



November 2020

Mandatory COVID-19 Workplace Safety Standards for N.J. Employers

On October 27, 2020, Governor Phil Murphy signed [Executive Order #192](#) which requires all New Jersey public and private employers institute mandatory health and safety protocols to protect workers and their families from COVID-19 exposures.

“New Jersey becomes the only state to leverage its public sector-only jurisdiction to protect workers in the private sector from COVID-19. We now have the essential tools and resources we need to ensure businesses are operating safely, and our economy is moving forward,” **said Labor Commissioner Robert Asaro-Angelo**. “By protecting New Jerseyans in the workplace, we are lessening the health risks to families and communities.”

The Executive Order will require both private and public sector employers to follow health and safety protocols. The Order mandates that as of 6:00 a.m. on November 5, all employers, at minimum, require employees and employers to:

- Maintain at least six feet of distance from others to the maximum extent possible;
- Require employees and visitors to wear masks when entering the worksite, subject to certain limited exceptions.
- Provide approved sanitization materials to employees and visitors at no cost to those individuals;
- Ensure that employees practice hand hygiene and provide sufficient break time for that purpose;
- Routinely clean and disinfect all high-touch areas in accordance with DOH and CDC guidelines;
- Conduct daily health checks, such as temperature screenings, visual symptom checking, self-assessment checklists, and/or health questionnaires, prior to each shift, consistent with CDC guidance;
- Exclude sick employees from the workplace and follow requirements of applicable leave laws; and
- Promptly notify employees of any known exposure to COVID-19 at the worksite.

The Department of Labor and Workforce Development will collaborate with the Department of Health’s efforts to address worker complaints from their employers. NJDOL will establish an electronic form to receive complaints and develop a protocol to review complaints.

The Executive Order also directs NJDOL to provide compliance and safety training for employers and employees. The Department will provide materials to inform workers of their rights and businesses of their obligations as well as coordinate with workforce training partners to create and provide training.

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