

Executive Order D 2020-044 Directives

Colorado Department of Higher Education (CDHE)

Directive A shuts down public schools for the academic year. Buildings may be used for narrow purposes.

Directive B tells CDHE to determine which postsecondary programs may have limited in-person interactions (trade and vocational).

Governor Polis to Employers and Employees

Directives C and E state ‘vulnerable individuals’ and those who are sick are still under Stay-at-Home.

Directive D defines ‘vulnerable individual’ as 65 or older, chronic lung disease or asthma, heart conditions, immunocompromised, pregnant, or determined high risk by a healthcare provider.

Directive F directs employers to accommodate workers with children or those living with a vulnerable individual to telecommute or remote work.

Colorado Civil Rights Division and Colorado Department of Regulatory Affairs (DORA)

Directive G prevents discrimination of anyone coming into contact with someone who tested positive or showing symptoms of COVID-19. Provides accommodation for such workers.

Colorado Department of Public Health and Environment (CDPHE)

Directive H directs CDPHE to create a new PHO 1) mandating masks, 2) limiting essential travel to within 10 miles from the home, 3) prohibiting gatherings of 10 or more, 4) strongly encouraging businesses to allow telecommuting, 5) to accommodate for vulnerable individuals and those with parenting responsibilities, 6) permit curbside retail and in-person by May 1, 7) allow up to 50% employees of non-critical commercial business to return on May 4, and 8) set up temperature check and closure of common areas for employers of over 50 persons.

Directive I calls on CDPHE to create new distancing requirements, redefine vulnerable individual, and define operational requirements for all retail (critical and non-critical).

Colorado Department of Labor and Employment (CDLE)

Directives J and K mandates new rules from CDLE to ensure 1) extend paid sick leave (up to 2/3) for 14 days for those with symptoms OR positive test; and 2) ensure vulnerable individuals won’t lose unemployment benefits for refusing to return to work.

Directive L defines certain terms as they were defined in previous Public Health Orders, meaning our current understanding of terms should not change. This includes “minimum basic operations”, “critical retail”, and “stay at home”. Definitions may change with the forthcoming Public Health Order.

Full Force and Effect

Directives M, N, and O creates a hard floor for re-opening, permitting counties to issue stricter orders, but prohibiting counties from issuing more lenient standards – unless approved by the Colorado Department of Public Health and Environment.