%, ensuring the use of face masks.

#### **GREEN:**

the activities in previous alerts may operate without limitation of capacity;  
the rest of the activities not included in the previous alerts will be able to restart operations without the restriction of capacity, such as premises or spaces destined for sporting or cultural activities, theaters, auditoriums, forums and palenques, cinemas, gyms, zoos, spas, public pools, clubs, public restrooms, vapors and spas, bars, canteens, nightclubs and video bars, night clubs, beer and beverage centers,

number drawing rooms, remote gambling centers (casinos), billiards and establishments for the sale of alcoholic beverages for immediate consumption; the health and safety prevention measures determined by the sanitary authority must be observed; and public spaces can be used without the restriction of capacity, ensuring the use of face masks.

## UNITED STATES LOUISIANA

### Companies have additional time to comply with the LDEQ deadlines that fall between 19 March and 5 June 2020, including periodic monitoring submissions

**Abstract:** Effective until 5 June 2020, companies adversely impacted by the 2019 coronavirus disease (COVID-19) must meet the extended deadlines for complying with the Louisiana Department of Environmental Quality (LDEQ) orders, regulations, permits, or other requirements. Unless otherwise amended, companies must expect to comply with the usual deadlines after 5 June 2020.

**Business Impact:** If the company is unable to meet certain deadlines imposed by the Louisiana Department of Environmental Quality (LDEQ) due to the 2019 coronavirus disease (COVID-19), it must comply with the amended compliance deadlines that have been extended to 5 June 2020. Further, if the company is required to submit any materials or pay fees to LDEQ, it is now allowed to make electronic submission and payments until 5 June 2020. If the company makes electronic submission of permit application-related materials, it must provide hard copies to LDEQ by 5 July 2020.

#### Analysis: Actionable Requirements

If the facility cannot, or could not, meet the specified deadlines due to COVID-19, it complies with the amended deadlines that have been extended for an additional 30 days.

If the facility is required to submit permit-related materials from 19 March to 5 June 2020 but cannot access the physical drop box due to COVID-19, it submits such materials electronically by emailing the Louisiana Department of Environmental Quality (LDEQ) or using LDEQ's Dropoff Application website.

If the facility electronically submits permit-related materials from 19 March to 5 June 2020 due to COVID-19, it provides hard copies of such materials to the Louisiana Department of Environmental Quality (LDEQ) by 5 July 2020.

**What Has Changed** The Fifth Amended Declaration of Emergency and Administrative Order (Amended Order) extended the expiration dates of previous declarations and orders to 5 June 2020.

On 15 May 2020, the Louisiana Department of Environmental Quality (LDEQ) issued the Fifth Amended Declaration of Emergency and Administrative Order (Amended Order) to address possible adverse impacts of the 2019 coronavirus disease (COVID-19). Specifically, the Amended Order provides continued relief from the requirements enforced by LDEQ, by extending the expiration dates of the previous declarations and orders. The Amended Order is effective until 5 June 2020, unless amended otherwise. **Fifth Amended Declaration of Emergency and Administrative Order** The Amended Order does not make substantive changes to the provisions of the previously issued declarations and orders. However, it extends the expiration dates of such provisions. For example, the previous 1 May 2020 Order granted an extension of time for certain deadlines that occur between 19 March and 16 May 2020. Under the Amended Order, the deadline now must fall between 19 March and 5 June 2020. Similarly, the previous order allowed companies to submit permit applications and other permit-related materials electronically by 16 May 2020. It also required companies to submit hard copies of such materials by 15 June 2020. Under the Amended Order, LDEQ now accepts electronic submittals by 5 June 2020, and companies must provide physical copies by 5 July 2020. **More Information** For more information, see LDEQ's website for the [Amended](#)

[Order](#). Additional information, including the most current COVID-19 status in Louisiana, is available on the [State of Louisiana Coronavirus Updates](#) website.

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## UNITED STATES VIRGINIA

### Face coverings are required for employees and patrons in certain public, indoor spaces, including essential retail establishments

**Abstract:** Effective 29 May 2020, Virginians must wear face coverings in certain public settings. Patrons in certain establishments must wear face coverings when entering, exiting, traveling through, and spending time inside certain settings and all employees of essential retail businesses must wear face coverings whenever they are working in customer-facing areas.

**Business Impact:** If the company has certain spaces that are accessible to the public, it may deny entry to patrons who are not wearing a required face-covering. Further, employees of essential retail businesses must wear face-coverings whenever they are working in customer-facing areas. These requirements are effective on 29 May 2020 and will remain in force until amended or rescinded by another order.

