

*This publication includes information as of June 10, 2020.
Please also monitor nyc.gov/workers*

Reopening NYC: What Workers Need to Know

Beginning Monday, June 8, 2020, as part of Phase 1, the following businesses can reopen in New York City:

- Agriculture, Forestry, Fishing and Hunting
- Construction
- Manufacturing
- Retail
Curbside or in-store pickup or drop off only
- Wholesale Trade

Retail businesses that can reopen for curbside or in-store pickup or drop off only include stores that sell:

- Clothing
- Electronics and appliances
- Flowers
- Furniture and home furnishings
- General merchandise
- Health and personal care items
- Jewelry, luggage, and leather goods
- Lawn and garden supplies
- Office supplies, stationery, and gifts
- Shoes
- Sporting goods, hobby supplies, musical instruments, and books
- Used merchandise

If you work at a covered business, below are just some of the requirements your employer must follow. Detailed industry-specific guidance is on forward.ny.gov.

What Your Employer Must Do and You Should Expect When Business Reopens

- **Post a safety plan at your worksite where you can see it.**
- **Conduct an employee health screening every day.** You should stay home if sick or go home if you become sick at work.
- **Give you and your coworkers free face coverings and provide replacements.** You must stay at least 6 feet from others and wear a face covering or mask if you are less than 6 feet from others.
- **Provide and maintain hand hygiene stations for personnel,** including handwashing with soap, water, and paper towels, as well as an alcohol-based hand sanitizer containing 60% or more alcohol for areas where handwashing is not feasible.
- **Regularly clean shared equipment and frequently touched surfaces.**
- **Post signs and put tape or other markers to show people where to stand.**
- **Require customers to wear a face covering when they are less than 6 feet from others.** Your employer may set stricter rules for customers about wearing face coverings, including refusing service for those not wearing face coverings.

Workplace Laws

The NYC Department of Consumer and Worker Protection (DCWP) created the publication [Update about Workplace Laws as NYC Seeks to Stop the Spread of the New Coronavirus \(COVID-19\)](#) available at nyc.gov/dcwp. The publication includes detailed information about sick leave, including an overview of City, state, and federal laws relating to COVID-19; below is some additional information.

Returning to Work after Testing Positive for COVID-19 or Exhibiting Symptoms	For the latest guidance, visit nyc.gov/health for: RESTART NYC Guidance is industry-specific.
COVID-19 Paid Sick Leave Documentation for Employers (Mandatory Isolation Order)	Visit nyc.gov/health and search for: Paid Sick Leave Commissioner's Order Paid Sick Leave Order FAQ
Reasonable Accommodation / Discrimination Laws (Leave Time)	Employers have an obligation under New York City and New York State Human Rights Laws and the Americans with Disabilities Act to provide reasonable accommodations for employees with disabilities. Leave time is a form of reasonable accommodation. These discrimination laws do not require employers to provide leave with pay, but they may require employers to allow more unpaid leave time than they normally provide under their policy (and more than is required under the Family and Medical Leave Act) if it would not cause employers undue hardship. It is a violation of the NYC Human Rights Law to harass or discriminate against employees because they have or may have a disability such as COVID-19.

City Resources

Worker Protection Hotline: Call 311 or 1-212-436-0381 with questions about reopening, health and safety guidelines for the workplace, or to report an employer that is not following reopening requirements.

COVID-19 Citywide Information Portal at nyc.gov/coronavirus: Get the latest updates from the City, including information about:

- [Free COVID-19 testing](#)
- [COVID-19 symptoms and what to do when sick](#)
- [COVID-19 Hotel Program](#) (If you have COVID-19 or live with someone who does and cannot isolate at home, you may be able to stay in a hotel at no charge.)

Free or low-cost health care: Call 311 for assistance.

NYC Well (confidential 24/7 help line if you need to talk with someone):

- Call 1-888-NYC-WELL (1-888-692-9355).
- Text "WELL" to 65173.
- Chat online at nyc.gov/nycwell