

State OSHA Plans, ETS Plans, Vax Policies



STATE	OSHA STATE PLAN?	STATE OSHA ETS?	COVID-19 VAX MANDATE?	PRIVATE EMPLOYEES?	GOV. WORKERS?	GOV. CONTRACTORS?	CUSTOMERS?	PLANS & DESCRIPTIONS
Alabama	NO	NO	NO					
Alaska	YES	NO	NO					
Arizona	YES	NO	NO					
Arkansas	NO	NO	NO					
California	YES	NO	YES	LIMITED	YES	NO	LIMITED	<p><i>(UPDATE) By February 1, 2022: all health care workers and all employees in high-risk congregate settings, including nursing homes, are required to receive a booster. Note that in the interim, all health care staff that have not received their booster must test for COVID-19 twice weekly until they are up to date on their vaccines.</i></p> <p><i>By November 30, 2021: Workers in adult and senior care facilities and those employed in in-home direct care settings must have their first dose of a one-dose regimen or their second dose of a two-dose regimen</i></p> <p><i>By September 30, 2021: Workers in other health care settings must be fully vaccinated, or undergo testing.</i></p> <p><i>By August 23, 2021: State employees and employees in certain health care, long-term care and high-risk congregate settings must be fully</i></p>

								<p><i>vaccinated or undergo testing.</i></p> <p><i>Beginning August 11, 2021: Visitors to certain indoor health-care facilities must be fully vaccinated, or show results of a negative test within 72 hours of the visit.</i></p>
California (Berkeley)	NO	NO	YES	YES	YES	YES	YES	<p><i>By October 15, 2021: All employees, contractors and volunteers who enter the facilities of one of the following businesses must show proof of full vaccination:- Establishments or events where food or drink is served indoors (e.g., restaurants, bars, clubs, and entertainment venues);- Gyms, recreation facilities, yoga studios, dance studios, and other fitness establishments;- Indoor events of 1,000 people or more including school facilities;- Adult care facilities;- Adult day programs;- Dental offices;- Pharmacies;- Home health care workers and entities employing home healthcare workers; and- All public and private childcare facilities.</i></p> <p><i>Beginning September 10, 2021: the businesses addressed in the first three bullets above (e.g., restaurants, gyms) must require all patrons age 12 and older entering any indoor portion of the facility to show proof of full vaccination.</i></p>
California (Los Angeles)	NO	NO	YES	NO	NO	NO	YES	<p><i>Beginning November 8, 2021: patrons (e.g., attendees, customers) entering certain indoor public spaces including shopping malls, restaurants, bars, gyms, movie theaters, sports arenas, museums and nail salons, as well as indoor portions of city facilities must show proof of full vaccination</i></p> <p><i>Beginning November 8, 2021: patrons must show proof of full vaccination or proof of negative COVID-19 test prior to entry into an outdoor large event that is ticketed or held in a defined space with controlled points of entry</i></p>

California (Los Angeles County)	NO	NO	Y	LIMITED	NO	NO	LIMITED	<p><i>Beginning October 7, 2021: attendees ages 12 years and over at outdoor mega events must show proof of full vaccination or a pre-entry negative COVID-19 test result prior to entry. Children under the age of two years are exempt.</i></p> <p><i>Beginning November 4, 2021: employees and patrons of indoor portions of bars, lounges, nightclubs, breweries, wineries, and distilleries ages 12 must be fully vaccinated for entry into the facility.</i></p>
California (San Francisco)	NO	NO	Y	LIMITED	NO	NO	LIMITED	<p><i>By October 13, 2021: Employees in certain high-contact indoor sectors (e.g., bars, restaurants, theaters, indoor gyms) and certain health-care workers must be fully vaccinated</i></p> <p><i>Beginning August 20, 2021: Patrons of such indoor sectors must show proof they are fully vaccinated</i></p>
Colorado	NO	NO	YES	LIMITED	LIMITED	LIMITED	NO	<p><i>By October 31, 2021: Employees, direct contractors, and support staff of licensed healthcare settings must be fully vaccinated. Healthcare facilities are required to hire only fully vaccinated workers after that date. (UPDATE) On December 15, that rule was extended for another 120 days.</i></p> <p><i>By November 14, 2021: Staff members of the Department of Human Services must be fully vaccinated</i></p> <p><i>By October 31, 2021: State contractors and state contractor workers who require access to state facilities must receive their first dose of a two-dose vaccination series by September 30, 2021 and be fully vaccinated</i></p> <p><i>By October 31, 2021: Staff members and other state employees of the Department of Corrections and Department of Public Health and Environment must be fully vaccinated.</i></p>

