



Laws and Orders Mandating Employee Health Screening

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

Tracking and complying with these requirements present significant challenges for employers, particularly those operating in different locations around the country. To assist our clients with these challenges, ComplianceHR has created SmartScreen™, an automated screening solution that allows employers to easily send jurisdiction-specific screening questionnaires for select employees to complete before they come into the office each day. Please visit <https://compliancehr.com/solutions/smartscreen/> for more information about this solution, or contact Info@compliancehr.com to set up a demo.

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

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		<p>Required for most businesses. Employers must conduct pre-shift health screening and maintain staff screening log.</p> <p>Required for personal care services. Employers must conduct pre-shift health screening and maintain staff screening log, and must also screen customers prior to appointments.</p> <p>Required for gyms and fitness centers. Employers must conduct pre-shift health screening and maintain staff screening log.</p>
<p>Arizona</p>	<p>Last updated 10/13/2020</p> <p>Recommended. Screening should include temperature checks for all personnel, when possible, as they arrive on premises or before opening.</p>	<p>Last updated 10/13/2020</p> <p>Required. Implement symptom screening for employees prior to the start of their shift, to include wellness/symptom checks, including temperature checks for all personnel, when possible, as they arrive on premises or before opening.</p>
<p>Arkansas</p>	<p>No requirement</p>	<p>Required for restaurant employers. All staff shall be screened for specified symptoms daily before entering the workplace.</p> <p>Required for gyms and fitness centers. All staff shall be screened for specified symptoms daily before entering the workplace.</p> <p>Recommended generally. Employees should be screened for fever, cough, shortness of breath, sore throat, or loss of taste or smell as they are entering the building at the beginning work.</p>

Jurisdiction	Temperature Screening	Other Health Screening
California	No requirement	<p>Last updated 12/2/2020</p> <p>Required. Employers shall develop and implement a process for screening employees for and responding to employees with COVID-19 symptoms. The employer may ask employees to evaluate their own symptoms before reporting to work. If the employer conducts screening at the workplace, the employer shall ensure that face coverings are used during screening by both screeners and employees and, if temperatures are measured, that non-contact thermometers are used.</p> <p>For employer-provided transportation to and from work, employers shall develop, implement, and maintain effective procedures for screening and excluding drivers and riders with COVID-19 symptoms prior to boarding shared transportation.</p>
California: Alameda County	<p>Last updated 6/7/2020</p> <p>Recommended. Businesses must implement all measures required under the mandated site specific protection plan, including conducting temperature and/or symptom screenings on employees before they enter the work space.</p>	<p>Last updated 6/7/2020</p> <p>Required. Businesses must implement all measures required under the mandated site specific protection plan, including conducting temperature and/or symptom screenings on employees before they enter the work space.</p>
California: Berkeley	No requirement	<p>Last updated 5/20/2020</p> <p>Required. Businesses must implement all measures listed in the required Site Specific Protection Plan, including</p>

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		conducting symptom checks on employees before they enter the work space.
California: Fresno	No requirement	Required . Employers must screen employees and visitors, but not customers, using the Employers must use the County's Non-Medical Screening Form .
California: Fresno County	No requirement	Last updated 10/13/2020 Required for restaurants ; personal care services ; bars, wineries, and brewpubs ; hair salons and barbershops ; and family entertainment centers . Employees must undergo a symptom screening and/or temperature screening at the beginning of each shift.
California: Long Beach	No requirement	Last updated 5/31/2020 Required . Essential and reopening businesses must implement and post a Physical Distancing Protocol, which requires conducting symptom checks before an employee may enter a workspace.
California: Los Angeles	No requirement	Last updated 10/13/2020 The city applies the Los Angeles County requirements for health screening.
California: Los Angeles County	Recommended for reopening businesses. A temperature check should be done at the worksite if feasible.	Last updated 5/27/2020 Required for reopening businesses. Symptom checks are conducted before employees may enter the workspace. Checks must include a verbal check-in concerning cough, shortness of breath or fever and any other

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		symptoms the employee may be experiencing.
California: Madera County	No requirement	Last updated 7/10/2020 Required . Employers shall screen all employees for febrile respiratory illness on a daily basis.
California: Marin County	Last updated 5/20/2020 Recommended . Businesses must implement all measures listed in the required site-specific protection plan, including providing all employees with or having employees self-administer symptom and/or temperature screenings at the beginning of their shift and all other employees entering the worksite at all times.	Last updated 5/20/2020 Required . Businesses must implement all measures listed in the required site-specific protection plan, including providing all employees with or having employees self-administer symptom and/or temperature screenings at the beginning of their shift and all other employees entering the worksite at all times.
California: Mendocino County	Last updated 5/29/2020	Last updated 5/29/2020 Required . Businesses must implement all measures listed in the required Social Distancing Protocol, including conducting symptom checks on employees before they enter the work space.
California: Napa County	No requirement	Last updated 7/10/2020 Required . Businesses must implement all measures listed in the required Social Distancing Protocol, including conducting symptom checks on employees before they enter the work space.
California: Orange County	No requirement	Recommended . Staff should be monitored daily for illness and any person with COVID-like illness should be excluded until they are tested.
California: Pasadena	No requirement	Last updated 5/31/2020

