
FAQ Masks and Vaccines in the Bridge Phase:

Can I continue to require masks of the public regardless of vaccination status?

Yes, a library can continue to require masks regardless of vaccination status. If the library wants to do adopt a policy stricter than the CDC and State have adopted, it should consider adopting a formal policy so library staff can refer to that policy when enforcing the stricter requirement.

Can I require staff to wear masks if I choose to allow the public to enter without a mask?

While there is no prohibition on treating patrons and employees differently, the library may want to be prepared to explain to employees why it is taking a different position with employees than with patrons. For example, are there health and safety reasons why employees should wear masks regardless of status (i.e., they work closely together, etc.?)

Can I require vaccinated staff to NOT wear masks while working?

I'm not sure what basis an employer would have to prohibit mask wearing by employees. Is there an employment-related reason for imposing this requirement that would outweigh an employee's right to protect him or herself in the workplace?

Can I require the confirmation/proof of vaccination status of staff to allow them to go maskless?

Yes. The EEOC has made it clear that employers can ask employees about their vaccination status and make disclosure a condition to working without a mask. Employers should be cautious not to inquire into the reasons why an employee has not been vaccinated, however, but can require that individual to wear a mask. The employer can also require an employee who refuses to disclose their vaccination status to wear a mask.

Can I require the public to prove their vaccination status to come in without a mask?

Yes.

Can I choose not to confirm vaccination status if I make it clear (through signage, etc.) that only the vaccinated should be maskless?

Yes.

Do I need to consider the issue of masks differently than a business, based on the governor's order? Are local units able to require masks for all? Can local units of government decide on the issue of mask wearing by themselves?

Libraries, like other units of government as well as private businesses, can adopt and enforce policies that are stricter than the CDC and State of Illinois policies. That includes requiring masks of all employees and/or of all patrons, regardless of vaccination status.

Can we turn public water fountains back on?

Yes, the DCEO has confirmed that libraries can turn water fountains back on.