Colorado (Denver)	NO	NO	YES	LIMITED	YES	YES	NO	<p><i>By September 30, 2021: Employees at the following places must be fully vaccinated:</i></p> <ul style="list-style-type: none"> - The City and County of Denver; - Care facilities; - Hospitals; - Clinical settings; - Limited healthcare settings; - Shelters for people experiencing homelessness, including day and overnight shelters; - Correctional facilities, including jails, detention centers and community corrections sites and residences; - Schools, including post-secondary and higher education; - Childcare centers and services; - Any entity providing home care to patients; and - Any entity providing first responder services.
Connecticut	YES	NO	YES	LIMITED	LIMITED	LIMITED	NO	<p><u>(UPDATE) By February 11, 2022:</u> Employees of all long-term care facilities and state hospitals in the state must receive booster shots</p> <p><u>(UPDATE) January 6, 2022:</u> Governor Announced that Department of Public Health "plans to require that all unvaccinated nursing home staff statewide receive weekly testing for COVID-19."</p> <p><i>By September 27, 2021: All employees working at long-term care facilities must be fully vaccinated unless exempt. All state employees, as well as staff of all childcare facilities must receive at least one dose of a COVID-19 vaccine or, if exempt, test weekly. State hospital and long-term care employees do not have a testing option</i></p>
Delaware	NO	YES	YES	Certain long-term care facilities	YES			<p><i>By September 30, 2021: Staff in certain long-term care and other health care facilities must provide proof of vaccination or undergo regular testing.</i></p> <p><i>By September 30, 2021: State employees must provide proof of vaccination or undergo regular testing.</i></p>
Florida	NO	NO	NO					
Georgia	NO	NO	NO					

Hawaii	YES	YES	YES		YES	YES		By September 13, 2021: State and county employees must be fully vaccinated, or undergo testing. Contractors and visitors at state facilities and on state property must provide their vaccination or testing status prior to entry.
Idaho	NO	NO	NO					
Illinois	YES	PENDING	YES	LIMITED	YES	YES	NO	<p><u>STATE OSHA PLAN</u></p> <p>(UPDATE) On January 13, 2022: Illinois Department of Labor announced that the department is currently analyzing the Supreme Court's decision to stay the OSHA ETS and its impact on state and local government employers and having adopted the OSHA ETS on January 7, 2022</p> <p><u>OTHER PLANS</u></p> <p>(UPDATE) By January 3, 2022: Vax-or-test mandate on people working in licensed day care centers</p> <p>By November 30, 2021: State employees at state-owned or operated congregate facilities as well as to contractors and vendors who work at such facilities must be fully vaccinated. November 18, 2021: State employees at state-owned or operated congregate facilities as well as contractors and vendors who work at such facilities must be vaccinated no later than date.</p> <p>As of October 4: Per governor's announcement, vaccinations will be required for state employees working in state-operated congregate settings, including state prisons and veterans homes</p> <p>By September 19, 2021: Healthcare workers, including workers at public and private nursing homes, must receive the first dose of a two-dose vaccination series or a single-dose vaccination. The second dose of the vaccine must be received by 30 days after the first dose. Workers who do not receive the vaccine must undergo testing</p> <p>As of September 5, 2021: State will require additional individuals to be vaccinated or submit</p>

