

COVID-19

Executive Directives

Governor Steve Bullock has implemented a number of directives impacting the employment relationship in Montana. Summarized and linked below are those directives which impact this relationship. Individuals seeking more information on any of the topics at issue are encouraged to read the [directives](#). Information specific to employers and employees is listed in bold.

March 15, 2020: Measures to Combat Spread of COVID-19

- Instituted closure of non-residential public schools
- Suspended visitors to nursing homes and all non-essential healthcare providers, implemented screening procedures for essential visits, created limitations on specific activities within nursing homes—such as group activities.
- Implemented screening procedures for essential visit
- This directive was extended by the [March 24, 2020: Directive extending closures and updating social distancing requirements](#).

March 20, 2020: Directive on bars and restaurants

- This directive closes restaurants, bars, coffeehouses, and similar establishments for on-premises consumption. However, the employers are permitted to remain open for delivery and curbside pickup.

March 24, 2020: Directive for local governments

- Local governments as employers are relieved from the statutory requirements to have certain hours open for business.
- Local governments are permitted to modify the statutory sick and vacation leave policies and to permit the accrual of negative leave balances.
- Local governments are relieved from statutory requirements to have minimum work weeks.

March 26, 2020: Stay at home directive

- All non-essential businesses are ordered to cease all activities, except minimum basic activities.
- Essential functions may continue to operate. Employers should refer to the Directive to determine whether their operations are deemed to be essential. Broadly, essential functions include: health care and public health operations, human services operations, essential infrastructure, government functions, stores for groceries and medicine, food and beverage production and agriculture, charitable social services, media, gas stations, financial and real estate services, hardware stores, critical trades, delivery services, educational institutions, laundry, and restaurants. If you believe you are categorized as essential, proceed accordingly.
- Individuals may leave their residence to provide any services or perform any work necessary to offer, provide, operate, maintain and repair essential functions. No other certification or approval is required from the State. For more information, see <https://www.cisa.gov/publication/guidance-essential-critical-infrastructure-workforce>. Should a business have questions, believe they should be categorized differently, or want further clarity, there is a call line at 1-800-755-6672.
- Employers are permitted by the Directive to continue remote work and telework options for their employees. Employees may therefore be asked by their employers to continue working from their homes in compliance with this Directive.

March 27, 2020: Increased commercial carrier directive

- The directive relieves the “hours of service” requirements for commercial motor carriers in Montana for the purpose of delivering supplies necessary for the emergency. Drivers are still prohibited from driving if fatigued.
- The directive further increases the capacity which carriers are permitted to transport.