

# Business Guide to Mask Mandate

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**STAY SAFE MN**



# Types of Face Coverings

## DO choose masks that



Have two or more layers of washable, breathable fabric



Completely cover your nose and mouth



Fit snugly against the sides of your face and don't have gaps

## Caution: Gaiters & Face Shields



Evaluation is on-going but effectiveness is unknown at this time



Evaluation is on-going but effectiveness is unknown at this time

## Special Situations: Children



If you are able, find a mask that is made for children



If you can't find a mask made for children, check to be sure the mask fits snugly over the nose and mouth and under the chin



Do NOT put on children younger than 2 years old

## DO NOT choose masks that



Are made of fabric that makes it hard to breathe, for example, vinyl



Have exhalation valves or vents, which allow virus particles to escape



Are intended for healthcare workers, including N95 respirators or surgical masks



# How Masks Work

- <https://youtu.be/dbAzUUtqbiU>



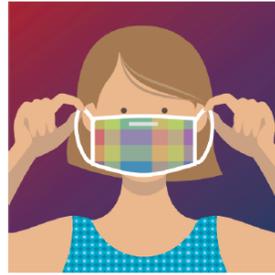
# How to Safely Wear Your Mask



**Step 1:** Wash or sanitize your hands.



**Step 2:** Make sure the top of the mask is over your nose and the bottom is under your chin.



**Step 3:** Place the mask over your nose and mouth before you use the ear straps or tie it behind your head.



**Step 4:** Move the mask around so it covers nose, mouth, and chin completely.



**Step 5:** The tops of some masks can bend. Press your fingers on the top of the mask to make them fit tight around your nose.



**Step 6:** Do not touch the mask while wearing it. Use the mask ear straps or ties if you need to make it fit better.



**Step 7:** Use the mask ear straps or ties to take it off. Do not touch the front.



**Step 8:** Throw away if mask is disposable.



**Step 9:** Wash your mask by machine or by hand before you use it again.

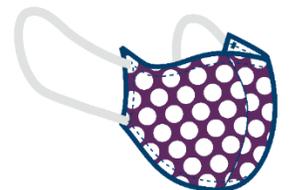


**Step 10:** Wash or sanitize your hands again.

# Executive Order 20-81

- **Face Covering Requirements and Recommendations**
- As of July 25, 2020, per the [Governor's Executive Order 20-81](#),
- People in Minnesota are required to wear a face covering in all indoor businesses and public indoor spaces, unless alone.
- Additionally, workers are required to wear a face covering when working outdoors in situations where social distancing cannot be maintained.

Wear a Mask



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# Why is there a state mandate?



**MASKS REQUIRED**

IN ALL PUBLIC INDOOR SPACES

# People exempted from the face covering requirement

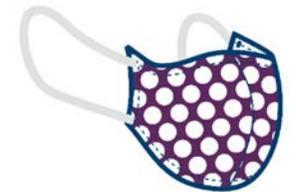
- Children under age 2 years must not wear face coverings. Children between the ages of 2 and 5 years old are not required to wear face coverings, but are encouraged to wear a face covering when in public if they can do so (without touching or removing the face covering).
- People who have medical or other health conditions, disabilities or mental health, developmental, or behavioral needs that make it difficult to tolerate wearing a face covering.
- Any person who has trouble breathing, is unconscious, sleeping, incapacitated, or is otherwise unable to remove the face covering without assistance.
- People at their workplace when wearing a face covering would create a safety hazard to the person or others as determined by regulators or workplace safety guidelines.
- Alternatives such as clear face shields may be considered for those with health conditions or situations where wearing a mask is problematic. Face shields may also be used as an alternative to face coverings when specifically permitted in the applicable Industry Guidance available at [Stay Safe Minnesota](#).



# When it is required to wear a face covering

- In all indoor businesses and public indoor spaces, including when waiting outside to enter the public indoor space or business.
- When riding on public transportation – buses, trains, taxi, ride-sharing vehicle, or vehicle that is being used for a business purpose.
- For workers only: when working outdoors in situations where social distancing cannot be maintained.
- In a business, whether indoor or outdoor, that has additional face covering requirements. Businesses are allowed to require face coverings in situations where face coverings are not otherwise required by Ex Order 20-81.

Wear a Mask



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# When a face covering is not required

- When at home or in an assigned room or living unit in a place of temporary lodging (e.g., hotel room) or other place whether a person may reside short- or long-term (e.g., shelter, dormitory, residential treatment facility, long-term care facility, correctional facility).
  - However, workers who enter a person's home or assigned living unit for purposes of their job must wear face coverings when doing so. When in a private vehicle being used for private (i.e., non-business) purposes.
- When outdoors or participating in outdoor recreation (e.g., exercising, walking, gardening) for private purposes.
  - However, workers are required to wear face coverings when working outdoors in situations where social distancing cannot be maintained.

