



**COVID-19 EMPLOYER UPDATE**

***ESSENTIAL BUSINESSES EXEMPT FROM SHELTER IN PLACE ACTIVITIES***

**UPDATED March 24, 2020**

As of today, Harris County has officially issued a stay-at-home/work safe order. Many other States, Counties, and Cities have issued orders directing individuals to shelter at their place of residence. In Texas, the list includes, but is not limited to, the Cities of Houston, Austin, Dallas, Fort Worth, and San Antonio along with the Counties of Bell, Bexar, Collin, Dallas, Galveston, Harris, Hunt, McLennan, and Rockwall. Such shelter-in-place/stay-at-home orders require all businesses except “Essential Businesses” to cease all activities at facilities located within the county/city. In the event that your County or City issues a shelter-in-place/stay-at-home order, the below chart is a guide for businesses to assist in determining whether your business is considered an “Essential Business.” It is compiled from guidance issued by the Cybersecurity and Infrastructure Security Agency (CISA), the State of California, and Dallas County. It is not intended to be a directive, nor an exhaustive list.

Essential Businesses	
<b>Healthcare/Public Health</b>	<ul style="list-style-type: none"> <li>• Healthcare operations, including hospitals, clinics, dentists, pharmacies, pharmaceutical and biotechnology companies, other healthcare facilities, healthcare suppliers, mental health providers, substance abuse service providers, blood banks, medical research, laboratory services, pharmacies, or any related and/or ancillary healthcare services (including security for such operations)</li> <li>• Manufacturers, technicians, logistics and warehouse operations, and distributors of medical equipment, personal protective equipment, medical gases, pharmaceuticals, blood and blood products, vaccines, testing materials, laboratory supplies, cleaning, sanitizing, disinfecting or sterilization supplies, and tissue and paper towel products</li> <li>• Home-based and residential-based care for seniors, adults, or children</li> <li>• Veterinary care and all health and welfare services provided to animals</li> <li>• DOES NOT INCLUDE fitness and exercise gyms and similar facilities</li> <li>• DOES NOT INCLUDE elective medical, surgical, and dental procedures</li> </ul>
<b>Essential Government Functions</b>	<ul style="list-style-type: none"> <li>• All services provided by local governments needed to ensure the continuing operation of the government agencies to provide for the health, safety and welfare of the public, including personnel in emergency management, law enforcement, Emergency Management Systems, fire, and corrections, EMT, 911 call center employees</li> <li>• Assistance programs and government payments</li> </ul>

	<ul style="list-style-type: none"> <li>• Shall be performed in compliance with social distancing requirements of six feet, to the extent possible</li> </ul>
<p><b>Essential Critical Infrastructure</b></p>	<ul style="list-style-type: none"> <li>• Work necessary to the operations and maintenance of the 16 critical infrastructure sectors as identified by the National Cybersecurity and Infrastructure Agency (CISA) (below graphic)</li> </ul> <div data-bbox="558 474 1424 995" data-label="Diagram"> </div> <ul style="list-style-type: none"> <li>• Shall be performed in compliance with social distancing requirements of six feet, to the extent possible</li> <li>• Should implement screening precautions to protect employees, and all activity shall be performed in compliance with social distancing guidelines</li> </ul>
<p><b>Essential Retail</b></p>	<ul style="list-style-type: none"> <li>• Food service providers, including grocery stores, warehouse stores, big-box stores, bodegas, liquor stores, gas stations and convenience stores, farmers’ markets that sell food products and household staples</li> <li>• Food cultivation and manufacturing/processing, including farming, fishing, and livestock</li> <li>• Businesses that ship or deliver groceries, good, or services directly to residences</li> <li>• Restaurants and other facilities that prepare and serve food, but only for delivery or carry out</li> <li>• Schools and other entities that typically provide free services to students or members of the public on a pick-up and take-away basis only</li> <li>• The restriction on delivery and carry out does not apply to cafes and restaurants located within hospital and medical facilities</li> <li>• Laundromats, dry cleaners, and laundry service providers</li> <li>• Gas stations, auto-supply, auto and bicycle repair, hardware stores, and related facilities</li> <li>• Businesses that supply products needed for people to work from home</li> </ul>

<b>Providers of Basic Necessities to Economically Disadvantaged Populations</b>	<ul style="list-style-type: none"> <li>• Businesses that provide food, shelter, and social services, and other necessities of life for economically disadvantaged or otherwise needy individuals</li> </ul>
<b>Essential Services Necessary to Maintain Essential Operations of Residences or Other Essential Businesses</b>	<ul style="list-style-type: none"> <li>• Trash and recycling collection, processing, and disposal; mail and shipping services; building cleaning and maintenance; warehouse/distribution and fulfillment; storage for essential businesses; funeral homes, crematoriums, and cemeteries</li> <li>• Plumbers, electricians, exterminators, and other service providers who provide services that are necessary to maintaining the safety, sanitation, and essential operations of residences and Essential Businesses</li> <li>• Professional services, such as legal or accounting services, when necessary to assist in compliance with legally mandated activities</li> <li>• Businesses that supply other essential businesses with the support of supplies needed to operate</li> </ul>
<b>News Media</b>	<ul style="list-style-type: none"> <li>• Newspapers, television, radio, and other media services</li> </ul>
<b>Childcare Services</b>	<ul style="list-style-type: none"> <li>• Childcare facilities providing services that enable employees exempted to work as permitted</li> </ul>

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