**Analysis:** On 26 May 2020, Governor Northam issued Executive Order 63 (EO-63) requiring face coverings in certain indoor, public spaces. **Applicability Employees of Essential-Retail Businesses** All employees of essential retail businesses, as listed in [Amended Executive Order 61 \(EO-61\)](#), must wear a face-covering whenever working in customer-facing areas. **Patrons of Establishments** All patrons aged 10 and over must wear a face-covering when entering, exiting, traveling through, and spending time inside the following settings: - personal care and personal grooming businesses; - all brick and mortar retail businesses, including both essential and non-essential brick and mortar retail businesses; - food and beverage establishments, including but not limited to, restaurants, dining establishments, and food courts, when permitted to reopen for indoor dining; - entertainment or recreation businesses; - train stations, bus stations, and intrastate public transportation, including buses, rideshares, trains, taxis, and cars for hire, and any waiting or congregating areas associated with boarding public transportation; - any other indoor place shared by groups of people who are in close proximity to each other. This restriction does not apply to persons while inside their residence or the personal residence of another; and - state or local government buildings when accessed for the purpose of securing public services. Business establishments may deny patrons that are not wearing a face-covering entry into the establishment where a face-covering is required.

**Exceptions** The requirement to wear a face-covering does not apply: - while eating or drinking; - to individuals exercising or using exercise equipment; - to any person who has trouble breathing, or is unconscious, incapacitated, or otherwise unable to remove the face covering without assistance; - to any person seeking to communicate with the hearing impaired and for which the mouth needs to be visible; - when the temporary removal of the face-covering is necessary to secure government or medical services; and - to persons with health conditions that prohibit wearing a face covering. Any person who declines to wear a face-covering because of a medical condition will neither be required to produce or carry medical documentation verifying the stated condition nor be required to identify the precise underlying medical condition.

**More Information** [EO-63](#) can be found online. Governor Northam's press release announcing EO-63 can be found on the [Governor's website](#).

10. June 1, 2020

## MAHARASHTRA

**Companies must review the safety protocols provided by the Directorate of Industrial Safety and Health (DISH) and the Maharashtra Pollution Control Board (MPCB) before resuming operations after the COVID-19 Pandemic Lockdown.**

**Abstract:** Since 8 May 2020, factories and establishments must implement safety protocols as described in the of Circular DISH/ACC/2020/2750/4 ("Circular 1") and Circular MPCB/AST/Circular/TB-200511 ("Circular 2") before resuming operations after a prolonged COVID-19 Pandemic Lockdown. This follows the publication Circular 1 and Circular 2 provide instructions for chemical plants, general start-up precautions for all factories after prolonged closure, which includes inspection of all toxic, inflammable, explosive chemicals or machinery which may cause injury or fatal accidents. The Circulars were issued by the Directorate of Industrial Safety and Health (DISH) and the Maharashtra Pollution Control Board (MPCB).

**Business Impact:** The company must follow the safety protocol issued by the Directorate of Industrial Safety and Health (DISH) and the Maharashtra Pollution Control Board (MPCB) before resuming operations after prolonged COVID-19 Lockdown (From 25 March 2020 till 31 May 2020). The company must carry out a thorough check of all their machinery and other allied equipment used in the operations and ensure that accidents, discharges, and other incidents that can occur after prolonged lockdown are avoided.

### **Analysis: New actionable requirements for Chemical Factories:**

If the facility is a chemical factory resuming operations after a prolonged closure, it ensures competent safety supervisors/workers remain present on its premises;

If the facility is a chemical factory closed during the COVID-19 Pandemic, it inspects all storage tanks and vessels of toxic, inflammable, explosive chemicals, cooling systems, agitation, and pressure relief systems;

If the facility is a chemical factory resuming operations after a prolonged closure, it ensures chemicals like styrene which polymerises on prolonged storage are added with the required quantity of inhibitors at regular intervals;

If the facility is a chemical factory resuming operations after a prolonged closure, it ensures operators involved in the start-up procedure are supervised and supported by experienced technically trained personnel during start-up, and they are sufficiently trained on the control system that they will be operating;

If the facility is a chemical factory resuming operations after a prolonged closure, it ensures emergency services are kept on standby or onsite emergency plans to be activated to address unforeseen situations during the cleaning/start-up of the plant.

