



Massachusetts Phase 1 Reopening Fact Sheet and Q&A

Updated May 28, 2020 | 12:10 pm

Governor Charlie Baker announced his [four-phase plan](#) to re-open the Massachusetts economy with Phase 1 – known as the “Cautious” phase - starting on Monday, May 18.

This document provides quick access to key government documents and AIM resources for employers to re-open safely in Phase 1, based on [guidance issued by the Baker-Polito Administration](#). The document will be updated accordingly.

Public health metrics will drive the state’s decisions to initiate any/all consecutive reopening phases. Stay connected to AIM for ongoing updates of federal and state legislative action that may alter or supplement these programs.

Please download AIM’s [Return to the Workplace Guide](#) and/or a copy of AIM’s 2020 edition of [Employment Laws for Massachusetts Companies Reference Guide](#). And feel free to contact a member of the [AIM Government Affairs Team](#) or seek additional support from the [AIM HR Solutions Team](#).

When can my business reopen?

Different industries will be allowed to open depending on their ability to maintain social distance guidelines that will be incrementally loosened throughout consecutive phases, based on public health data.

Follow the Baker Administration’s [When Can My Business Reopen?](#) resource for a clear indication of which businesses are projected to open when.

What standards must all businesses meet to reopen?

In order to reopen, every business in the commonwealth should adhere to the following:

1. Implement [Mandatory Workplace Safety Standards](#) generated by the Executive Office of Housing and Economic Development in conjunction with the Department of Public Health.
 - a. [Sector-Specific Protocols and Best Practices](#).
2. Develop a COVID-19 Control Plan, including the implementation of the Mandatory Workplace Safety Standards.
 - a. Your workplace control plan does not need to be submitted for approval, but you must keep it on site and available in case of a required inspection by the local board of health.
3. Complete and publicly display the [Commonwealth’s Business Self-Attestation](#) form to show you are following the required Safety Standards.
 - a. The attestation must be posted in a location visible to both your employees and visitors.

4. Post both the [Employer Guidance](#) and the [Worker Guidance](#) posters accordingly.
 - a. The Employer Guidance must be posted in a location visible to visitors and the Worker Guidance must be posted in a location visible to your employees.

What AIM Resources Are Available?

AIM Webinar: On Tuesday, May 19, one day after Phase 1 began, AIM Executive Vice President of Government Affairs, Brooke Thomson moderated a “Return to the Workplace” webinar with the chair of AIM’s Reopening Task Force, Tom Wesley, featuring Undersecretary of Housing and Economic Development, Mark Fuller.

[Full Webinar Recording](#)

[Full Webinar Slides](#)

AIM Return to Workplace Guide: AIM has published a [Return to the Workplace Guide](#) to help employers and HR professionals re-open workplaces safely and appropriately. The current guide is available to all Massachusetts businesses, free of charge.

AIM Employer Guide: AIM’s recently published 2020 edition of [Employment Laws for Massachusetts Companies Reference Guide](#) is updated annually to reflect recent changes in federal and state law, as well as regulatory and case-law developments.

AIM’s Protective Equipment Match Making: AIM is launching an effort to match companies in need of protective equipment with member employers who provide it. Massachusetts companies re-opening under mandatory safety standards will need to purchase protective equipment and services that have been in short supply throughout the COVID-19 pandemic. Apply to be listed on the [AIM Protective Equipment/Reopening Services Markeplace page](#).

Additional resources

- The state Re-opening Advisory Committee’s final report on [Reopening Massachusetts](#) offers the full framework of the four-phased reopening and provides an overview of the issues underpinning the approach.
- [What Businesses Can Expect in Phase 1](#) condenses key detail into a single page.
- The [Purchasing Hygienic or Protective Supplies](#) page includes information for employers and employees about supplies needed to return to workplaces, as well as a [Vendor Tool](#) to assist businesses in locating and purchasing hygienic and protective supplies.
- [Department of Public Health’s Safer-At-Home Advisory](#) gives guidance for all residents of the Commonwealth, including employers and employees, during Phase 1. Please note, businesses authorized to operate under Phase 1 are not subject to the 10-person limitation on gatherings.
- **Note for retail businesses:** retail businesses were able to engage in curbside pickup sales as of May 25. Please check the [Essential Services FAQ document](#) for current guidance on remote fulfillment. Additional notes on curbside pickup guidance will be available in the coming days.

Who can I call at AIM?

For public-policy questions regarding the re-opening process, AIM members may contact Brad MacDougall, Senior Vice President for Government Affairs at 617-262-1180 or bmacdougall@aimnet.org.

For additional help with developing your re-opening plan any business can contact Gary MacDonald, EVP for AIM HR Solutions at 617-262-1180 or gmacdonald@aimnet.org.

For questions about AIM please contact membership@aimnet.org or learn more [about AIM here](#).