# When a face covering can be temporarily removed



## Masks and Face Coverings

- While eating or drinking.
- When someone asks to verify identity for lawful purposes, such as when ordering an alcoholic beverage.
- When participating in an activity in which the face covering will get wet. For example, when swimming.
- While communicating with someone who is deaf or hard of hearing, or who has a medical condition, disability, or mental health condition that makes communication while wearing a mask difficult.
- While receiving a service—dental or medical examination or procedure, or personal care service
- When alone, such as when working in an office or a cubicle with walls higher than face level when social distancing is maintained, in an enclosed indoor area, in a vehicle, or in the cab of heavy equipment or machinery.
- When participating in organized sports where the level of exertion makes wearing a face covering difficult.
- When participating in indoor physical exercise—such as in a gym or fitness center
- When testifying, speaking, or performing in an indoor business or public indoor space, in situations or settings such as theaters, news conferences, legal proceedings, governmental meetings subject to the Open Meeting Law (Minnesota Statutes 2019, Chapter 13D), presentations, or lectures.
- During practices or performances in an indoor space when a face covering cannot be used while playing a musical instrument.

# When it is strongly recommended (not required) to wear a face covering

- Outdoor business or public outdoor space when it is not possible to maintain 6 feet of physical distance from others
- Private social gatherings—when visiting in a private home with friends or relatives that do not reside in the same household
- At home, for individuals experiencing symptoms of COVID-19.
- Participation in organized sporting activities, if wearing a face covering is safe and practical.
- At home or in a private vehicle with someone not a member of the same household is present.



# Businesses' obligations under the Executive Order

## Under Executive Order 20-81, businesses must:

- Require all people, including their workers, customers, and visitors, wear face coverings and take reasonable steps to enforce the requirement.
- Mitigate or eliminate worker and customer exposure to people who cannot wear or refuse to wear a face covering.
- Post signs that are visible to all people—including workers, customers, and visitors—instructing them to wear face coverings.
- Provide accommodations to people, who state they have a health condition, or disability and cant wear a mask. Accommodations—a face shield, provide service options that do not require a customer to enter the business.





# Businesses' obligations under the Executive Order

## Executive Order 20-81 does not:

- Require businesses or their workers to enforce face covering requirements when it is unsafe to do so.
- Authorize businesses to restrain, assault, or physically remove workers or customers who refuse to comply with Executive Order 20-81 when it would not otherwise be legal to do so.
- Authorize businesses and their workers to violate other laws, including anti-discrimination laws.



# Industry-Specific Guidance

- Restaurants and Bars
- Personal Care and Salons
- Retail Businesses
- Grocery and Convenience Stores
- Places of Worship
- Outdoor Recreation Entities
- Entertainment
- School and Child Care
- Behavioral Health and Disability
- Health Care Facilities
- Food and Agriculture
- Construction
- Manufacturing
- Organized Sports
- Gyms, Studios, and Fitness Centers
- Transportation, Delivery
- Custodial and Janitorial

<https://staysafe.mn.gov/industry-guidance/index.jsp>



# What to do when a customer claims to be exempt from the mandate?

- Businesses may not require proof of the condition or disability, or require customers or visitors to explain the nature of their condition or disability.
- Provide accommodations to customers and visitors who are unable to wear a face covering.
  - Offering curbside or other contactless pick up options;
  - Permitting the customer to wear an alternative face covering (e.g., a face shield);
  - Implementing a protocol that ensures strict social distancing is maintained between customers and workers at all times while the customer is indoors.



# What to do when a customer claims to be exempt from the mandate?

- If the business cannot reasonably accommodate a customer who is unable to wear a face covering or an alternative in a way that minimizes or eliminates potential exposure to others,
- Or if the customer refuses the accommodations,
- The business is allowed to and should refuse service to the customer.

A decorative horizontal bar at the top of the slide, consisting of a brown segment on the left and a dark blue segment on the right, separated by a white curved line.

**Can a business allow a customer or visitor into their store or workplace if the customer or visitor cannot wear a face covering due to a medical or mental health condition or disability?**

A decorative horizontal bar at the top of the slide, consisting of a brown segment on the left and a dark blue segment on the right, separated by a curved transition.

**What should a business do when a worker claims to be exempt from the face covering mandate?**

A decorative horizontal bar at the top of the slide, consisting of a gold-colored segment on the left and a dark blue segment on the right, separated by a curved transition.

**What should a business do when customers or workers refuse to comply with face covering requirements?**

A decorative horizontal bar at the top of the slide, consisting of a brown segment on the left and a dark blue segment on the right, separated by a white curved line.