In addition to the new actionable requirements, [Circular 1](#) puts emphasis on existing requirements, such as: The chemical factory ensures the maintenance of firefighting systems, emergency utility systems like chilling, refrigeration and cooling systems;

The chemical factory ensures the good working condition of electrical cables and equipment, including the defect-free functioning of all circuit breakers like earth-leakage circuit breaker (ECLB), miniature circuit breaker (MCB), etc.;

The chemical factory inspects of all emergency systems, detection systems including sensors for toxic gases and flammable gases and not to bypass critical safety devices while troubleshooting during the start-up;

The chemical factory inspects of all closed storage tanks - floating roof, fixed roof, and underground storage tanks are checked for toxic gases and accumulated pressure due to formation of gases before hooking up to process lines; and

The chemical factory provides proper PPE for workers engaged in the initial cleaning and start-up process to address leakage or the presence of toxic gases.

#### **New actionable requirements for all Factories:**

If the facility stores hazardous materials and plans to resume operation after prolonged closure, it ensures proper safety and hazard audit and compliance with [Manufacture, storage, and Import of Hazardous Chemical Rules 1989](#) and [Chemical accidents \(Emergency Planning, Preparedness, and response\) Rules 1996](#) to prevent the occurrence of any chemical leakage/accident;

If the facility operates a factory, it notifies MPCB and DISH before resuming operations of the Hazardous Chemical handling unit, by uploading/submitting the following information along with intimation letter (format provided in Annexure).

- A copy of Onsite and off-site emergency plan;
- A copy of the safety audit report;
- Details of action, if any, taken in pursuance of the safety audit.

In addition to the new actionable requirements, [Circular 2](#) also lists a few existing requirements that must be followed to ensure safe return to work such as:

The factory identifies and mitigating all potential acute hazards and concerns that are inherent in the manufacturing process;

The factory ensures the connectivity of Online Continuous Emission Monitoring Systems to Pollution Control Board servers, and effluent treatment plants including safety equipment of all pollution control equipment;

The factory ensures proper functioning of all automation interlocks for all Process equipment, pumps, auxiliary tanks, and piping;

The factory disposes of waste to the actual authorized user or to an authorized disposal facility;

The factory ensures environmental norms are not violated in any manner;

The factory specifies a probable antidote for the gasses or emissions inhaled after an accident;

The factory ensures the safety of workers and residents in the vicinity; and

The factory calibrates and inspects for the proper functioning of all pressure gauges, temperature sensors, pressure relief devices of critical equipment are calibrated and are in working condition.

#### **What has changed?**

The actionable requirements described above introduce new provisions, but also highlight existing safety instructions that must be followed before resuming operations after a prolonged lockdown.

#### **Additional information:**

These circulars clarifying safety precautions issued by the DISH and MPCB are not exhaustive and serve as mandatory guidance documents to ensure a safe return to work following a prolonged Lockdown. The COVID -19 Lockdown in India lasted from 25 March 2020 to 31 May 2020. Factories and chemical plants must continue to observe reasonably practicable measures to ensure the health, safety, and welfare of all the workers and persons residing in the vicinity of the factory. [Circular DISH/ACC/2020/2750/4](#) and [Circular MPCB/AST/Circular/TB-200511](#) are available in English on the ENHESA KnowledgeBase.

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## **UTTAR PRADESH**

### **Factories can no longer employ workers beyond the permissible working hours specified under the Factories Act, 1948**

**Abstract:** Since 15 May 2020, manufacturing facilities with 10 or more employees who were previously subjected to extended working hours and other work conditions due to COVID-19 Pandemic must now

comply with the normal working hours provisions as initially stipulated in the Factories Act. This follows a Notification No.15/2020/511/36-3-2020-30(s)T.C. withdrawing the extension of working hours for workers in the manufacturing industry. Employers must now ensure that workers do not exceed the maximum working hours of 9 hours per day.

**Business Impact:** If the company is a warehouse that employs 10 or more workers, it should be aware that the Amendments extending working hours to 12 hours per day during COVID-19 Pandemic have been withdrawn. As a result, the company must now ensure that their employees do not work more than 9 hours a day or 48 hours a week. Additionally, the company must also ensure these workers are provided with at least half an hour of rest period for every 5 hours of continuous work.

