TEMPORARY OUTDOOR HAIR SALON, BARBERSHOP, AND PERSONAL CARE SERVICES

On Monday July 20, 2020, California Department of Public Health released COVID-19 Industry Guidance for hair salons, barbershops, and personal care establishments providing services outdoors. The City of Gardena supports this initiative on private property to keep our local businesses open while reducing the risk of COVID-19 transmission.

Prior to conducting business outside, all hair salons, barbershops, and personal care establishments must review and implement the requirements provided by the State. Please be advised that all chemical and shampooing hair services, electrolysis, tattooing, and piercing services are not permitted in an outdoor setting.

All participants and customers must practice the protective actions to ensure the continuity of operations. Please practice physical distancing, wear face coverings, wash your hands frequently, disinfect common areas regularly, and stay home if you are sick or feel unwell.

Attached are the required State guidelines to resume operations outside. The City does not require any additional action to conduct outdoor services on private property, provided that hair salons, barbershops, and personal care establishments are otherwise in compliance with all physical distancing and other COVID-19 related health orders and all other City, county, state and federal laws, including the American with Disabilities Act. In addition, all tenants must seek consent from their landlord that outdoor services are acceptable in specified areas of the property.

Should you have any questions or need further guidance, please contact the Emergency Operations Center at (310) 217-9583 or EOC@cityofgardena.org.

Sincerely,

Clint Osorio
City Manager
COVID-19 INDUSTRY GUIDANCE:
Hair Salon and Barbershop Services Provided Outdoors

July 20, 2020

All guidance should be implemented only with county health officer approval following their review of local epidemiological data including cases per 100,000 population, rate of test positivity, and local preparedness to support a health care surge, vulnerable populations, contact tracing, and testing.
OVERVIEW

On March 19, 2020, the State Public Health Officer and Director of the California Department of Public Health issued an order requiring most Californians to stay at home to disrupt the spread of COVID-19 among the population.

The impact of COVID-19 on the health of Californians is not yet fully known. Reported illness ranges from very mild (some people have no symptoms) to severe illness that may result in death. Certain groups, including people aged 65 or older and those with serious underlying medical conditions, such as heart or lung disease or diabetes, are at higher risk of hospitalization and serious complications. Transmission is most likely when people are in close contact or in a poorly ventilated area with an infected person, even if that person does not have any symptoms or has not yet developed symptoms.

Precise information about the number and rates of COVID-19 by industry or occupational groups, including among critical infrastructure workers, is not available at this time. There have been multiple outbreaks in a range of workplaces, indicating that workers are at risk of acquiring or transmitting COVID-19 infection. Examples of these workplaces include hospitals, long-term care facilities, prisons, food production, warehouses, meat processing plants, and grocery stores.

As stay-at-home orders are modified, it is essential that all possible steps be taken to ensure the safety of workers and the public.

Key prevention practices include:

- Physical distancing to the maximum extent possible,
- Use of face coverings by workers (where respiratory protection is not required) and customers/clients,
- Frequent handwashing and regular cleaning and disinfection,
- Training workers on these and other elements of the COVID-19 prevention plan.

In addition, it will be critical to have in place appropriate processes to identify new cases of illness in workplaces and, when they are identified, to intervene quickly and work with public health authorities to halt the spread of the virus.

PURPOSE

This document provides guidance for hair salons and barbershops to support a safe, clean, outdoor environment for workers and customers. Hair salon or barbershop owners or operators must acknowledge that lessees should only resume operations when they are ready and able to implement the necessary safety measures to provide for their safety and that of their customers. The guidance is not intended to revoke or repeal any worker rights, either statutory, regulatory or collectively bargained and is not exhaustive, as it does not include county health orders, nor is it a substitute for any existing safety and health-related regulatory requirements such as those of Cal/OSHA or the California Board of Barbering and Cosmetology.

Stay
current on changes to public health guidance and state/local orders, as the COVID-19 situation continues. Cal/OSHA has more comprehensive guidance on their Cal/OSHA General Guidelines on Protecting Workers from COVID-19 webpage. CDC has additional requirements in their guidance for businesses and employers.

- Outdoor operations may be conducted under a tent, canopy, or other sun shelter as long as no more than one side is closed, allowing sufficient outdoor air movement.
- Salons and barbershops should not perform a service that would require a customer to have to enter the establishment.

**Required Use of Face Coverings**

On June 18, CDPH issued Guidance on the Use of Face Coverings, which broadly requires the use of face coverings for both members of the public and workers in all public and workplace settings where there is a high risk of exposure.

People in California must wear face coverings when they are engaged in work, whether at the workplace or performing work off-site, when:

- Interacting in-person, indoor or outdoor, with any member of the public;
- Working in any space visited by members of the public, regardless of whether anyone from the public is present at the time;
- Working in any space where food is prepared or packaged for sale or distribution to others;
- Working in or walking through common areas, such as hallways, stairways, elevators, and parking facilities;
- In any room or enclosed area where other people (except for members of the person’s own household or residence) are present when unable to physically distance; or,
- Driving or operating any public transportation or paratransit vehicle, taxi, or private car service or ride-sharing vehicle when passengers are present. When no passengers are present, face coverings are strongly recommended.

Complete details, including all requirements and exemptions to these rules, can be found in the guidance. Face coverings are strongly encouraged in other circumstances, and employers can implement additional face covering requirements in fulfilling their obligation to provide workers with a safe and healthful workplace. Employers should provide face coverings to workers or reimburse workers for the reasonable cost of obtaining them.

