

Reopening Requirements New Hampshire



The following guidelines apply to businesses and organizations that have been deemed essential and remained open during the “Stay at Home Order” and those that are re-opening all or a portion of their operations under Governor Sununu’s [Stay at Home 2.0 Order](#).

Health Screenings: Employers must develop a process for screening all employees reporting for work for COVID-19 related symptoms.

- Identify a location and assign a person who will screen each employee every day before they enter the workplace by asking the following questions
 - Have you been in close contact with a confirmed case of COVID-19?
 - Have you had a fever or felt feverish in the last 72 hours?
 - Are you experiencing any respiratory symptoms including a runny nose, sore throat, cough, or shortness of breath?
 - Are you experiencing any new muscle aches or chills?
 - Have you experienced any new change in your sense of taste or smell?
- Document the temperature of all employees daily before their shift with a non-touch thermometer. If this is not possible, temperatures can be taken at home as long as it can sufficiently be authenticated by the employee. Normal temperature should not exceed 100.0 degrees Fahrenheit.
- Employees who exhibit COVID-19 symptoms (answers “yes” to any of the screening questions or who is found to have a fever) must leave the premises immediately and seek medical advice
- Employers must maintain the confidentiality of employee health information
- Employers must not make determinations of health risk or health status based on race or country of origin

Hygiene & PPE: Employers must strongly promote frequent hand hygiene and alcohol-based hand sanitizer must be made readily available in frequently visited locations for both employees and customers.

- Implement workplace cleaning and disinfection practices with regular sanitation of high-moderate touch surfaces at least every two hours, and worker protections and training prior to assigning cleaning tasks
- Support the use of cloth face coverings in areas where social distancing is difficult to maintain

Workplace Policies: Review policies to ensure they are consistent with public health recommendations and state and federal workplace laws. That includes maintaining flexible, non-punitive policies that permit employees to stay home if ill or to care for a sick family member.

- Remind employees of the provisions of the federal Families First Coronavirus Response Act, which allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 symptoms

In addition, each business should refer to the [industry-specific guidelines](#) for conditions that must be met in order to re-open.

Acadia Insurance is pleased to share this material with its customers. Please note, however, that nothing in this document should be construed as legal advice or the provision of professional consulting services. This material is for general informational purposes only, and while reasonable care has been utilized in compiling this information, no warranty or representation is made as to accuracy or completeness.

Updated as of: 05/29/2020