**Analysis:** [Notification No.15/2020/511/XXXVI-03-2020-30\(Sa.\)/2020TC](#) issued on 15 May 2020 by the Labour Department of Uttar Pradesh withdraws the amendments related to relaxing working hours for employees as seen under the (National) [Factories Act 1948](#). Under the [Notification No.13/2020/502/XXXVI-03-2020-30 \(Sa.\)/2020TC](#), the Labour Department of Uttar Pradesh had previously amended the provisions under that [Factories Act 1948](#) by extending the working hours from 9 hours per day to 12 hours per day or 72 hours per week. These amendments were set to expire on 19 July 2020. However, under the [Notification No.15/2020/511/XXXVI-03-2020-30\(Sa.\)/2020TC](#) issued on 15 May 2020, the Government of Uttar Pradesh withdrew the temporary extension of working hours. As a result, employers must follow the provisions under the [Factories Act 1948](#) and ensure that: employees do not work more than 9 hours a day or 48 hours a week; and workers have an interval of rest of half-hour for 5 hours of continuous work performed. [Notification No.15/2020/511/XXXVI-03-2020-30\(Sa.\)/2020TC](#) and [Notification No. 13 /2020/ 502 /XXXVI-03-2020- 30 \(Sa.\)/2020TC](#) is available in English and Hindi on the Enhesa Knowledgebase.

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## TAMIL NADU

### Companies must review the guidelines provided by the Department of Revenue and Disaster Management (DRDM) before resuming operations following the COVID-19 Pandemic Lockdown.

**Abstract:** Starting 11 May 2020, facilities operating in the manufacturing industry (factories and establishments) must comply with the guidelines issued by the Department of Revenue and Disaster Management (DRDM) for restarting manufacturing activities after a prolonged COVID-19 Pandemic Lockdown. This follows the publication of Letter No.12051/DM-II/2020-1 ("Letter") issued by the DRDM. The Letter provides guidelines for the storage of raw materials and products, manufacturing processes, and specific guidelines for workers and mandatory sanitation requirements. Some Guidelines are derived from existing regulations, but they serve as a checklist of safety instructions that must be observed before resuming full operation.

**Business Impact:** The company must follow the safety protocols issued by the Department of Revenue and Disaster Management (DRDM) before resuming operations after the prolonged COVID-19 Lockdown (From 25 March 2020 till 31 May 2020). The company must, among other things: use the first week of operation as a trial run; ensure the proper functioning of all equipment and follow all lockout and tag out procedures; check all storage facilities for wear and tear; provide masks, hand sanitizers, and other necessary PPE to all employees; and physical distancing by providing physical barriers.

**Analysis:** From 11 May 2020, manufacturing industries (factories and establishments) must comply with the safety guidelines issued by the Department of Revenue and Disaster Management (DRDM) in [Letter No.12051/DM-II/2020-1](#) ("Letter") before resuming operations after prolonged COVID-19 Pandemic Lockdown. There is no end date for these guidelines. The [Letter](#) requires strict compliance with national-level guidelines such as [Guidelines on Chemical Disasters, 2007](#), [Guidelines on Management of Chemical \(Terrorism\) Disasters, 2009](#), [Strengthening of Safety and Security for Transportation of POL Tankers, 2010](#) which are relevant for chemical industries. The [Letter](#) also enunciates the importance of Lockout/Tagout procedures, proper enforcement of safety codes when dealing with combustible liquids, gaseous substances, open wires, etc. (1) General guidelines: All facilities must among other things:- ensure the first week of restarting the production serves as a trial or test run period ensuring all safety protocols and not try to achieve high production targets; minimize the risk of danger to employees by sensitizing equipment and identify abnormalities like strange sounds or smell, exposed wires, vibrations, leaks, smoke, abnormal wobbling, etc. which indicate the need for immediate maintenance or if required shutdown; ensure all lockout and tagout procedures are in place daily (not applicable for units running 24hrs). (2) For Specific Industrial processes: (i) Storage of raw materials- facilities must among other things:- carry out the inspection of all storage facilities, pipelines, valves, conveyor belts, etc. for any signs of spills, wear and tear during the lockdown; ensure the inspection of already opened storage vessels/containers/bags/silos for possible oxidation/chemical reaction/ rusting/ rotting etc. check HAZMAT Chemicals in the storage need to be checked for chemical stability (ii) Manufacturing processes: Manufacturing operations must among other things:- complete a Safety Audit of the entire production unit before starting activities; ensure cleaning of pipelines, equipment, and discharge lines: mechanical cleaning followed by air /water flushing, and chemical cleaning based on the type of the process equipment; supervise the run-in of rotatory equipment; check all boilers, furnaces, heat exchangers for lining and signs of wear and tear and if all the pressure, temperature gauges are functional; perform tests such as the Tightness test, Service test, Vacuum hold test, Trial test, and other relevant tests. (3) Storage of products: Facilities must check the storage units or silos for any damage or wear and tear. (4) Guidelines for workers Employers must ensure that: workers maintain sanitization routine every two-three hours especially in the common areas and regularly for areas providing accommodation; provisions of hand sanitizers, masks and necessary Personal Protective Equipment (PPE) to all employees of factories and manufacturing units; training of employees on the safety steps to enter and exit the factory; the sterilization of all commodities and goods brought into the premises and isolate and sanitize finished goods; deliver goods in shifts; physical distancing by providing physical barriers; work is done in shifts (not applicable for factories/plants requiring continuous operations); and mandatory 14-day quarantine for individuals exhibiting COVID-19 symptoms. The guidelines within the Letter are not exhaustive and are recommendations to assist facilities to resume their operations safely. The Occupier of the production units must continue to comply and observe all reasonably practicable measures to ensure the health, safety, and welfare of all the workers and persons residing in the vicinity of the factory. [Letter No.12051/DM-II/2020-1](#) is available in English on the Enhesa Knowledgebase.

