

Phase 1 and Phase 2 Weddings, Funerals, and Events COVID-19 Requirements

The following requirements apply to all wedding services, funerals (religious or non-religious), and events (public or private), wherever they are held indoors or outdoors, including but not limited to: those held at all privately owned property, business establishments, non-profit establishments, establishments owned by religious or faith-based organizations and publicly owned property (such as parks, beaches, or venues).

Wedding services, funerals, and events are permitted and may resume immediately, provided that:

- The host(s) ensures that the wedding service, funeral, or event meets the requirements set forth in this document;
- Venues meet and maintain all generally applicable requirements set forth in this document as well as the provisions that apply to the services provided by the venue;
- All other vendors working in correlation with the wedding, funeral, or event meet and maintain all generally applicable requirements set forth in this document, as well as the provisions that apply to the services that the vendor provides; and
- All vendors conduct only those activities that are allowed under the region's current phase status.

Phase 1: Indoor

Weddings & Funerals: Ceremonies are limited to a total of 30 people or 25% of maximum building capacity whichever is less (not including vendors). Receptions, wakes, or similar gatherings in conjunction with such indoor ceremonies are prohibited before or after the ceremony.

Events: Private rentals and tours for individual households of no more than 6 people permitted. General admission prohibited.

Phase 1: Outdoor

Weddings & Funerals: Ceremonies are limited to a total of 30 people. Receptions, wakes, or similar gatherings in conjunction are permitted in outdoor spaces, limited to a total of 30 people (not including vendors), so long as six feet of physical distancing is maintained between groups (groups of 10, limit 2 households). If food or drinks are served, [eating and drinking requirements apply](#)

Events: Ticketed events only: Groups of 10, limit 2 households, total of 30 people, timed ticketing required.

Phase 2: Indoor

Weddings & Funerals: Indoor ceremonies and receptions, wakes, or similar gatherings in conjunction with such indoor ceremonies are permitted and must follow the appropriate venue guidelines. Maximum capacity of 200 or 25% capacity (not including vendors), whichever is less, so long as six feet of physical distancing is maintained between groups. If food or drinks are served, [eating and drinking requirements apply](#)

Events: Maximum capacity of 200 or 25% capacity (not including vendors), whichever is less, so long as six feet of physical distancing is maintained between groups. If food or drinks are served, [eating and drinking requirements apply](#).

Phase 2: Outdoor

Weddings & Funerals: Outdoor ceremonies and receptions, wakes, or similar gatherings in conjunction ceremonies are permitted and must follow the appropriate venue guidelines. Maximum capacity of 200 (not including vendors), so long as six feet of physical distancing is maintained between groups (groups of 15 maximum, limit 2 households per group). If food or drinks are served, [eating and drinking requirements apply](#).

Events: Groups of 15, limit 2 households per group. Maximum capacity of 200, so long as six feet of physical distancing is maintained between groups.

Safety and Health Requirements

All organizations (including any vendors and venues involved in events, wedding services and funerals) have a general obligation to provide a safe and healthy work environment in accordance with state and federal law, and comply with the following COVID-19 organization-specific safety practices, as outlined in Governor Jay Inslee's "Stay Home, Stay Healthy" Proclamation 20-25, and in accordance with the Washington State Department of Labor & Industries [General Requirements and Prevention Ideas for Workplaces](#) and the Washington State Department of Health Workplace and Employer Resources & Recommendations at <https://www.doh.wa.gov/Coronavirus/workplace>.

All vendors who are a part of events, wedding services or funerals must specifically ensure that the main L&I COVID-19 requirements are followed to protect their employees:

- Educate their employees in the language in which they are most proficient about coronavirus, how to prevent transmission, and the vendor's and venue's COVID-19 policies.
- Screen employees for signs/symptoms of COVID-19 at the start of every shift. Make sure sick employees stay home or immediately go home if they feel or appear sick. Cordon off any areas where an employee with probable or confirmed COVID-19 illness worked, touched surfaces, etc., until the area and equipment is cleaned and disinfected. Follow the cleaning guidelines set by the CDC to deep clean and sanitize.
- Maintain minimum six-foot separation between their employees, and attendees in all interactions and at all times. When strict physical distancing is not feasible for a specific task, other prevention measures are required, such as use of barriers.
- Provide (at no cost to employees) and require the wearing of personal protective equipment (PPE) such as gloves, goggles, face shields and face-covering masks as appropriate or required for the work activity being performed. Face coverings must be worn by every employee not working alone at the location unless their exposure dictates a higher level of protection under Department of Labor & Industries safety and health rules and guidance. The facial covering requirement does apply to the individual(s) leading the service.
 - Exceptions to this requirement for cloth face coverings include when working alone in an office, vehicle, or at a job site; if the individual is deaf or hard of hearing and is communicating with someone who relies on language cues such as facial markers and expression and mouth movements as a part of communication; if the individual has a medical condition or disability that makes wearing a facial covering inappropriate; or when the job has no in-person interaction.
- Refer to Coronavirus Facial Covering and Mask Requirements for additional details. A facial covering is described in the Department of Health guidance, Department of Health guidance.

- Ensure frequent and adequate handwashing with adequate maintenance of supplies. Use disposable gloves, where safe and applicable, to prevent virus transmission on items that are touched frequently or shared and discard after a single-use.
- Establish a housekeeping schedule for their place of business that includes frequent cleaning and sanitizing with a particular emphasis on commonly touched services.
- Post a sign at the entrance to their place of business that says face coverings are required.

A location-specific COVID-19 Supervisor shall be designated by each vendor including the venue to monitor the health of their employees and enforce each vendor and the venue's COVID-19 safety plan. At least one COVID-19 Supervisor from each vendor and the venue is required to be onsite throughout the wedding service or funeral. If a vendor or the venue owner is working alone onsite or has only one staff person onsite then the vendor themselves or the staff person may serve as the COVID-19 supervisor.

An employee may refuse to perform unsafe work, including hazards created by COVID-19. And, it is unlawful for the employer to take adverse action against an employee who has engaged in safety-protected activities under the law if their work refusal meets certain requirements.

Employees who choose to remove themselves from a worksite because they do not believe it is safe to work due to the risk of COVID-19 exposure may have access to certain leave or unemployment benefits. Employers must provide high-risk individuals covered by Proclamation 20-46 with their choice of access to available employer-granted accrued leave or unemployment benefits if an alternative work arrangement is not feasible. Other employees may have access to expanded family and medical leave included in the Families First Coronavirus Response Act, access to use unemployment benefits, or access to other paid time off depending on the circumstances. Additional information is available at Novel Coronavirus Outbreak (COVID-19) Resources and Paid Leave under the Washington Family Care Act and the Families First Coronavirus Response Act.

All vendors, the venue and the host are required to comply (as specifically set out below) with the following COVID-19 wedding service, funeral, and event-specific safety practices:

1. **Face Coverings and Exemptions** - All vendors, employees and persons in attendance shall wear face coverings before, during, and after the event or service (whether indoor or outdoor). The face covering requirement **does** apply to individual(s) leading a wedding or funeral service and others who speak during any live service. There are exemptions to wearing face covering, so please refer to the Department of Health's Order on Face Coverings. If the speaker needs an accommodation due to a medical exemption, then a Plexiglas 3-sided barrier may be used during the wedding service or funeral. The barrier must be disinfected after every use. For services that are recorded or filmed without a live audience, then face coverings are not required for individuals while they are speaking. Wedding couples are exempted from the face covering and six feet physical distancing requirement from each other during the ceremony so long as they maintain six feet of physical distance from all other persons.
2. Prior to beginning operations, as described in this document, all vendors working at a wedding service, funeral, or event are required to develop a comprehensive COVID-19 exposure control, mitigation, and recovery plan. The plan must include policies regarding the following control measures: PPE utilization; on-location physical distancing; hygiene; sanitation; symptom monitoring; incident reporting; location disinfection procedures; COVID-19 safety training; exposure-response procedures and a post-exposure incident project-wide recovery plan. A copy of the plan must be available for inspection by state and local authorities, but state and local authorities are not required to preapprove the plan. Failure to meet planning

requirements may result in sanctions including the vendor's business or the venue being shut down.