								<i>to testing at least once a week (schools, healthcare workers, nursing homes). Healthcare workers and nursing home workers must get vaccinated.</i>
Indiana	YES	NO	NO					
Iowa	YES	NO	NO					
Kansas	NO	NO	NO					
Kentucky	YES	NO	NO					
Louisiana	NO	NO	NO					
Louisiana (New Orleans)	NO	NO	YES	LIMITED	NO	NO	LIMITED	<i>By August 16, 2021: Anyone 12 years of age or older, including employees, must show proof of at least one dose of an approved COVID vaccine or negative PCR test within 72 hours to access certain indoor settings, including bars, restaurants, gyms and music halls.</i>
Maine	YES	PENDING REVIEW	YES	LIMITED	LIMITED	LIMITED	NO	<i>By August 16, 2021: Anyone 12 years of age or older, including employees, must show proof of at least one dose of an approved COVID vaccine or negative PCR test within 72 hours to access certain indoor settings, including bars, restaurants, gyms and music halls.</i>
Maryland	YES	NO	YES	NO	LIMITED	LIMITED	NO	<i>By August 16, 2021: Anyone 12 years of age or older, including employees, must show proof of at least one dose of an approved COVID vaccine or negative PCR test within 72 hours to access certain indoor settings, including bars, restaurants, gyms and music halls.</i>
Massachusetts	NO	NO	YES	LIMITED	LIMITED	LIMITED	NO	<i>By August 16, 2021: Anyone 12 years of age or older, including employees, must show proof of at least one dose of an approved COVID vaccine or negative PCR test within 72 hours to access certain indoor settings, including bars, restaurants, gyms and music halls.</i>
Michigan	YES	NO	NO					
Minnesota	YES	PENDING REVIEW	YES	NO	LIMITED	NO	NO	<p><u>STATE OSHA PLAN</u></p> <p><i>(UPDATED) On January 13, 2022: state announced "in light of the stay, MNOSHA will suspect enforcement of the ETS pending future developments."</i></p> <p><u>OTHER PLANS</u></p> <p><i>By September 8, 2021: State agency employees</i></p>

								working in person must show proof of vaccination, or undergo testing.
Mississippi	NO	NO	NO					
Missouri	NO	NO	NO					
Montana	NO	NO	NO					
Nebraska	NO	NO	NO					
Nevada	YES	NO	YES	LIMITED	YES	LIMITED	NO	<p>By November 1, 2021: State of Nevada staff who work with vulnerable populations in state-operated, licensed health care settings or state-operated detention facilities must be fully vaccinated</p> <p>On September 14, 2021: Governor announced that he signed the Board's emergency regulations, to be effective for 120 days</p> <p>By August 15, 2021: State employees must be fully vaccinated by, or undergo testing.</p>
New Hampshire	NO	NO	NO					
New Jersey	YES	NO	YES	LIMITED	YES	LIMITED	NO	<p><u>(UPDATE) January 11, 2022:</u> Governor issued an executive order to keep the vaccination-related orders in full effect</p> <p>By November 1, 2021: Child care workers and facility employees in child care settings must be fully vaccinated or undergo weekly testing.</p> <p>By October 20, 2021: New and potential state contractors must demonstrate all of their employees who enter, work at, or provide services in any state agency location are fully vaccinated or otherwise undergo weekly testing</p> <p>By October 18, 2021: State employees, including those at state agencies, authorities, and public colleges and universities, must be fully vaccinated or undergo testing.</p> <p>By September 7, 2021: Employees in certain state and private health-care facilities and high-risk congregate settings must be fully vaccinated, or undergo testing.</p>

New Mexico	YES	NO	YES	LIMITED	YES	NO	NO	<p><u>(UPDATE) By January 17, 2022:</u> Announced on December 2, 2021 that certain employees (school workers, congregate care facility workers, hospital workers, employees of the Office of the Governor) must receive a booster dose by date or within four weeks of becoming eligible.</p> <p>October 15, 2021: governor issued an order requiring state employees to wear masks and either be vaccinated or undergo weekly testing. Unvaccinated state employees may return to work if they have tested positive and completed any mandatory isolation period. Amends earlier order.</p>
New York	YES	NO	YES	LIMITED	YES	LIMITED	LIMITED	<p>On December 31, 2021: Governor announced that "the Department of Health will extend the mask-or-vax requirements for an additional two weeks."</p> <p>On December 10, 2021: Governor announced that pursuant to the health commissioner's determination, masks will be required to be worn in all indoor public places unless businesses or venues implement a vaccine requirement... the new business and venue requirements extend to both patrons and staff. in effect through January 15, 2022, then revisited.By</p> <p>November 1, 2021: Governor announced on October 5, 2021 a plan to expand the healthcare worker vaccine mandate to include employees who work in certain facilities offering health care to individuals served by the Office of Mental Health and the Office for People with Developmental Disabilities. No test-out option. Show proof of at least the first shot by date.</p> <p>September 6, 2021: State employees must be fully vaccinated or undergo testing. Patient-facing health-care workers at state-run hospitals must be fully vaccinated.</p>