**Can a worker refuse to perform job duties if a customer is not wearing a face covering?**

A decorative horizontal bar at the top of the slide, consisting of a brown segment on the left and a dark blue segment on the right, separated by a white curved line.

**Who provides and pays for the face covering if workers have to wear them?**



# How will authorities determine if my business is compliant?

**The Executive Order states that a business is in compliance if:**

- Workers are wearing face coverings as required
- Updated COVID-19 preparedness plan addresses face coverings
- Posted signs visible to all workers, customers, and visitors
  - instructing them to wear face coverings
  - indoors (all people)
  - outdoors (workers only) where social distancing cannot be maintained
- Business makes reasonable efforts to enforce the face covering requirements with respect to customers and visitors.

# What's the penalty for not wearing a face covering?

- Petty misdemeanor citation and a fine of up to \$100.
- Businesses may be subject to criminal charges
  - Misdemeanor up to \$1,000 fine, and not more than 90 days in jail
  - Civil enforcement and fines up to \$25,000
  - Regulatory enforcement (e.g., actions by government authorities that license or regulate the business).
- Goal - Minnesotans will voluntarily comply.



# Where to report concerns with compliance or ask questions

- **Report Violations by Businesses:** Contact local law enforcement or one of the agencies listed below.
- **Questions or report violations of this Executive Order that relate to worker health and safety:** Contact Department of Labor and Industry [osha.compliance@state.mn.us](mailto:osha.compliance@state.mn.us) 651-284-5050 or 1-877-470-6742.
- **Questions about Returning to Work:** Contact Department of Employment and Economic Development <https://mn.gov/deed/newscenter/covid/safework/returning/>
- **Report violations by restaurants and food service establishments, pools, or lodging services:** [www.health.state.mn.us/communities/environment/food/license/complnt.html](http://www.health.state.mn.us/communities/environment/food/license/complnt.html)
- **Report Discrimination** in relation to this Executive Order: Contact the Minnesota Department of Human Rights at 1-833-454-0148 <https://mn.gov/mdhr/intake/consultationinquiryform/>
- **For general questions about face covering requirements or COVID-19:** Contact the Minnesota Department of Health by phone at 651-297-1304 or 1-800-657-3504, or submit an inquiry using the online form. <https://staysafe.mn.gov/contact-us/>

Together,  
as One Minnesota,  
we can save lives.

STAY SAFE MN

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# Consider Training Workers About:

- The basics of COVID-19 and how it spreads.
- Their risk of exposure on the job.
- Appropriate cleaning and disinfection.
- Measures being taken to protect them from exposure.
- What employees should do if they are sick.



**Feeling Sick?**

**Stay home when you are sick!**

If you feel unwell or have the following symptoms  
**please leave the building and contact your health care provider.**  
Then follow-up with your supervisor.

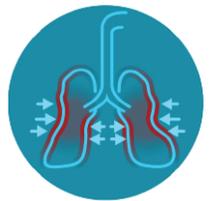
**DO NOT ENTER if you have:**



**FEVER**



**COUGH**



**SHORTNESS OF BREATH**



[cdc.gov/CORONAVIRUS](https://www.cdc.gov/CORONAVIRUS)

# Recommendations

- Advertise business protocols, advising customers of the added COVID-19 precautions prior to their arrival.
- Use websites, social media, pre-reservation phone calls and confirmations to educate customers on the steps being taken for their protection and the protection of workers.

Please read before entering.

## IF YOU HAVE



Please call our office before coming inside.  
Clinic Phone # \_\_\_\_\_

The clinic staff may ask you to wear a mask or use tissues to cover your cough.

**Thank you for helping us keep our patients and staff safe.**



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[cdc.gov/coronavirus](https://cdc.gov/coronavirus)

# Posters and Signs

- [www.health.state.mn.us/diseases/coronavirus/materials/index.html#posters](http://www.health.state.mn.us/diseases/coronavirus/materials/index.html#posters)
- <https://mn.gov/covid19/media/share-message/for-businesses/index.jsp>





# Keep it up, Minnesota!

①



Wash your  
hands

②



Get tested  
when sick

③



Stay 6 feet  
from others

④



Wear a  
mask

⑤



Stay home  
when able

⑥



Work from  
home when able

# Where can I get more information?

- **CDC COVID-19** [www.cdc.gov/coronavirus](http://www.cdc.gov/coronavirus)
- **MN Department of Health COVID-19**  
[www.health.state.mn.us/diseases/coronavirus](http://www.health.state.mn.us/diseases/coronavirus)
- **MN COVID-19 – Stay Safe MN** [www.mn.gov/covid19](http://www.mn.gov/covid19)
- **Horizon Public Health** [www.horizonpublichealth.org](http://www.horizonpublichealth.org)

# Contact Information:



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