

## NJ Governor Murphy Signs Executive Order 192 in Response to Latest Spike in COVID-19 Cases: New Protective Workplace Requirements for Employers Are Effective November 5

On October 28, 2020, New Jersey Governor Phil Murphy signed Executive Order 192, which will impose a series of workplace protections in response to an increase in COVID-19 cases in New Jersey. The Order goes into effect on November 5, 2020 and will apply to all workplaces that require or permit employees to be physically present at a worksite in New Jersey.

In addition to COVID-19-related requirements imposed under previous Executive Orders (including those related to telework accommodations and indoor capacity limitations), Executive 192 states that employers will now have to:

Executive Order 192 does not apply to first responders, healthcare personnel, public health personnel, law enforcement, and individuals in similar positions. The Commissioner of the DOH is granted the ability to develop additional health and safety standards for employers. The Order also enlists the New Jersey Department of Labor (DOL) and the DOH to implement an employee complaint system. Complaints covered by the Public Employees Occupational Safety and Health (PEOSH) will be shared with that office. Finally, the DOL is tasked with establishing a training program for employers and employees.

It is hoped that adherence to these new requirements by all employers will be very helpful in controlling the recent increases in reported cases and hospital admissions throughout our region.

### KEY TAKE-AWAYS FROM EXECUTIVE ORDER 192:

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