## Factories handling hazardous processes or dangerous operations must comply with strict safety guidelines issued by the Directorate of Industrial Safety and Health (DISH) before restarting operations.

**Abstract:** Beginning 7 May 2020, companies registered as a factory under the Factories Act, 1948 that are involved in hazardous processes or dangerous operations such as chemical industries and metallurgical industries must implement safety instructions before restarting their operations. This follows the publication of the Guidelines to be followed by the management before restarting the factories involving hazardous process / dangerous operations ("Guidelines") issued by the Directorate of Industrial Safety and Health (DISH). Factories, among other things, must identify all potential hazards involved in the start-up process and also provide personal protective equipment (PPE) suitable for the work environment.

**Business Impact:** If the company is engaged in activities which involve hazardous process or dangerous operations such as chemical industries and metallurgical industries, it must review the guidelines issued by the Directorate of Industrial Safety and Health (DISH) prior to resuming operations after the prolonged lockdown. The company must among other things, inspect all machinery, conduct safety checks of all pressure vessels and storage tanks, and provide personal protective equipment to all its employees according to the type of work performed.

### Analysis: New actionable requirements:

If the factory is involved in hazardous processes and dangerous operations, it inspects materials, machinery, or processes for potential hazards before resuming operations.

If the factory is involved in hazardous processes and dangerous operations, it trains operators in operating procedures and equipment control during the start-up process under the strict supervision of Safety Officers.

If the factory is involved in hazardous processes and dangerous operations, it ensures utility equipment such as boilers, gensets, cooling towers, air compressors, undergoes a trial run, and inspected properly before the commencement of operations.

In addition to these requirements, The [guidelines](#) also highlight existing safety precautions that must be followed to ensure safe return to work, such as:

safety checks such as temperature, pressure, and physical conditions of all storage tanks.

calibration and check of all safety systems, pressure gauges, level gauges, safety valves, pressure relief valves, before the start of operations.

strict adherence to permit to work system and suitable precautionary measures are taken to mitigate all possible emergencies.

appropriate personal protective equipment (PPE) for persons engaged in the operations.

**What has changed?** The actionable requirements described above introduce new provisions, but also highlight existing safety instructions that must be followed before resuming operations after a prolonged lockdown.

**Background** Due to the coronavirus (COVID-19), lockdown companies have remained shut for a long duration between 23 March till 31 May 2020. This cessation of operation had proven dangerous with certain operations handling hazardous materials and wastes. Hence, the Government issued these safety Guidelines that include specific safety protocols to ensure workers are protected when resuming work involving hazardous processes such as hazardous waste generation, storage, treatment, and disposal. [Guidelines to be followed by the management before restarting the factories involving hazardous process / dangerous operations](#) is available in English on ENHESA Knowledgebase. **Related definitions** **Hazardous process** means any process or activity in relation to an industry specified in the First Schedule of the [Factories Act, 1948](#) where, unless special care is taken, raw materials used therein or the intermediate or finished products, by-products, wastes or effluents thereof would— (i) cause material impairment to the health of the persons engaged in or connected therewith, or (ii) result in pollution or the

general environment Some of the industries specified under the First Schedule of the [Factories Act, 1948](#) are: (a) Ferrous Metallurgical industries and Non-ferrous Metallurgical Industries (b) Foundries (c) Coal (including coke) industries (d) Cement Industries (e) Chemical Industries

## CANADA ONTARIO

### Companies that must submit their 2019 greenhouse gas emissions reports benefit from temporary extended deadlines due to the Covid-19 health emergency

**Abstract:** As of 14 May 2020, companies that are required to submit the 2019 greenhouse gas emissions report under Ontario Regulation 390/18 (such as, companies that emit 10,000 tonnes or more of carbon dioxide equivalent per year) benefit from an extended deadline for such submission, which shifts from 1 June 2020 to 31 July 2020.

