



Mask Mandates



Can employers require vaccines for workers?

U.S. employers can legally require employees physically entering a workplace to be vaccinated. The Equal Employment Opportunity Commission issued updated guidance stating that federal laws don't prevent an employer from requiring workers to be vaccinated.

There are some exceptions. Federal laws may require employers to provide reasonable accommodations for employees who, because of a disability or a religious belief, aren't vaccinated.



What is the office occupancy level, and do we need social distancing?

The occupancy level is back to normal and social distancing is not legally enforceable. The DC Government does encourage social distancing (below), though it is not a requirement.

Businesses are encouraged, but not required to, set up the workplace to promote workers and patrons (or related groups) to maintain at least 6 feet of distance from people not from their household while at the business.



Do we need to wear masks in the office/building?

Mask requirements are entirely dependent on the building and office. There are no legal requirements in DC for any offices or buildings to enforce mask-wearing.

Fully vaccinated people do not need to wear masks in any setting, indoors or outdoors, except in the circumstances below.

- Homeless shelters
- Correctional facilities
- Schools (Pre-K – 12th and adult education) and childcare facilities
- Healthcare settings
- When required to per workplace or establishment policies
- As required on public transportation traveling into, within, or out of the United States (airplane, train, bus, taxi, ride-share vehicle, or at a transportation hub such as an airport or train station)

The DC Government states if one is unvaccinated, partially vaccinated, or immunocompromised and not fully protected by the vaccine, that person is still recommended to take the precautions below.

- You should wear a cloth face covering or mask at any indoor or outdoor public setting, including but not limited to office buildings, gyms, apartment common areas, public transportation, or other establishments.
- A face shield is not an acceptable alternative for wearing a mask.

Resources

[COVID-19 Health Guidances Coronavirus 2019 \(COVID-19\): Masks and Cloth Face Coverings Guidance for the General Public](https://coronavirus.dc.gov/sites/default/files/dc/sites/coronavirus/page_content/attachments/Masks_and_Cloth_Face_Coverings_DCHealth_COVID-19_Guidance_2021.5.18.pdf)

URL: https://coronavirus.dc.gov/sites/default/files/dc/sites/coronavirus/page_content/attachments/Masks_and_Cloth_Face_Coverings_DCHealth_COVID-19_Guidance_2021.5.18.pdf

Maryland
May 28, 2021

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What is the office occupancy level, and do we need social distancing?

Maximum occupancy guidelines are lifted, meaning occupancy levels are back to 100%. Though the State of Maryland encourages social distancing, it is not a requirement.

Businesses are encouraged, but not required to, set up the workplace to promote workers and patrons (or related groups) to maintain at least 6 feet of distance from people not from their household while at the business.

Do mask mandates differ by county?



The Equal Employment Opportunity Commission issued updated guidance stating that federal laws don't prevent an employer from requiring workers to be vaccinated.

Do we need to wear masks in the office/building?



Mask requirements are entirely dependent on the building and office. The State of Maryland allows Businesses and workplaces can set their face-covering policies.

Fully vaccinated people do not need to wear masks in any setting, indoors or outdoors, except in the circumstances below.

- Schools
- Healthcare settings
- Youth Camps
- Childcare Facilities
- County offices and facilities
- Public Transportation - Examples include, but are not limited to taxi services, ride-sharing services, car services, transit services (Metro, MTA bus service, MARC train service, etc.)

The State of Maryland recommends following CDC guidelines for unvaccinated, partially vaccinated, or immunocompromised individuals not fully protected by the vaccine. The CDC guidelines are highlighted below.

- You should wear a cloth face covering or mask at any indoor or outdoor public setting, including but not limited to office buildings, gyms, apartment common areas, public transportation, or other establishments.

Resources

<https://governor.maryland.gov/wp-content/uploads/2021/05/Gatherings-24th-AMENDED-5.14.21.pdf>

Virginia
May 28, 2021

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What is the office occupancy level, and do we need social distancing?



All statewide business restrictions have been lifted, though the state of Virginia encourages businesses to follow guidelines of best business practices for all sectors, found [here](https://www.governor.virginia.gov/media/governorvirginiagov/governor-of-virginia/pdf/4.20.21-Forward-Virginia-Guidelines.pdf).

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Do we need to wear masks in the office/building?



Mask requirements are entirely dependent on the building and office. The State of Virginia allows Businesses and workplaces can set their face-covering policies.

Fully vaccinated people do not need to wear masks in any setting, indoors or outdoors, except in the circumstances below.

- K-12 schools
- Healthcare settings
- Public Transportation - *Examples include, but are not limited to taxi services, ride-sharing services, car services, transit services (Metro, MTA bus service, MARC train service, etc.)*

The State of Virginia recommends following CDC guidelines for unvaccinated, partially vaccinated, or immunocompromised individuals not fully protected by the vaccine. The CDC guidelines are highlighted below.

- You should wear a cloth face covering or mask at any indoor or outdoor public setting, including but not limited to office buildings, gyms, apartment common areas, public transportation, or other establishments.

Resources

[https://www.governor.virginia.gov/media/governorvirginiagov/executive-actions/EO-79-and-Order-of-Public-Health-Emergency-Ten-Ending-of-Commonsense-Public-Health-Restrictions-Due-to-Novel-Coronavirus-\(COVID-19\).pdf](https://www.governor.virginia.gov/media/governorvirginiagov/executive-actions/EO-79-and-Order-of-Public-Health-Emergency-Ten-Ending-of-Commonsense-Public-Health-Restrictions-Due-to-Novel-Coronavirus-(COVID-19).pdf)