3. The host and the venue must follow any requirements regarding restrooms set out for Eating and Drinking Establishments
4. The host and the venue shall provide soap and running water for frequent handwashing. All vendors, the host and the venue should encourage their employees to leave their workstations to wash their hands regularly and require them to do so before and after going to the bathroom, before and after eating and after coughing, sneezing or blowing their nose. Alcohol-based hand sanitizers with greater than 60% ethanol or 70% isopropanol should also be provided and used but are not a replacement for the water requirement.
5. All vendors, the host and the venue must make disinfectants available to their employees. The host and the venue must make them available throughout the location (indoor and outdoor) and ensure cleaning supplies are frequently replenished.
6. All vendors and the venue shall clean and disinfect high-touch surfaces after each use—including personal workstations, mirrors, chairs, headrests and armrests, doorknobs, handrails, restrooms, and break rooms—using soapy water, followed by the appropriate disinfectants. If these areas cannot be cleaned and disinfected frequently, the vendors' business or the venue shall be shut down until such measures can be achieved and maintained.
7. All vendors and the venue must adhere to physical distancing requirements and have six feet of space between workstations or have physical barriers between them.
8. Keep doors and windows open where possible and utilize fans to improve ventilation. Adjust mechanical ventilation systems to bring in as much outside air as possible. Increase filters to MERV 13 if the HVAC can accommodate.
9. The host and the venue should ensure that tissues and trash cans are placed throughout the location (indoor and outdoor).
10. **Music and live entertainment for the wedding services, funeral, or event** – Music and live entertainment is permitted, and must follow the [Live Entertainment Guidance](#), Emcee of Events, DJs and AV equipment are allowed so long as they comply with the Live Entertainment Guidance.
11. Dancing is strictly limited at all events to no more than six persons from the same group on the dance floor at the same time and all must wear masks and remain at least six feet away from any other person. For wedding services, the following dances are expressly allowed: the couple's first dance and the parent dances. For these specifically allowed dances, only one pair may dance at a time, both must be wearing masks (unless they are part of the same household) and must remain six feet away from other persons.
12. All vendors, the host and the venue must inform employees and the host must inform all guests that they must self-screen for signs and symptoms of COVID-19 before arriving at the location. The host of the wedding service, funeral, or event is strongly encouraged to send a written note to their guests in which they:
 1. Request them to take their temperature before attending a wedding service or funeral. Any individual with a temperature of 100.4°F will not be permitted to attend the service or attend work at the organization; and
 2. Inform them that any individual with a household member who has been diagnosed with COVID-19 or with symptoms of COVID-19 (including a fever above 100.4°F) may not attend the service or attend work at the organization; and

3. Inform the guests that the Host asks that they wear face coverings, maintain 6 feet of physical distance and wash their hands frequently while at the wedding, funeral, or event.
13. The venue and the host must arrange the seating to adhere to physical distancing requirements and have six feet of space between the groups or have physical barriers between them. The venue and host must have signage informing attendees that the six feet of physical distance rules apply when moving throughout the venue. If food or drinks are served, seating should follow the [eating and drinking requirements](#) .
14. Standing while at any event, wedding service or funeral is subject to the same restrictions set out in the Eating and Drinking Establishment guidelines.
15. The host of the event, wedding service or funeral is strongly encouraged to keep a log of attendees, and to retain that log for at least two weeks. If an outbreak occurs, this information may be critical for contact tracing to help save lives.

Arrival at the Wedding Services, Funeral, or Event

16. Hand sanitizer should be available at entry for all staff and attendees (assuming supply availability).
17. The venue and the host must have implemented a plan to ensure proper physical distancing in lobby/waiting areas.

All issues regarding worker safety and health are subject to enforcement action under L&I's Division of Occupational Safety and Health (DOSH).

- Employers can request COVID-19 prevention advice and help from [DOSH](#).
- Employee workplace safety and health complaints may be submitted to the DOSH Call Center: (1-800-423-7233) or via e-mail to adag235@lni.wa.gov.
- General questions about how to comply with the agreement practices can be submitted to the state's Business Response Center [here](#).
- All other violations related to Proclamation 20-25, *et seq.*, can be submitted [here](#).