**Business Impact:** If the company carries out any specified greenhouse gas (GHG) activity (such as ammonia production, cement production, or petrochemical production) and is therefore required to annually submit a GHG emissions report to the Ministry of Environment, it benefits from an extended deadline for the 2019 submission and must submit its emissions report by 31 July 2020 rather than 1 June 2020. The company also benefits from an extended deadline to submit its 2019 total annual emissions limits and verification amount report, from 1 September 2020 to 1 October 2020.

#### Analysis: Actionable requirements

If the facility emits 10,000 tonnes of carbon dioxide equivalent or more in a year and engages in a specified greenhouse gas (GHG) activity (such as carbonate use or electricity generation), it reports the amount of GHGs emitted in 2019 to the Ministry of Environment and Climate Change by 31 June 2020.

If the facility engages in a specified greenhouse gas (GHG) activity (such as carbonate use or electricity generation), it submits its 2019 total annual emissions limits and verification amount report to the Ministry of Environment and Climate Change by 1 October 2020.

**What has changed** On 14 May 2020, the government published [Ontario Regulation 218/20](#), which amends [Ontario Regulation 390/18](#) (Greenhouse Gas Emissions: Quantification, Reporting and Verification) to align with the federal government's greenhouse gas emissions reporting extension and maintain reporting harmonization during the Covid-19 health emergency. Specifically, the deadline to submit 2019 emissions reports has shifted from 1 June 2020 to 31 July 2020. The deadline to submit the 2019 total annual emissions limits and verification amount report has shifted from 1 September 2020 to 1 October 2020. **Covid-19 health emergency** On 17 March 2020, the Government adopted a [declaration of emergency](#) under the [Emergency Management and Civil Protection Act](#), considering that the COVID-19 coronavirus disease constitutes a danger of major proportions that could result in serious harm to persons. To provide temporary relief to businesses, the government decided to extend some of the deadlines under Ontario Regulation 390/18. **Additional information** Under the Greenhouse Gas Emissions: Quantification, Reporting and Verification Regulation, facilities that engage in specific greenhouse gas activities must quantify, report and verify their emissions to the Ministry of Environment, Conservation and Parks. Such activities include: - ammonia production; - carbonate use; - copper and nickel production; - general stationary combustion; and - iron and steel production. Facilities are also required to quantify the amount of greenhouse gas emitted during a year.

## SPAIN NATIONAL

## Lockdown restrictions further eased over the entire country

**Abstract:** Until 7 June 2020, companies must continue to comply with existing requirements with regard to the protection of the health and safety of workers from COVID-19 due to the extension of the state of alarm. However, companies should note that certain restrictions have been relaxed as of 25 May 2020, such as the previous ban on construction works in buildings or the closure of large retail stores.

**Business Impact:** The company remains subject to the health and safety requirements adopted to prevent the spread of COVID-19 at the workplace, since the state of alarm has been extended until 7 June 2020 by means of Royal Decree 537/2020. This includes, among others, the company's obligation to:

- provide workers with hand sanitizers, alcohol-based disinfectants or water and soap;
- ensure a minimum distance of 2 metres between workers or provide them with personal protective equipment where this is not possible; and
- ensure the periodic ventilation of installations (of at least 5 minutes per day).

In addition, the company must limit physical work meetings to a maximum of 10 people (if located in a Phase 1 area) or 15 people (if located in a Phase 2 area).

If the company has a commercial establishment, it can reopen it to the public completely (if located in a Phase 2 area) or at 30% its usual capacity (if located in a Phase 2 area) but must ensure that a 2-metre distance is maintained between customers, and establish a preferential timetable for customers over 65 years old.

Finally, the company should note that it can carry out any type of construction works in its premises as of 25 May 2020 and that all administrative procedures' terms and deadlines will restart as of 1 June 2020, due to the lifting of both temporary suspensions.