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		<p>Required. Employers must screen employees for symptoms of illness including a fever of 100°F or above, cough, shortness of breath or difficulty breathing, sore throat, chills, repeated shaking with chills, headache, muscle pain, or a new loss of taste or smell.</p>
<p>California: San Diego County</p>	<p>Last updated 9/10/2020</p> <p>Required for food facility, restaurant, bar, winery, and brewery employers. Employees must receive a thermal or temperature scan prior to the beginning of each shift.</p>	<p>Last updated 10/1/2020</p> <p>Required. Employees of reopened businesses must be screened for specified symptoms <u>or</u> have their temperatures taken upon reporting to work. Alternatively, employees may self-screen or take their temperature before reporting to work.</p> <p>Required for food facility, restaurant, bar, winery, and brewery employers. A health survey must be conducted with each employee prior to the beginning of each shift to verify staff have not experienced symptoms consist with COVID-19 in the past 7 days or exposed to someone who has experienced symptoms in the past 14 days.</p>
<p>California: City and County of San Francisco</p>	<p>No requirement</p>	<p>Last updated 11/5/2020</p> <p>Required for essential businesses and reopening businesses. Employers must provide a copy of the Personnel Screening Attachment to all personnel who regularly work at the facility or location, either in hard copy or electronically, or by adopting the questions in the attachment in another format. Employers must review the criteria listed in Part 1</p>

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		<p>of the Personnel Screening Attachment on a daily basis with all personnel before each person enters work spaces or begins a shift. If such a review is not feasible because the business does not directly interact with some personnel onsite daily, then that business must for those personnel (1) instruct such personnel to review the criteria before each shift and (2) have such personnel report to the business that they are okay to begin the shift such as through an app, website, or phone call. Instruct any personnel who answered yes to any question in Part 1 of the Personnel Screening Attachment to return home or not come to work and follow the directions on the Attachment.</p> <p>Businesses required by industry-specific directives to screen guests, visitors, customers, or others must use the San Francisco COVID-19 Health Screening Form for non- personnel for that purpose.</p>
California: San Mateo County	No requirement	<p>Last updated 5/20/2020</p> <p><u>Required</u>. Businesses must implement all measures listed in the required Social Distancing Protocol, including conducting symptom checks on employees before they enter the work space.</p>
California: Santa Clara County	<p>Last updated 7/10/2020</p> <p>No requirement</p>	<p>Last updated 7/10/2020</p> <p><u>Required</u>. Ask all personnel if they have COVID-19 symptoms at the beginning of each shift, and screen all other people before they enter</p>

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		the facility or worksite. Send personnel home if they report COVID-19 symptoms.
California: Sonoma County	Last updated 5/28/2020 Required . Employers must require employees to perform a temperature check before reporting to work site or other assignment away from their residence. Employers should use the free Sonoma County SoCo COVID-19 Check App. An alternative system may be utilized as long as it meets the same purpose of employee and employer assessments and as long as it allows the electronic reporting of equivalent data to be reported to the County in aggregate form.	Last updated 5/28/2020 Required . Employers must require employees to perform a self-check for COVID-19 symptoms before reporting to work site or other assignment away from their residence. Employers should use the free Sonoma County SoCo COVID-19 Check App. An alternative system may be utilized as long as it meets the same purpose of employee and employer assessments and as long as it allows the electronic reporting of equivalent data to be reported to the County in aggregate form.
California: Tuolumne County	Last updated 7/14/2020 Recommended . Employers should measure the employee’s temperature and assess symptoms prior to the start of work. Ideally, temperature checks should happen before the individual enters the facility.	Last updated 7/14/2020 Required . All employers shall screen all employees for febrile respiratory illness daily at the start of business, using the county's COVID-19 Screening Checklist for Employers .
Colorado	Last updated 11/19/2020 Required . Employers must implement symptom monitoring protocols, conduct daily temperature checks, and monitor symptoms in employees at the worksite to the greatest extent possible, or if not practicable, through employee self-assessment at home prior to coming to the worksite. A sample form can be found here . State guidance	Last updated 11/19/2020 Required . Employers must implement symptom monitoring protocols, conduct daily temperature checks, and monitor symptoms in employees at the worksite to the greatest extent possible, or if not practicable, through employee self-assessment at home prior to coming to the worksite. A sample form can be found here . State guidance

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	<p>provides that all information about employee illness must be treated as a confidential medical record.</p> <p>Employers with over 50 employees in any one location shall, in addition to the above requirements, implement employee screening systems that follow the above requirements in one of the following ways: (1) set up stations at the worksite for symptom screening and temperature checks; or (2) create a business policy that requires at-home employee e self-screening each work day and reporting of the results to the employer prior to entering the worksite.</p>	<p>provides that all information about employee illness must be treated as a confidential medical record.</p> <p>Employers with over 50 employees in any one location shall, in addition to the above requirements, implement employee screening systems that follow the above requirements in one of the following ways: (1) set up stations at the worksite for symptom screening and temperature checks; or (2) create a business policy that requires at-home employee e self-screening each work day and reporting of the results to the employer prior to entering the worksite.</p>
Colorado: Eagle County	No requirement	Required . Employees must be screened for COVID-19 symptoms each day and excluded if symptomatic.
Colorado: Summit County	No requirement	<p>Last updated 7/13/2020</p> <p>Required. Symptom checks must be conducted before employees enter the worksite.</p>
Colorado: Weld County	Recommended. Best practices guidance recommends that employers check employees' temperatures upon arrival at work.	Recommended. Best practices guidance recommends that employers monitor employees' symptoms.
Connecticut	Recommended . Employees should take their temperature before they go to work. If they have a temperature above 100.4F, they should stay home.	Required for personal care services, retail, restaurants, and office-based businesses . These employers must ask employees resuming on-premises work to confirm they have not experienced COVID-19 CDC-defined symptoms and to monitor their own symptoms, including cough,

