

LABOR & EMPLOYMENT ADVISORY

Denver Stay-At-Home Order: Key Points



1. Individuals may leave their residences only for “essential activities,” “essential government functions,” or to operate “essential businesses.”

ESSENTIAL ACTIVITIES

- Activities essential to health and safety, e.g., seeking medical care or medical supplies or medication, and including seeking supplies to work from home
- Obtaining groceries and other necessary household supplies or services
- Engaging in outdoor activity, but no group activities or sports
- Performing work at an “essential business” or to carry out minimum basic operations (see below)
- Caring for a family member or pet in another household

ESSENTIAL BUSINESSES

- Healthcare operations, essential infrastructure, essential governmental functions
- Grocery stores and stores selling household consumer products
- Food and plant cultivation, farming, livestock, fishing
- Service providers to economically disadvantaged or otherwise needy individuals
- Media
- Gas stations, auto supply, auto repair
- Banks and related financial institutions
- Hardware stores



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- Service providers such as plumbers, electricians, and exterminators who provide services necessary to safety, sanitation, and operation of residences, essential activities, and essential businesses
 - Mailing and shipping services, post office boxes
 - Educational institutions for purposes of remote learning
 - Laundromats, dry cleaning services
 - Restaurants for drive-through, take-out, and delivery
 - Technology product suppliers for remote work or learning
 - Ship- or deliver-to-home businesses
 - Indoor/outdoor malls to extent needed to provide access to essential businesses
 - Medical marijuana stores
 - Airlines, taxis, private transportation providers
 - Home-based care for seniors, adults, children
 - Hotels, motels, shelters
 - Legal, insurance, accounting, tax preparation, and other professional services when necessary to assist in compliance with legally mandated activities
 - Faith-based establishments and houses of worship
 - Childcare facilities for employees exempted from the order
2. Any business with a facility in Denver may continue "minimum basic operations."
- Minimum basic operations are the minimum necessary activities (1) to maintain the value of a business's inventory, ensure security, process payroll and employee benefits, or related function; (2) to facilitate ability for employees to work remotely from their residences; and (3) to facilitate employees of the business to be able to continue filling online product orders and process customer orders remotely.
3. Any business with a facility in Denver may continue "minimum basic operations."
- The stay-at-home order does not require a business to stop remote-work operations. Indeed, businesses may continue the "minimum basic operations" necessary to maintain remote work operations.
4. "Social distancing" requirements are still in place.
- Even for activities exempted from the order, the order requires that businesses maintain social distancing as much as possible.

5. Businesses are strongly encouraged to establish separate schedules or hours of operations for vulnerable populations.

This suggestion might have application for a good many industries and service providers.

6. A violation of the order is a violation of the Denver Revised Municipal Code and is punishable by a fine of up to \$999 per violation.

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