



Wednesday, July 29, 2020

Employer Mask Mandate

Yesterday, the District Council approved the "Protecting Businesses and Employees from COVID-19 Emergency Act of 2020." This bill requires employers to adopt and implement social distancing policies that also require employers to provide masks to employees.

The bill aligns with Mayor Bowser's previous emergency order that requires everyone in the District to wear masks in public spaces, as well as requiring employers to provide masks to their employees. Face coverings can be either disposable or reusable cloth masks.

Employers are prohibited from taking any form of retaliatory action against any employee for any of the following reasons:

- Testing positive for COVID-19;
- Refusing to work with a customer that does not social distance or wears a mask;
- Needs to quarantine after exposure to COVID-19;
- Is sick and awaiting results from a test for COVID-19; or
- Needs to stay home to take care of a family member that is sick or quarantined due to COVID-19.

Employers can prohibit an employee from entering the workplace until they are medically cleared to return. Employers are also permitted to establish policies that require employees to report a positive test. For more further details on the the Mayor's Mask Order, please click [here](#).

Regards,

Lisa

Lisa Abrams
Vice President of Government Affairs
Hotel Association of Washington, D.C.
1225 New York Avenue, NW Suite 250
Washington, DC 20005
(202) 289-4448 Direct
(202) 289-8869 Fax