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		shortness of breath, or any two of the additional symptoms enumerated in the guidance.
Delaware	Required for high-risk businesses and recommended for all others: each employee must be asked about and report body temperature at or above 99.5F. If a facility has the capability to perform active temperature monitoring, they may do so. Division of Public Health Essential Services Screening Policy	Required for high-risk businesses and recommended for all others: employers must screen each incoming employee with a basic questionnaire . Division of Public Health Essential Services Screening Policy
District of Columbia	No requirement	<p>Last updated 10/19/2020</p> <p>Required for non-essential retail, restaurants, retail food sellers (including grocery stores, farmers' markets, supermarkets, convenience stores, food halls, and food banks), personal care services, and gyms/fitness centers. These employers must check employees for symptoms before their shifts and exclude employees with cold- or flu-like symptoms. If an employee exhibits symptoms during shift, exclude that employee.</p> <p>Recommended for lodging establishments and office spaces: screen employees by assessing symptoms of workers (including fever) with a questionnaire, at the beginning of their shift.</p> <p>Health Screening Tool Guidance</p>
Florida	No requirement	<p>Last updated 10/29/2020</p> <p>Rescinded September 25, 2020</p>

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Florida: Broward County	<p>Last updated 10/19/2020</p> <p>Recommended for restaurants and food establishments. Employers must conduct daily health checks (e.g., temperature and/or symptom screening).</p> <p>Required for gyms and fitness centers. Employees have temperature checked prior to commencing work each day.</p>	<p>Last updated 10/19/2020</p> <p>Required for restaurants and food establishments. Employers must conduct daily health checks (e.g., temperature and/or symptom screening).</p>
Florida: Key West	<p>Last updated 6/30/2020</p> <p>Required. All business establishments shall daily take the temperature of all employees reporting to work utilizing infrared or non-contact thermometers, and send home any employee with a temperature of 100.4F or greater.</p>	<p>Last updated 6/30/2020</p> <p>Required. All business establishments must screen and evaluate workers who exhibit signs of illness.</p>
Florida: Miami-Dade County	<p>Last updated 9/28/2020</p> <p>Required for restaurants. Employees must take their temperature at home and not report to work if their temperature is at or above 99.5F. Alternatively, dining establishments may elect to take employee temperatures prior to their entry into the facility. Employees must not enter dining establishments prior to the self-reporting of acceptable temperature readings or the taking of their temperature by dining establishments electing to take employee temperatures.</p> <p>Recommended. Encourage use of contactless thermometer for daily employee check in monitoring of temperatures.</p>	<p>Last updated 9/28/2020</p> <p>Required for restaurants. Employers must ask employees specified screening questions before each shift.</p> <p>Required for gyms and fitness centers. Employers must ask employees specified screening questions before each shift.</p> <p>Recommended. Establish sign-in stations or check points for employees with health questionnaire on symptoms.</p>

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Florida: Miami	No requirement	<p>Last updated 5/21/2020</p> <p>Required for reopening businesses. Employers shall establish a checkpoint for employees and ask specified screening questions at the onset of each workday or shift, and maintain a log recording that screening took place.</p>
Georgia	No requirement	<p>Last updated 10/1/2020</p> <p>Required for restaurants, bars, critical infrastructure and all other non-critical businesses conducting in-person operations. Employers must screen and evaluate employees who exhibit signs of illness, such as a fever over 100.4F, cough, or shortness of breath. Employers must require employees who exhibit signs of illness to seek medical attention and not report to work.</p> <p>Strongly recommended for all other businesses.</p> <p>Gyms and fitness centers are also required to screen patrons at entrance and refuse entry to those displaying symptoms.</p>
Hawaii	No requirement	No requirement
Hawaii: Hawaii County	No requirement	<p>Last updated 7/23/2020</p> <p>Required for restaurants, bars, food courts, and other food establishments. Employers must conduct pre-shift screening and maintain a screening log.</p>
Hawaii: City and County of Honolulu	No requirement	Last updated 10/23/2020

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		<p>Required for businesses permitted to be open. Conduct daily checks for symptoms of illness and ensure employees stay home when they are sick with fever, coughing, and sneezing. If an employee displays any sign of illness, they should be sent home immediately.</p> <p>Required for personal care services, restaurants, bars, food courts, and other food establishments. Employers must conduct pre-shift screening and maintain a screening log.</p>
Hawaii: Maui County	No requirement	<p>Last updated 11/25/2020</p> <p>Required for restaurants, bars, food courts, luaus, commercial events, and personal care services. Employers must conduct pre-shift screening and maintain a staff screening log.</p>
Idaho	<p>Last updated 5/18/2020</p> <p>Restaurant employers, personal care services, bars, wineries, and breweries, and gyms and fitness centers should check temperature with non-contact thermometer; if no fever, which is a temperature greater than 100.4°F, or COVID-19 symptoms are present, require workers to self-monitor and report onset of symptoms during their shift.</p>	<p>Last updated 5/18/2020</p> <p>Restaurant employers, personal care services, bars, wineries, and breweries, and gyms and fitness centers should monitor employee health by screening employees for fever and symptoms before every shift.</p>
Idaho: Boise	<p>Last updated 5/18/2020</p> <p>Boise adopts the above statewide guidance, but makes it mandatory.</p>	<p>Last updated 5/18/2020</p> <p>Boise adopts the above statewide guidance, but makes it mandatory.</p>
Illinois	Last updated 10/26/2020	Last updated 10/26/2020

