COLORADO
Governor Jared Polis

D 2020 013

EXECUTIVE ORDER

Ordering Colorado Employers To Reduce In-Person Workforce by Fifty Percent Due to the Presence of COVID-19 in the State

Pursuant to the authority vested in the Governor of the State of Colorado and, in particular, pursuant to Article IV, Section 2 of the Colorado Constitution and the relevant portions of the Colorado Disaster Emergency Act, C.R.S. § 24-33.5-701 *et seq.* (Act), I, Jared Polis, Governor of the State of Colorado, hereby issue this Executive Order ordering Colorado employers to reduce in-person work requirements by fifty percent for non-critical workplaces due to the presence of coronavirus disease 2019 (COVID-19) in the State.

I. Background and Purpose

On March 5, 2020, the Colorado Department of Public Health and Environment's (CDPHE) public health laboratory confirmed the first presumptive positive COVID-19 test result in Colorado. Since then, the number of confirmed cases has continued to climb, and we have evidence of community spread throughout the State. I verbally declared a disaster emergency on March 10, 2020, and issued the corresponding Executive Order D 2020 003 on March 11, 2020.

My administration, along with other state, local, and federal authorities, has taken a wide array of actions to mitigate the effects of the pandemic, prevent further spread, and protect against overwhelming our health care resources.

The economic impacts of COVID-19 are significant, and threaten to undermine the economic stability of many Coloradans and local businesses. The risk of contamination posed by COVID-19 has necessitated closure of multiple businesses. Employers and employees in virtually all sectors of the economy have been hard hit.

We must take action to minimize this disruption to our economy by increasing distancing at work. The virus that causes COVID-19 is spread by close contact between people and through respiratory droplets when an infected person coughs or sneezes. Public health experts recommend we practice "social distancing," or maintaining physical distance of six (6} feet or more from other people, as a way to slow the spread of COVID-19.

This Executive Order requires Colorado employers to reduce their in-person work forces by fifty percent, and orders the Executive Director of the Colorado Department of Public Health and Environment (CDPHE) to issue a public health order defining critical

emergency personnel, infrastructure, government functions, and other activities that are exempt from the directives in this Executive Order.

II. Directives

A. Effective Tuesday, March 24, 2020, I direct all Colorado employers to reduce in-person work that takes place outside a private residence, except as permitted under this Executive Order, by at least fifty (50) percent.

B. I direct all Colorado employers to implement tele-work or other work from borne capabilities to the greatest extent possible. If tele-work or work from home is not practical or possible, I encourage employers to stagger work schedules to reduce the proximity of workers during work hours and to keep employees on payroll as we endure this temporary disruption to commerce together.

C. I direct the Executive Director of the Colorado Department of Public Health and Environment to issue a public health order consistent with the directives in this Executive Order.

i. Certain employers must continue to function at full capacity during regular business hours to provide goods and services critical to our response to the COVID-19 epidemic emergency. The public health order must therefore identify:

a. emergency personnel and infrastructure necessary to ensure continuity of critical healthcare, government functions, public safety, manufacturing, and supply chain operations; and

b. authorized businesses exempt from this Executive Order.

D. This Executive Order does not apply to any employer that can certify that employees are no closer than six feet from one another during any part of their work hours. f direct CDPHE to develop and issue a certification method, with appropriate penalties for supplying false information that allows employers to demonstrate that they are in compliance with this directive.

III. Duration

This Executive Order remains in effect until Friday, April 10th, 2020 unless rescinded or modified by further Executive Order.

GIVEN under my hand and the Executive Seal of the State of Colorado, this twenty-second day of March, 2020.

Jared Polis
Governor