



## **Phase 5 – IRMA Recommendations Do Not Change**

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On Friday, June 11<sup>th</sup>, Illinois is expected to enter Phase 5 of the Governor's Restore Illinois Plan. The Illinois Department of Public Health issued [Phase 5 Guidelines for Businesses and Venues](#) which remains largely unchanged from the Bridge to Phase 5 Guidelines issued on May 17. The most impactful change is the removal of capacity limits for gatherings. It remains the prerogative of the business and municipality to determine what the protocols and safety precautions expected of employees and visitors at the workplace. IRMA [continues to recommend](#) that members require unvaccinated employees to wear masks and social distance.

1. **Masks:** There is currently no statewide mask mandate. The CDC and most recent [Executive Order](#) no longer require face coverings or social distancing for fully vaccinated persons, with the exception of those working in correctional facilities (jails) and providing health care (EMS/EMT). However, Phase 5 expressly permits employers and municipalities to continue to require social distancing and masking for all employees and visitors, regardless of vaccination status. Directing employees to remain masked when working directly with the public where social distancing or barriers are not present is reasonable and recommended. It is also reasonable to require guests and visitors to remain masked when using facilities if vaccination status is not verified. Additionally, children's programs and camps must comply with specific CDC and IDPH guidance.
2. **Unvaccinated Employees:** The CDC, Executive Order, and IDPH recommend masking and social distancing to remain in place for all unvaccinated persons. Vaccinated employees should provide proof of vaccination status prior to being allowed to remove these safety measures.
3. **Restrictions on Use of Amenities:** Phase 5 will end COVID-19 capacity restrictions. However, Phase 5 encourages all businesses and venues to support social distancing as much as possible at locations like counter, concessions, public restrooms and lines/queuing. The continuation of COVID-19 protocols such as cleaning/sanitizing, reduced capacity, or use of reservation systems is also appropriate in these settings.
4. **In-Person Meetings:** The [Executive Order](#) signed May 28<sup>th</sup> extends the disaster proclamation for another thirty days through June 28<sup>th</sup> allowing Board Meetings to continue to be conducted virtually. IRMA members should consult with their corporate attorneys on questions related to the Open Meeting Act.