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	<p>Recommended for food and meat processing facilities. Employers should screen and monitor workers, including fever checks and symptom checks.</p> <p>Note: while the guidance suggests these provisions are guidelines, the state attorney general takes the position that the provisions, along with the other minimum health and safety guidelines, are mandatory.</p>	<p>Recommended. Employers should conduct in-person screening of employees upon entry into workplace and mid-shift screening to verify no presence of COVID-19 symptoms.</p> <p>Note: while the guidance suggests these provisions are guidelines, the state attorney general takes the position that the provisions, along with the other minimum health and safety guidelines, are mandatory.</p>
Illinois: Chicago	No requirement	<p>Last updated 10/4/2020</p> <p>Recommended. Employers must request that employees undergo self-screening for COVID-19 symptoms in a manner prescribed by the Commissioner of Health for each day the employee reports to the workplace at the start of every work shift. Employers may ask the screening questions listed in Attachment A of the linked order.</p>
Indiana	Recommended for reopening businesses but not required.	<p>Last updated 6/17/2020</p> <p>Required. Open businesses must conduct employee health screenings.</p> <p>Required for food industry workers.</p>
Indiana: Marion County	No requirement	<p>Last updated 11/20/2020</p> <p>Required for retail, shopping malls, restaurants and bars, personal care services, gyms and fitness centers, and office based businesses: employers must conduct daily health screening for employees.</p>

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Iowa	No requirement	Last updated 11/10/2020 Required . Businesses with in-person operations shall take reasonable precautions to ensure the health of employees and the public including "appropriate employee screening."
Kansas	Last updated 5/21/2020 Recommended . Employers should monitor employees' temperatures regularly. The state provides a template screening form for logging symptoms.	Last updated 5/21/2020 Recommended . Employers should monitor employees' symptoms regularly. The state provides a template screening form for logging symptoms.
Kansas: Riley County	Last updated 8/19/2020 Recommended . All employers are strongly recommended to screen each employee prior to each shift. This shall include asking about symptoms, travel, and contacts, and checking temperatures. Employers must maintain screening records.	Last updated 8/19/2020 Recommended . All employers are strongly recommended to screen each employee prior to each shift. This shall include asking about symptoms, travel, and contacts, and checking temperatures. Employers must maintain screening records.
Kentucky	Required . All businesses, including those that were permitted to remain open, must require employees to undergo daily temperature checks. Businesses may choose whether to require (1) on-site temperature screenings, or (2) self-screenings conducted by employees at home at least once every 24 hours, ideally just before going to work, and reported to the employer prior to beginning work. Employees with a fever above 100.4° should not report to work.	Required . All businesses, including those that were permitted to remain open, must require employees to undergo daily health assessments for specified symptoms. These assessments may be either self-administered or administered by the business prior to workplace entry. Self-administered assessments may performed at home.
Louisiana	Recommended . Employers should measure each employee's temperature and assess symptoms	Recommended . Employers should measure each employee's

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	prior to the start of work. Ideally, temperature checks should occur before entering the facility.	temperature and assess symptoms prior to the start of work.
Louisiana: New Orleans	Last updated 6/2/2020 Required . To the extent feasible, prior to the start of each work shift, a pre-screening or survey shall be required to verify each employee has no symptoms of illness (fever, cough, and/or shortness of breath), including temperature checks when feasible.	Last updated 6/2/2020 Required . To the extent feasible, prior to the start of each work shift, a pre-screening or survey shall be required to verify each employee has no symptoms of illness (fever, cough, and/or shortness of breath), including temperature checks when feasible.
Maine	No requirement	No requirement
Maryland	Recommended . Employers should implement a daily screening process for workers and other personnel which include CDC or MDH recommended health questions and consider temperature testing.	Recommended . Employers should implement a daily screening process for workers and other personnel which include CDC or MDH recommended health questions and consider temperature testing.
Maryland: Prince George's County	No requirement	Last updated 9/16/2020 Required . Restaurant, banquet hall, and event center employees must receive health screenings prior to the start of their shifts.
Massachusetts	No requirement	Last updated 7/14/2020 Required for office spaces , personal care services , laboratories , gyms and fitness centers , lodging establishments , manufacturing , restaurants , retail stores , and " sectors not otherwise addressed ." Facilities must screen workers at each shift by ensuring that workers are not experiencing any of the specified symptoms and have not had close contact with an