New York (New York City)	NO	NO	YES	LIMITED	LIMITED	YES	LIMITED	<p><i>By December 27, 2021: Private sector employees must receive a first dose of a two-dose vaccination series or a single-dose vaccination</i></p> <p><i>Beginning December 14, 2021: children ages 5 to 11 are required to show proof to indoor dining, fitness, entertainment and performance venues that they received one dose of a COVID-19 vaccine.</i></p> <p><i>By October 29, 2021: City workers, including civilian employees of the Department of Correction (DOC) and uniformed members assigned to healthcare settings, must receive the first dose of a two-dose vaccination series or a single-dose vaccination</i></p> <p><i>- By December 1, 2021: Other uniformed members at DOC must receive the first dose of a two-dose vaccination series or a single-dose vaccination</i></p> <p><i>Beginning August 17, 2021: Employees and customers of a business must show proof of the first dose of a two-dose vaccination series or a single-dose vaccination.</i></p> <p><i>- Beginning December 27, 2021: employees and customers aged 12 and older are required to show proof of two vaccine doses, except for those who have received the Johnson & Johnson vaccine.</i></p>
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North Carolina	YES	PENDING REVIEW	YES	NO	YES	NO	NO	<p><u>STATE OSHA PLAN</u></p> <p>(UPDATE) On January 13, 2022: Following the OSHA ETS ruling, the department stated "[the] North Carolina Department of Labor (NCDOL) will continue to monitor the ruling at this time." The labor commissioner had previously announced that the NCDOL was in the process of reviewing the ETS</p> <p><u>OTHER PLANS</u></p> <p>(UPDATE) On January 4, 2022: Governor announced he plans to extend the order requiring vaccination of state cabinet agency employees; order will grant authority to officials "to include boosters in the definition of fully vaccinated when appropriate"</p> <p>September 1, 2021: All state government employees (cabinet agency) who are not vaccinated will be required to wear masks and undergo weekly testing</p>
North Dakota	NO	NO	NO					
Ohio	NO	NO	NO					
Oklahoma	NO	NO	NO					
Oregon	YES	NOT MOVING FORWARD WITH RULE	YES	LIMITED	YES	YES	NO	<p><u>STATE OSHA PLAN</u></p> <p>(UPDATE) January 13, 2022: Following the OSHA ETS decision, Oregon OSHA announced that they "will continue to monitor federal OSHA activities and respond as needed... however, Oregon OSHA will not move forward with adopting the same or similar standard in Oregon."</p> <p><u>OTHER PLANS</u></p> <p>By October 18, 2021: Executive branch employees must be fully vaccinated by date or six weeks after a COVID-19 vaccine receives full approval from the US Food and Drug Administration, whichever is later. State of Oregon employees will not have a weekly testing option. All health care workers must be fully</p>

