

MEMORANDUM

Date: MARCH 17, 2021

From: JOSEPH KUEPPERS

Re: GOVERNOR WALZ’S MARCH 12 EXECUTIVE ORDER 21-11

Governor Walz’s new Executive Order 21-11 became effective on March 15, 2021, and provides adjustments to prior restrictions on public and private activities. Please see the chart below from the Minnesota Department of Health for key changes.

Venue/Activity Description	Previous Requirements	Requirements Starting Monday, March 15, 2021
<p>Faith Services and Ceremonies (Including weddings, funerals, and other seated events)</p>	<ul style="list-style-type: none"> • 50% Capacity • Social Distance of 6 ft. between households • Wear face coverings 	<ul style="list-style-type: none"> • Occupancy limit is removed but capacity must be adjusted to allow for Social Distance of 6 ft. between households • Wear face coverings
<p>Receptions or Celebrations, Gatherings in venues with or without food and beverages*, indoor or outdoor</p>	<ul style="list-style-type: none"> • 25% Capacity up to 250 • Social Distance of 6 ft. between households. • Wear face coverings. 	<ul style="list-style-type: none"> • 50% capacity up to 250 people • Limit capacity to allow for Social Distance of 6 ft. between groups of 6 people. • Wear face coverings.
<p>*Gatherings in venues with food and beverages</p>	<p>In addition to the capacity, distancing and face covering requirements above:</p> <ul style="list-style-type: none"> • People must be seated when consuming food and beverages. • Table size is limited to 6 people from up to 2 households. • No food or beverages (except for water) between 11 p.m. and 4 a.m. 	<p>In addition to the capacity, distancing and face covering requirements above:</p> <ul style="list-style-type: none"> • People must be seated when consuming food and beverages. • Table size is limited to 6 people. • No food or beverages (except for water) between 11 p.m. and 4 a.m.

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Private social gatherings	<ul style="list-style-type: none"> • Indoors: up to 10 people from 2 households • Outdoors: up to 15 people from 3 households 	<ul style="list-style-type: none"> • Indoors: 15 people • Outdoors: 50 people
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The Governor’s Executive Order also changed the working remotely rules as follows:

- a) Until April 14, 2021, employees who can work from home, must work from home.
- b) Beginning April 14, 2021, employers are strongly encouraged to allow employees who can work from home to continue to work from home. Employers are also strongly encouraged to implement reasonable accommodations for at-risk employees or employees with one or more members of their household who have underlying medical conditions and are not yet eligible for vaccination.
- c) Employers must follow all existing federal and state antidiscrimination rules and statutes, including but not limited to the Minnesota Human Rights Act (“MHRA”), regarding employers’ obligations to provide reasonable accommodations for qualified employees with disabilities.

For additional information, please review Governor Walz’s Executive Order 21-11.