**Analysis:** On 23 May 2020, the Ministry for the Presidency, Parliamentary Relations and Democratic Memory (**Ministerio de la Presidencia, Relaciones con las Cortes y Memoria Democrática**) issued [Royal Decree 537/2020](#), as part of the Government's lockdown exit strategy (known as [Plan for the Transition Towards the New Normality](#)) which laid down a four-phase de-escalation plan from COVID-19 restrictive measures. **State of alarm extended** Royal Decree 537/2020 extends the state of alarm (declared by [Royal Decree 463/2020](#) in response to the COVID-19 outbreak) until 7 June 2020 but allows the Ministry of Health to gradually lift certain restrictions in those territories which meet the health and epidemiological criteria set out by the de-escalation plan. **Lockdown eased for the whole country** Based on the above, the Ministry of Health adopted [Order SND/442/2020](#) (amending [Order SND/399/2020](#)) as well as [Order SND/414/2020](#) to determine the territories that can move to Phase 1 or 2 of the de-escalation plan. As a result, the entire country entered the post-lockdown phase as of 25 May 2020, according to the conditions explained below. - Areas moving from Phase 0 to Phase 1: the province of Madrid (Autonomous Community of Madrid); the city of Barcelona and the healthcare zones of Girona and Lleida (Autonomous Community of Catalonia); the provinces of Valencia, Castellón, and Alicante (Valencian Autonomous Community); the provinces of Granada and Málaga (Autonomous Community of Andalusia); all provinces within the Autonomous Community of Castile and Leon, among others. - Areas moving from Phase 1 to Phase 2: the whole province of Navarra (Foral Community of Navarra); Álava, Vizcaya, and Guipúzcoa (Autonomous Community of the Basque Country); and the health care zones of Campo de Tarragona, Alto Pirineo y Arán and Tierras del Ebro (Autonomous Community of Catalonia), among others. Citizens located in Phase 1 or 2 areas are allowed to travel within the concrete province or health care zone where they are located. However, travels between different provinces are prohibited unless specific exceptions apply (such as travels for work purposes).

Health and safety obligations (common to Phase 1 and 2 areas)

Companies located in either Phase 1 or Phase 2 areas may continue to promote teleworking and, where this is not possible, ensure safe and healthful conditions for employees in the workplace, including their obligation to: - provide workers with hand sanitizers, alcohol-based disinfectants or water, and soap for handwashing; - ensure that a minimum distance of 2 metres is maintained between workers; - adapt work stations, working shifts, and other working conditions to increase physical distance among employees; -

provide workers with personal protective equipment (PPE) when the 2-metre distance cannot be maintained; - train and inform workers as to the use of PPE; - avoid the use of finger-print entry systems to access the workplace; - make sure that alternative entry systems are duly disinfected before and after each use; - limit the use of lifts (to 1 person at a time); - ensure that toilets are cleaned at least 6 times a day and that all common-use areas are disinfected daily; - ensure the periodic ventilation of installations (of at least 5 minutes per day); - ensure that workers' uniforms are washed daily at 60° or above; and - immediately contact the competent authority from the Autonomous Community or the corresponding health centre (as well as the occupational risk prevention services, where appropriate) if any worker experiences symptoms of COVID-19.

Conditions for the retail sector and private gatherings (different for Phase 1 and 2 areas)  
All commercial establishments located in Phase 2 areas can reopen (irrespective of their sale surface) as of 25 May 2020, while retail establishments located in Phase 1 areas with a sales surface below 400 square metres (m2) are, as before, only allowed to reopen at 30% their usual capacity. In both cases, retailers must ensure that a 2-metre distance is maintained between customers, and establish a preferential timetable for customers over 65 years old. In addition, indoor and outdoor gatherings (including work meetings) of up to 15 people are allowed in Phase 2 areas as of 25 May 2020, while they can only have a maximum of 10 people in Phase 1 areas. **Ban on construction activities lifted** [Order SND/440/2020](#) has removed the previous prohibition to carry out building works in occupied buildings located in Phase 1, 2, or 3 areas. As the whole country has entered Phase 1 or 2, all companies can execute any type of construction activity in their buildings as of 25 May 2020. **Resumption of administrative deadlines** Finally, Royal Decree 537/2020 lifts the temporary suspension of administrative procedures' terms and deadlines, which will restart as of 1 June 2020.

## UNITED STATES MICHIGAN

### Michigan extends stay at home order until 12 June 2020

**Abstract:** Until 12 June 2020, companies must continue to cease in-person operations in Michigan except for certain minimum basic business operations, activities necessary to sustain or protect life, and resumed activities. Social gatherings of 10 or more people are prohibited. Companies that are allowed to conduct in-person operations must comply with workplace safety measures.