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<p>Michigan (Note: on October 2, the state supreme court invalidated the governor's executive orders regarding health and safety requirements for businesses. The state health department and MIOSHA have subsequently issued public health orders and emergency rules to reinstate most of the requirements.)</p>	<p>Last updated 10/14/2020</p> <p>Required for manufacturing facilities and meat and poultry processing facilities. The employee screening protocol must include temperature screening.</p> <p>Required for casinos. The employee screening protocol must include temperature screening.</p> <p>Recommended for all employers: the daily entry self-screening protocol should include temperature screening "if possible."</p>	<p>individual diagnosed with COVID-19.</p> <p>Last updated 10/14/2020</p> <p>Required for all businesses. Conduct a daily entry self-screening protocol for all employees or contractors entering the workplace, including, at a minimum, a questionnaire covering symptoms and suspected or confirmed exposure to people with possible COVID-19.</p> <p>Required for construction businesses. Conduct a daily entry screening protocol for workers and visitors entering the worksite, including a questionnaire covering symptoms and exposure to people with possible COVID-19, together with, if possible, a temperature screening.</p> <p>Required for manufacturing facilities and meat and poultry processing facilities, which must conduct a daily entry screening protocol for workers, contractors, suppliers, and any other individuals entering the facility, including a questionnaire covering symptoms and suspected or confirmed exposure to people with possible COVID-19. Manufacturers must also create dedicated entry point(s) at every facility for daily screening and ensure physical barriers are in place to prevent anyone from bypassing the screening.</p>

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		<p>Required for businesses that provide in-home services. These businesses must require employees to perform a daily health screening prior to going to the job site.</p>
Michigan: Detroit	<p>Last updated 10/9/2020</p> <p>Required for manufacturing facilities, casinos, and meat and poultry processing facilities. The employee screening protocol must include temperature screening.</p> <p>Recommended for construction businesses and research laboratories, which must conduct temperature screening "if possible."</p>	<p>Last updated 10/9/2020</p> <p>Required for all businesses with in-person operations. Conduct a daily entry self-screening protocol for all employees or contractors entering the workplace, including, at a minimum, a questionnaire covering symptoms and suspected or confirmed exposure to people with possible COVID-19.</p> <p>Construction employers, meat and poultry processing facilities, manufacturers, research labs should also create dedicated entry point(s) at every facility for daily screening and ensure physical barriers are in place to prevent anyone from bypassing the screening.</p> <p>Required for businesses that provide in-home services. These businesses must require employees to perform a daily health screening prior to going to the job site.</p>
Michigan: Ingham County	<p>Last updated 10/30/2020</p> <p>Rescinded 10/21/2020</p>	<p>Last updated 10/30/2020</p> <p>Rescinded 10/21/2020</p>
Michigan: Lenawee County	<p>Last updated 7/21/2020</p> <p>Recommended. Temperature screening with a touchless thermometer is recommended. Verbal confirmation of no fever is</p>	<p>Last updated 7/21/2020</p> <p>Required. Employers must develop and implement a daily screening program for all employees upon or just prior to reporting to</p>

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	permitted if a touchless thermometer is not available.	worksites. Questions must cover new symptoms, including but not limited to fever, cough, and shortness of breath.
Michigan: Washtenaw County	Last updated 10/20/2020 Rescinded to avoid redundancy with the statewide health order.	Last updated 10/20/2020 Rescinded to avoid redundancy with the statewide health order.
Michigan: Wayne County	Last updated 10/9/2020 The county issued an order retaining the health screening requirements in the governor's worker safeguards order .	Last updated 10/9/2020 The county issued an order retaining the health screening requirements in the governor's worker safeguards order .
Minnesota	Last updated 7/29/2020 Recommended . Employers may opt to conduct temperature screening if it can be done with proper social distancing, protection, and hygiene protocols.	Last updated 7/29/2020 Required . Employers must establish health screening protocols for workers at the start of each shift (e.g., health screening survey, taking temperature). A health screening must be conducted for each worker upon arrival and check-in at work using the Minnesota Department of Health Visitor and Employee Health Screening Checklist .
Mississippi	No requirement	Last updated 10/1/2020 Required . All businesses and non-profit entities shall make reasonable, good-faith efforts to comply with the CDC's and Mississippi State Department of Health's regulations and guidelines to prevent the spread of COVID-19, including implementing screening protocols of employees and volunteers for COVID19 at the beginning of each shift.
Missouri	No requirement	No requirement

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Missouri: St. Louis County	Last updated 5/31/2020 Recommended . Screening should include a temperature check if it can be performed with a touchless thermometer and asking about symptoms or contact with a person diagnosed with COVID-19. Employees with a temperature of 100.4°F or above must not be allowed to enter the workplace.	Last updated 5/31/2020 Required . All businesses shall conduct daily screening of employees and volunteers who work in their facilities for symptoms of COVID-19.
Missouri: St. Louis	No requirement	Required . Employers must establish a daily protocol for evaluating employees' health.
Montana	No requirement	Required . Employers must conduct health assessments on employees at the beginning of each shift. Personal care services businesses must also screen customers prior to appointments for symptoms.
Montana: Missoula	No requirement	Last updated 10/28/2020 Recommended for retail establishments. Conduct pre-shift screening of employees for symptoms of COVID-19 before they begin work each day.
Nebraska	Recommended for restaurants reopening for dine-in. Complete employee pre-screening (e.g., take temperature and assess for any symptoms consistent with COVID-19) prior to starting work. Recommended for meat processing facilities. The recommended health screening should include temperature checks. Required for employers that provide congregate or shared	Recommended for restaurants reopening for dine-in. Complete employee pre-screening (e.g., take temperature and assess for any symptoms consistent with COVID-19) prior to starting work. Recommended for meat processing facilities. All employees and essential visitors/contractors should be screened daily for symptoms. Required for employers that provide congregate or shared

