



What Indiana Employers Need to Know

On May 1, 2020, the Governor of Indiana, Eric Holcomb, signed into law Executive Order 20-26 for the Roadmap to Reopen Indiana for Hoosiers, businesses, and state government.

The Executive Order spells out specific requirements for all businesses and entities in Indiana. The requirements are as follows:

Executive Order 20-26 states:

“On or before May 11, 2020, all Hoosier employers shall develop a plan to implement measures and institute safeguards to ensure a safe environment for their employees, customers, clients, and members. The plan shall be provided to each employee or staff and posted publicly. The plan shall address, at a minimum, the following points:

1. instituting an employee health screening process;
2. employing enhanced cleaning and disinfecting protocols for the workplace, including regularly cleaning high-touch surfaces;
3. enhancing the ability of employees, customers, and clients to wash hands or take other hygiene measures such as hand sanitizer;
4. complying with the social distancing requirements established by the CDC, including maintaining six-foot social distancing for both employees and members of the general public when possible and/or employing other separation measures such as wearing face coverings or using barriers.”

In addition, Executive Order 20-26 encourages additional guidance for all businesses and employers and are as follows:

1. Allow workers to work from home by implementing policies regarding teleworking and video conferencing.
2. Ensure sick leave policies are up to date, flexible and non-punitive to allow sick employees to stay home to care for themselves, children, or other family members.
3. Actively encourage sick employees to stay home until they are free of fever (without the use of medication) for at least 72 hours (three full days).
4. Promptly separate employees who appear to have acute respiratory illness symptoms from other employees and send them home immediately.
5. Reinforce key messages to all employees regularly (including stay home when sick, use cough and sneeze etiquette, and practice hand hygiene), and place posters in areas where they are most likely to be seen. Provide protection supplies such as soap and water, hand sanitizers, tissues, and no-touch disposable receptacles for use by employees.



6. Frequently perform enhanced environmental cleaning of commonly touched surfaces, such as workstations, countertops, railings, door handles, and doorknobs.
7. Be prepared to change business practices, if needed, to maintain critical operations.

The governor has directed:

- The Indiana Occupational Safety and Health Administration (IOSHA) to take all available administrative and enforcement action against businesses and entities for failing to comply with workplace safety.
- The Enforcement Response Team (comprised of state law enforcement agencies) and all other agencies with sworn officers to make their officers available to assist in enforcing this executive order.
- The Enforcement Response Team in conjunction with the Indiana State Department of Health (ISDH) and/or local boards of health to take all available administrative and enforcement action against businesses and entities for failing to comply with restrictions and other public health requirement in this executive order.

Administrative and Enforcement Actions:

1. Verbal order to cease unsafe practice.
2. Order issued to cease unsafe practice.
3. Oder issued to close business entity
4. Report sent to Secretary of State and,
 - a. to any relevant licensing, permitting, or certifying board, commission, or other entity for consideration of revocation proceedings and,
 - b. referred to local prosecuting attorney.

The enforcement will be led by the Chairman of the Indiana Alcohol & Tobacco Commission (ATC).

Source: [Indiana Executive Order 20-26](#)