

HR Tracker, ¶46,823, Tennessee governor implements stay at home order, except for essential services — STATE LAW, (Apr. 2, 2020)

Tennessee Governor Bill Lee on March 30, 2020, issued Executive Order 22, implementing safer at home guidelines in every Tennessee county to further mitigate the spread of COVID-19. The order is in effect as of Tuesday, March 31 at 12:01 a.m. CDT and extend to April 14, 2020 at 11:59 p.m. CDT. This is not a mandated shelter in place, but instead urges Tennesseans who are in non-essential roles to remain at home.

Executive Order 22 restricts businesses that cannot safely operate during COVID-19 including businesses like barber shops, salons, recreational and entertainment outfits. It also provides for the continuation of essential businesses throughout every county to protect the economy.

Under the Order, All persons in Tennessee are urged to stay at home, except when engaging in an essential activity or essential services, as outlined in the Order.

Businesses and organizations that do not provide essential services shall not be open for access or use by the public or its members. Such businesses and organizations are encouraged to provide delivery, including delivery curbside outside of the business or organization, of online or telephone orders, to the greatest extent practicable, and persons are encouraged to use any such options to support such businesses during the emergency.

Essential activities and services are to be limited in frequency, and persons are to follow the Health Guidelines to the greatest extent practicable.

For offices, workplaces, and businesses that remain open as permitted in the Order, employers must take steps to the greatest extent practicable to equip and permit employees to work from home. Employees and customers are to practice good hygiene and observe Health Guidelines advised by the President and the CDC to reduce the spread of COVID-19.

Employers, through supervisors and management personnel, must not allow or require an employee who the employer knows has tested positive for COVID-19 to report to work until that person has satisfied the conditions for discontinuing home isolation under CDC guidelines.

Nothing in this Order prevents an employer from encouraging, allowing, or requiring an employee to work remotely or via telework as a method of conducting essential services, where practical.

Essential activities are outlined in the order and include such activities as seeking emergency services and medical care services; obtaining services and supplies such as groceries; engaging in outdoor activities following health guidelines; caring for or visiting a family member, friend or pet in another household, following health guidelines; providing, facilitating or receiving delivery or curbside carry-out deliver of online or telephone orders; visiting a house of worship or attending a wedding or funeral, following health guidelines (but public celebration of weddings and funerals should be postponed or attended only by close family members); or engaging in essential travel.

All critical infrastructures are to remain operational and government entities and businesses will continue to provide important and essential services.

For further information on COVID-19, see the Tennessee Department of Health website.

Source: State of Tennessee, Office of the Governor, COVID-19 Bulletin No. 8, March 30, 2020.