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	housing to employees: perform daily verbal screening and temperature checks of all employees or workers living in employer provided shared or congregate housing.	housing to employees: perform daily verbal screening and temperature checks of all employees or workers living in employer provided shared or congregate housing.
Nevada	No requirement	<p>Required. The following employers must perform a daily symptom assessment, including monitoring for fever, cough, and trouble breathing: agriculture, appliance and furniture showrooms, auto dealerships, banks and financial services, personal care services, restaurants and food and drink establishments, general office operations, retail and consumer services, and transportation, couriers, and warehousing.</p> <p>Recommended for all employers: have employees perform self-assessments for COVID-19-like symptoms each day.</p> <p>Recommended for grocery employers: monitor employees for signs of illness and require sick workers to stay home.</p>
New Hampshire	Required . Essential businesses and organizations and those that are re-opening all or a portion of their operations must document the temperature of all employees daily before their shift. Employers should take the temperatures of their employees on-site with a non-touch thermometer each day upon the employees arrival at work. If this is not possible, temperatures can be taken before arriving as long as it can sufficiently be authenticated by	Required . Essential businesses and organizations and those that are re-opening all or a portion of their operations must develop a process for screening all employees reporting for work for COVID-19 related symptoms by asking the questions listed in the order. The person responsible for screening should wear a cloth face covering.

Jurisdiction	Temperature Screening	Other Health Screening
	the employee. Normal temperature should not exceed 100.0F.	
New Jersey	<p>Last updated 8/28/2020</p> <p>Required for agriculture employers. Employer is to screen workers for symptoms, including temperature and symptom checks prior to work shifts.</p> <p>Required for restaurants and other food and beverage establishments. Employers must conduct daily health checks (e.g. temperature screening and/or symptom checking) of employees safely and respectfully, and in accordance with any applicable privacy laws and regulations.</p> <p>Required for gyms and fitness centers and high-touch amusement and recreation activities: a facility shall conduct a temperature screening and questionnaire of staff and clients upon entrance to the facility. Any individual who is found to have a temperature of 100.4 or above, or who answers yes to any of the symptom screening questions, shall be denied entrance to the facility.</p>	<p>Last updated 10/28/2020</p> <p>Required for all employers. Prior to each shift, conduct daily health checks of employees, such as temperature screenings, visual symptom checking, self-assessment checklists, and/or health questionnaires, consistent with CDC guidance, including latest CDC guidance regarding COVID-19 symptoms, consistent with the confidentiality requirements of the ADA, NJLAD and any other applicable laws, and consistent with any guidance from the EEOC and the New Jersey Division on Civil Rights.</p> <p>Required for agriculture employers. Employer is to screen workers for symptoms, including temperature and symptom checks prior to work shifts.</p> <p>Required for restaurants and other food and beverage establishments. Employers must conduct daily health checks (e.g. temperature screening and/or symptom checking) of employees safely and respectfully, and in accordance with any applicable privacy laws and regulations.</p> <p>Required for gyms and fitness centers and high-touch amusement and recreation activities: a facility shall conduct a temperature screening and</p>

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		questionnaire of staff and clients upon entrance to the facility. Any individual who is found to have a temperature of 100.4 or above, or who answers yes to any of the symptom screening questions, shall be denied entrance to the facility.
New Jersey: Newark	Last updated 11/20/2020 Required . All businesses must perform temperature checks of all individuals entering the building. Individuals with a temperature exceeding 100.4F cannot be allowed inside.	No requirement
New Mexico	Recommended as a best practice for retail employers: screen employees and customers with a no-contact thermometer and do not permit entry to those with a temperature greater than 100.4F.	Required . All employers must screen employees for symptoms before they enter the workplace each day, verbally or with a written or text/app-based questionnaire.
New York	Last updated 6/7/2020 Recommended generally as part of an employer's mandatory health screening assessment. Commercial building owners, retail store owners and those authorized on their behalf to manage public places within their buildings and businesses shall have the discretion to require individuals to undergo temperature checks prior to being allowed admittance, as well as the discretion to deny admittance to (i) any individual who refuses to undergo such a temperature check and (ii) any individual whose temperature is above that proscribed by New York	Last updated 7/29/2020 Required. Reopening businesses must adopt the NY Forward Safety Plan , which includes implementing a mandatory health screening assessment (e.g., questionnaire, temperature check) before employees begin work each day and for essential visitors. Assessment responses must be reviewed every day and the review must be documented.