**Business Impact:** Michigan reaffirmed stay at home order and extended previous orders establishing workplace safety measures while allowing certain operations to resume operations, until 12 June 2020. As a result, the company is prohibited from requiring workers to leave their homes or places of residence except when workers are necessary to sustain or protect life as critical infrastructure workers, to conduct minimum basic operations, or to perform a resumed activity. If the company is allowed to conduct in-person operations, it must comply with workplace safety measures in Executive Order 2020-97, which reaffirms the previous COVID-19 workplace safety executive order.

#### Analysis: Actionable Requirements

All businesses and operations in Michigan are prohibited from requiring workers to leave their homes or places of residence except when workers are necessary to sustain or protect life as critical infrastructure workers, to conduct minimum basic operations, or to perform a resumed activity.

All businesses and operations allowed to conduct in-person operations must provide non-medical grade face coverings to their workers who perform in-person work.

Gatherings of 10 or more people are prohibited.

All businesses and operations must comply with workplace safeguard measures in Executive Order 2020-

97, which amends previous standards in Executive Order 2020-91 by adding new provisions applicable to outpatient health-care facilities.

**What has changed?** Michigan Governor Gretchen Whitmer signed Executive Order 2020-96 (EO-96), 2020-97 (EO-97), and 2020-100 (EO-100), reaffirming and extending the stay-at-home order contained in Executive Order 2020-92 (EO-92). Executive Order 2020-91 (EO-91), which established workplace safety standards to protect their workers and customers from the COVID-19 is amended by EO-97. EO-97 adds provisions governing outpatient health-care facilities while keeping workplace safety measures established in EO-91.

EO-96 reaffirms the measures set forth in EO-92. Under Eo-96, all individuals currently living within Michigan are ordered to stay at home or at their place of residence. As a result, all businesses and operations in Michigan are prohibited from requiring workers to leave their homes or places of residence except when workers are necessary (1) to sustain or protect life as critical infrastructure workers, (2) to conduct minimum basic operations, or (3) to perform a resumed activity. EO-96 is effective until 12 June 2020, pursuant to EO-100. EO-97 reaffirms workplace safety measures established in EO-91 while adding new provisions applicable to outpatient health-care facilities. For example, all businesses and operations allowed to conduct in-person operations must develop a COVID-19 preparedness and response plan, designate one or more supervisors to implement, monitor, and report on COVID-19 Plan, conduct COVID-19 training to employees, make cleaning supplies available, and provide face coverings. These measures were already required under EO-91.

**More Information** EO-96 is available [here](#). EO-97 is available [here](#). EO-100 is available [here](#).

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## MEXICO

### Companies to implement actions to safely restart their operations

**Abstract:** As of 18 May 2020, economic activities in Mexico can begin to implement the strategy for re-opening after the shut-down implemented to contain the spread of COVID-19.

**Business Impact:** Companies must prepare for restarting their operations by:  
developing sanitary protocols to safely restart activities;  
training to its personnel for a safe work environment;  
readjusting work spaces and productive processes; and  
implementing entrance filters and sanitize work spaces.

As a retail operation, the company must prepare for restarting its operations by:  
developing sanitary protocols to safely restart activities;  
training to its personnel for a safe work environment;  
readjusting work spaces and productive processes; and  
implementing entrance filters and sanitizing work spaces.

**Analysis: Actionable Items:** Companies that can re-start economic activities must implement the following actions by 1 June 2020 for their reopening:  
develop sanitary protocols to safely restart activities;  
provide training to its personnel for a safe work environment;  
readjust work spaces and productive processes; and  
implement entrance filters, sanitation, and hygiene of work spaces, among others, to be determined by the

Secretariat of Health.

**What changes?** Construction, mining and the manufacturing of transportation equipment are now considered essential activities. Non-essential economic activities in municipalities with no cases of COVID-19 can reopen as early as 18 May 2020 and those where cases are still present can prepare for the reopening by 1 June 2020. As of 1 June, an alert system will be implemented by states. The alert system will close down activities as follows when the presence of COVID-19 cases require it:

RED: schools and public spaces are closed and only essential activities can operate;

ORANGE: schools are closed, closed public spaces are shutdown, open public spaces are limited, essential activities can operate normally, non-essential activities have limited operations;

YELLOW: schools are closed, closed public spaces are restricted; open public spaces are allowed, all activities can operate normally; and

GREEN: no restrictions.

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