								<i>vaccinated by date or six weeks after full FDA approval, whichever is later.</i>
Pennsylvania	NO	NO	YES	LIMITED	LIMITED	LIMITED	NO	<i>By September 7, 2021: Commonwealth employees in state health-care facilities and high-risk congregate-care facilities must be fully vaccinated or undergo testing.</i>
Pennsylvania (Philadelphia)	NO	NO	YES	YES	YES	YES	YES	<p><u>(UPDATE) Starting January 3, 2022:</u> the following requirements apply for establishments that sell food or drink for consumption onsite (e.g., indoor restaurant spaces, bars, movie theaters):</p> <p>(1) Employees must show proof of one dose of a COVID-19 vaccine. - <u>Starting February 3, 2022:</u> employees must show proof they completed their vaccination series (e.g., 2 doses of a Pfizer vaccine series).</p> <p>(2) Patrons must show they completed their vaccination series or a negative COVID-19 test from the last 24 hours. - <u>After January 17, 2022:</u> negative tests will no longer be allowed to enter food establishments.</p> <p>(3) Children aged 5 years and 3 months through 11 must show proof of one dose of a COVID-19 vaccine. - <u>Starting February 3, 2022:</u> children must show proof they completed their vaccination series.</p> <p><i>By September 1, 2021: City employees must be fully vaccinated or they will be required to be double-masked when working in enclosed workspaces with others.</i></p> <p><i>By August 12, 2021: Employees and customers of a business must verify that they are fully vaccinated or wear a mask</i></p>
Rhode Island	NO	NO	YES	LIMITED	LIMITED	LIMITED	LIMITED	<p><i>Effective December 20, 2021: Masking or proof of vaccination will be required of employees and patrons at numerous indoor locations, including entertainment and retail establishments (capacity less than 250 people), manufacturers, and office-based businesses</i></p> <p><i>By October 1, 2021: Employees at state-licensed health-care centers, including state-run hospitals and private facilities, must be fully vaccinated or undergo testing.</i></p>

South Carolina	YES	NO	NO					
South Dakota	NO	NO	NO					
Tennessee	YES	NO	NO					
Texas	NO	NO	NO					
Utah	YES	NO	NO					
Vermont	YES	PENDING REVIEW	YES	NO	YES	NO	NO	<p><u>STATE OSHA PLAN</u></p> <p>(UPDATE) January 13, 2022: Following the OSHA ETS decision, Vermont announced that "[the] Vermont Occupational Safety and Health Administration (VOSHA) program will await any further guidance from federal partners, but will not take any additional steps at this time."</p> <p><u>OTHER PLANS</u></p> <p>By September 15 2021: all state employees are required to attest to their vaccination status, or be subject to weekly testing</p> <p>Reported August 10, 2021: governor announced that state employees who work with vulnerable populations (correctional facilities, veterans' homes, psychiatric hospitals) must either be fully vaccinated or face regular testing</p>
Virginia	YES	PENDING REVIEW	YES	NO	YES	LIMITED	NO	<p><u>STATE OSHA PLAN</u></p> <p>As of December 21, 2021: Officials in the process of reviewing the ETS and will meet in January or early February to consider the OSHA ETS after the Supreme Court decision</p> <p><u>OTHER PLANS</u></p> <p>By September 1, 2021: Executive branch employees and state contractors who enter the workplace or have public-facing work duties must show proof they are fully vaccinated or undergo testing</p>

Washington	YES	NO	YES	LIMITED	YES	LIMITED	NO	<p>November 24, 2021: governor announced the release of an amended proclamation that applies to 24/7 facilities that provide care to individuals, and include, but are not limited to, acute care, long-term care, corrections, rehabilitation, and behavioral health in-patient facilities. The amended allows the facilities to use services of contractors whose full vaccination status has not been verified in very narrow and limited circumstances</p> <p>October 18, 2021: State employees and health-care employees in private sector health care and in long-term care settings, and early learning and child care programs must be fully vaccinated. On-site contractors who contract with the Office of the Attorney General, the Office of the Commissioner of Public Lands and the Department of Natural Resources, and the Office of Insurance Commissioner, the Office of the Lieutenant Governor and the Office of Superintendent of Public Instruction must be fully vaccinated.</p>
Washington, DC	YES	NO	YES	LIMITED	YES	YES	NO	<p>On December 20, 2021: Employees, contractors, interns, and grantees of the Government of the District of Columbia are required to be vaccinated and boosted</p> <p>By September 30, 2021: All health care workers in the District of Columbia must have received at least the first dose of Pfizer or Moderna or one dose of Johnson & Johnson COVID-19 vaccine.</p>
West Virginia	NO	NO	NO					
Wisconsin	NO	NO	NO					
Wyoming	YES	NO	NO					