Jurisdiction	Temperature Screening	Other Health Screening
	State Department of Health Guidelines.	
North Carolina	No requirement	Last updated 5/20/2020 Required . Businesses open to the public must conduct daily symptom screening of workers, using a standard interview questionnaire of symptoms, before workers enter the workplace.
North Dakota	Recommended at the orange risk level for restaurants , banquet and event venues , and personal care services . Screen employees for symptoms, including temperature checks. Department of Health Employee Screening Tool	Recommended at the orange risk level for restaurants , banquet and event venues , and personal care services . Screen employees for symptoms, including temperature checks. Department of Health Employee Screening Tool
Ohio	Last updated 9/24/2020 Recommended for restaurant employees: the daily health self-assessment should include taking temperature with a thermometer.	Last updated 5/31/2020 Required . Employees must conduct daily health self-assessments and must not report to work if symptomatic.
Oklahoma	No requirement	No requirement
Oklahoma: Oklahoma City	Recommended for restaurants, bars, other food services, movie theaters and similar indoor entertainment venues, personal care services. These employers should consider use of a touchless infrared thermometer to check the temperature of employees each day. Employees with a temperature above 100.4F should not come to work.	No requirement
Oklahoma: Tulsa		Last updated 5/31/2020 Recommended for food establishments. Employees should

Jurisdiction	Temperature Screening	Other Health Screening
		self-screen for symptoms before coming to work.
Oregon	<p>Recommended. Employers should consider regular health checks (e.g., temperature and respiratory symptom screening) or symptom self-report of employees, if job-related and consistent with business necessity.</p> <p>Personal care services employers should consider temperature checks for clients.</p>	<p>Recommended. Employers should consider regular health checks (e.g., temperature and respiratory symptom screening) or symptom self-report of employees, if job-related and consistent with business necessity.</p> <p>Personal care services employers must contact clients prior to appointments to screen them for symptoms.</p>
Pennsylvania	<p>Last updated 11/24/2020</p> <p>Required. Employers must implement temperature screening before employees enter the business, prior to start of each shift or, for employees who do not work shifts, before the employee starts work, and send employees home that have an elevated temperature or fever of 100.4F or higher.</p>	<p>Required. All businesses conducting in-person operations must screen workers for symptoms before they enter the business.</p>
Pennsylvania: Philadelphia	No requirement	<p>Required. Screen every employee for symptoms before every shift and prevent them from remaining on site if they have cough, shortness of breath, fever, chills, sore throat, muscle pain, or new loss of taste or smell.</p>
Puerto Rico	No requirement	<p>Required. Employers must implement a protocol to monitor and screen personnel prior to entering the workplace, along with the procedures to follow in case they detect an employee with symptoms.</p>
Rhode Island	No requirement	<p>Required. Businesses must implement and ensure compliance</p>

Jurisdiction	Temperature Screening	Other Health Screening
		with screening all individuals entering the establishment at any time for any reason including, at minimum: (1) visual assessment, self-screening, or a written questionnaire, or a combination of any of these screening methods; and (2) at all entrances to an establishment, notice that all individuals entering must be screened or self-screened, and to not enter if they are COVID-19 positive, have COVID-19 symptoms, or have had close contact with a COVID-19-positive individual.
South Carolina	Recommended for restaurant employees. The screening process should include temperature taking.	Last updated 10/3/2020 Required for restaurant employees. Employers shall conduct, prior to or at the start of each shift, an employee survey and screening process.
South Dakota	No requirement	Recommended. Employers can ask employees screening questions when they report to work and keep a daily screening log .
Tennessee	No requirement	Recommended . Screen employees with questions about symptoms.
Tennessee: Memphis/Shelby County	Last updated 7/14/2020 Required . Health checks and screenings for fever (100.4F) or other signs and symptoms of COVID-19 must be performed at the start of each employee’s shift so that any employee that exhibits such symptoms may not enter any workplace. This includes taking the temperature of employees who are reporting to work and asking specified screening questions.	Last updated 7/14/2020 Required . Health checks and screenings for fever (100.4F) or other signs and symptoms of COVID-19 must be performed at the start of each employee’s shift so that any employee that exhibits such symptoms may not enter any workplace. This includes taking the temperature of employees who are reporting to work and asking specified screening questions.

Jurisdiction	Temperature Screening	Other Health Screening
Tennessee: Nashville/Davidson County	Last updated 11/2/2020 Required . Restaurants, bars, retail, personal care services, gyms and fitness centers, transportation, amusement and recreation and entertainment businesses, large event venues, and sexually oriented businesses must screen all employees daily with temperature checks. An employee with any symptom or temperature of 100.4F or greater must leave the premises immediately.	Last updated 11/2/2020 Required . Restaurants, bars, retail, personal care services, gyms and fitness centers, transportation, amusement and recreation and entertainment businesses, large event venues, and sexually oriented businesses must screen all employees daily with symptom checks.
Texas	Recommended as a minimum standard health protocol. All employees should be screened before coming into the business for specified symptoms consistent with COVID-19, including feeling feverish or a measured temperature of 100.0F or greater.	Recommended as a minimum standard health protocol. All employees should be screened before coming into the business for specified symptoms consistent with COVID-19 or known close contact with a person who is lab-confirmed to have COVID-19. Any employee who meets any of these criteria should be sent home.
Texas: Austin	Last updated 7/16/2020 No requirement	Last updated 12/17/2020 Recommended . Employers are strongly recommended to conduct a general health pre-screening of each worker every day before the worker begins his or her shift by asking questions intended to find out whether a worker is experiencing symptoms or has been exposed to someone with COVID-19.
Texas: Bexar County	Last updated 7/1/2020 Recommended . Commercial entities providing goods or services to the public must implement a health and safety plan, which may include temperature checks.	Last updated 7/1/2020 Recommended . Commercial entities providing goods or services to the public must implement a health and safety

Jurisdiction	Temperature Screening	Other Health Screening
	Temperature screening is highly encouraged for employees, customers, and visitors to retail stores with volume and capacity levels that allow for practical implementation.	plan, which may include health screenings.
Texas: Dallas County	<p>Last updated 8/6/2020</p> <p>Recommended for all commercial entities. Commercial entities must develop a health and safety policy that <u>may</u> include temperature checks or health screenings.</p> <p>Required for employees of food preparation and processing plants. Employees must take their temperatures at home, and upon arriving at work, must be screened for various symptoms including "feeling feverish or an onsite measured temperature of 100.0F."</p>	<p>Last updated 8/6/2020</p> <p>Recommended for all commercial entities. Commercial entities must develop a health and safety policy that <u>may</u> include temperature checks or health screenings.</p> <p>Required for employees of food preparation and processing plants. Employees must be screened for symptoms of COVID-19 upon arriving at work.</p>
Texas: Edinburg	No requirement	<p>Last updated 7/21/2020</p> <p>Required. Employers must screen all employees prior to beginning work and send home any employee showing symptoms of a respiratory illness or who has had close contact with a person with COVID-19, suspected COVID-19, or a respiratory illness.</p>
Texas: El Paso	No requirement	<p>Required. An employer must conduct regular health checks of its employees and contractors by screening for specified symptoms. An employer shall conduct the first health check of the day upon employee's and/or contractor's arrival at workplace.</p>
Texas: El Paso County	No requirement	Last updated 10/21/2020

Jurisdiction	Temperature Screening	Other Health Screening
		<p>Recommended. All businesses in the County of El Paso must develop and implement a health and safety policy. The policy may also include other mitigating measures designed to control and reduce the transmission of COVID-19 such as temperature checks and health screenings.</p>
Texas: San Antonio	<p>Last updated 10/6/2020</p> <p>Recommended. Temperature screening is highly encouraged for employees, customers, and visitors of retail stores with volume and capacity levels that allow for practical implementation.</p>	<p>Last updated 10/6/2020</p> <p>Recommended. Commercial entities must adopt a health and safety policy that may include requiring health screenings for employees or visitors.</p>
Texas: Travis County	<p>Last updated 12/17/2020</p> <p>Recommended. Commercial entities must adopt a health and safety policy that may include requiring temperature checks.</p>	<p>Last updated 12/17/2020</p> <p>Recommended. Commercial entities must adopt a health and safety policy that may include requiring health screenings.</p>
Utah	<p>Last updated 5/19/2020</p> <p>Required for gyms/fitness centers: Employees must go through symptom checking before every shift, including temperature.</p>	<p>Last updated 5/19/2020</p> <p>Required for gyms/fitness centers and personal care services: Symptom checking of all staff at the beginning of each shift, with a log that can be made available for inspection by health department.</p> <p>Recommended for all employers: employees who are, or work with, high-risk populations, should undergo daily screening/symptom monitoring</p>
Vermont	<p>Recommended. It is strongly recommended that a temperature check be conducted by the employee at home or a non-contact temperature check be</p>	<p>Required. Prior to the commencement of each work shift, all employees (except those that work alone and have no contact with other people during</p>

Jurisdiction	Temperature Screening	Other Health Screening
	conducted by the employer or the employee at the worksite.	their shift such as those who work from home remotely) shall complete a health survey either in-person at the worksite or prior to arriving at the worksite. This screening survey shall require an employee to verify that he or she has no symptoms of COVID-19 before entering the workplace.
Virginia	<p>Recommended generally. Employees should also self-monitor their symptoms by self-taking of temperature to check for fever before reporting to work. For employers with established occupational health programs, employers can consider measuring temperature and assessing symptoms of employees prior to starting work/before each shift.</p>	<p>Last updated 7/26/2020</p> <p>Required for employers with hazards or job tasks classified as "medium," "high," or "very high." Prior to the commencement of each work shift, prescreening or surveying shall be required to verify each covered employee does not have signs or symptoms of COVID-19.</p> <p>Recommended generally. Prior to a shift and on days employees are scheduled to work, employers should screen employees prior to starting work. Employees should also self-monitor their symptoms by self-taking of temperature to check for fever and utilizing the questions provided in the VDH Interim Guidance for COVID -19 Daily Screening of Employees before reporting to work. For employers with established occupational health programs, employers can consider measuring temperature and assessing symptoms of employees prior to starting work/before each shift.</p>
Washington	No requirement	Required . All employers must screen employees for signs/symptoms of COVID-19 at the start of their shift.

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West Virginia	<p>Recommended for restaurant and bar employers and lodging establishments. Employees are encouraged to take their temperature prior to leaving for work or upon arrival. If their temperature measures over 100F, the employee should notify management and not begin work.</p> <p>Required for larger retail stores and casinos and gyms/fitness centers. The screening process must include temperature checks.</p>	<p>Required for certain employers. Restaurant and bar employers and casinos and lodging establishments and retail establishments and gyms/fitness centers must monitor their employees daily by asking screening questions about common symptoms of COVID-19.</p> <p>Small businesses are recommended to screen employees for COVID-19 symptoms daily using a series of questions.</p>
Wisconsin	No requirement	No requirement
Wyoming	No requirement	<p>Required. Restaurant/bar employees, movie theater and live performance venue employees must be screened for symptoms of illness before each shift.</p> <p>Required. Gym employees must be screened for symptoms of illness before each shift.</p> <p>Required. Personal care services employees must be screened for symptoms of illness before each shift.</p> <p>Generally recommended for other employers.</p>