Employers should develop an accommodation policy for any worker who meets one...
of the exemptions from wearing a face covering. If a worker who would otherwise be required to wear a face covering because of frequent contact with others cannot wear one due to a medical condition, they should be provided with a non-restrictive alternative, such as a face shield with a drape attached to the bottom edge, if feasible, and if the medical condition permits it.

Businesses that are open to the public should be cognizant of the exemptions to wearing face coverings in the CDPH Face Covering Guidance and may not exclude any member of the public for not wearing a face covering if that person is complying with the guidance. Businesses will need to develop policies for handling these exemptions among customers, clients, visitors, and workers.
Workplace Specific Plan

- Establish a written, workplace-specific COVID-19 prevention plan at every location, perform a comprehensive risk assessment of all work areas and work tasks, and designate a person at each facility to implement the plan.

- Incorporate the CDPH Face Covering Guidance into the Workplace Specific Plan and include a policy for handling exemptions.

- Identify contact information for the local health department where the facility is located for communicating information about COVID-19 outbreaks among workers or customers.

- Train and communicate with workers and worker representatives on the plan and make the plan available to workers and their representatives.

- Regularly evaluate the facility for compliance with the plan and document and correct deficiencies identified.

- Investigate any COVID-19 illness and determine if any work-related factors could have contributed to risk of infection. Update the plan as needed to prevent further cases.

- Implement the necessary processes and protocols when a workplace has an outbreak, in accordance with CDPH guidelines.

- Identify close contacts (within six feet for 15 minutes or more) of an infected worker and take steps to isolate COVID-19 positive worker(s) and close contacts.

- Comply with the Cal/OSHA standard for heat illness prevention for outdoor workers, including an effective heat illness prevention plan with written procedures. See the Cal/OSHA heat illness prevention page for resources, including FAQs, a webinar, and a sample written plan. Elements of a heat illness prevent plan include:
  - Access to water
  - Access to shade
  - Cool down breaks
  - Emergency procedures for heat illness cases
  - Monitoring of employees who are acclimatizing during a heat wave
  - Training on heat illness prevention and symptoms

- Adhere to the guidelines below. Failure to do so could result in workplace illnesses that may cause operations to be temporarily closed or limited.
Topics for Worker Training

- Information on COVID-19, how to prevent it from spreading, and which underlying health conditions may make individuals more susceptible to contracting the virus.

- Self-screening at home, including temperature and/or symptom checks using CDC Guidelines.

- The importance of not coming to work:
  - If a worker has symptoms of COVID-19 as described by the CDC, such as a fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea, vomiting, or diarrhea, OR
  - If a worker was diagnosed with COVID-19 and has not yet been released from isolation, OR
  - If, within the past 14 days, a worker has had contact with someone who has been diagnosed with COVID-19 and is considered potentially infectious (i.e. still on isolation).

- To return to work after a worker receives a COVID-19 diagnosis only if 10 days have passed since symptoms first appeared, their symptoms have improved, and the worker has had no fevers (without the use of fever reducing medications) for the last 72 hours. A worker without symptoms who was diagnosed with COVID-19 can return to work only if 10 days have passed since the date of the first positive COVID-19 test.

- To seek medical attention if their symptoms become severe, including persistent pain or pressure in the chest, confusion, or bluish lips or face. Updates and further details are available on CDC’s webpage.

- The importance of frequent handwashing with soap and water, including scrubbing with soap for 20 seconds (or using hand sanitizer with at least 60% ethanol (preferred) or 70% isopropanol (if the product is inaccessible to unsupervised children) when workers cannot get to a sink or handwashing station, per CDC guidelines).

- The importance of physical distancing, both at work and off work time (see Physical Distancing section below).

- Proper use of face coverings, including:
  - Face coverings do not protect the wearer and are not personal protective equipment (PPE).
- Face coverings can help protect people near the wearer, but do not replace the need for physical distancing and frequent handwashing.

- Face coverings must cover the nose and mouth.

- Workers should wash or sanitize hands before and after using or adjusting face coverings.

- Avoid touching the eyes, nose, and mouth.

- Face coverings must not be shared and should be washed or discarded after each shift.

- Information contained in the CDPH Guidance for the Use of Face Coverings, which mandates the circumstances in which face coverings must be worn and the exemptions, as well as any policies, work rules, and practices the employer has adopted to ensure the use of face coverings. Training should also include the employer’s policies on how people who are exempted from wearing a face covering will be handled.

- Heat illness symptoms and prevention, following Cal/OSHA requirements.

- Ensure independent contractors, temporary, or contract workers are also properly trained in COVID-19 prevention policies and have necessary supplies and PPE. Discuss these responsibilities ahead of time with organizations supplying temporary and/or contract workers.

- Information on paid leave benefits the worker may be entitled to receive that would make it financially easier to stay at home. See additional information on government programs supporting sick leave and workers' compensation for COVID-19, including workers' sick leave rights under the Families First Coronavirus Response Act and workers' rights to workers' compensation benefits and presumption of the work-relatedness of COVID-19 pursuant to the Governor's Executive Order N-62-20 while that Order is in effect.

**Individual Control Measures and Screening**

- Provide temperature and/or symptom screenings for all workers at the beginning of their shift and any vendors, contractors, or other workers entering the establishment. Make sure the temperature/symptom screener avoids close contact with workers to the extent possible.

- If requiring self-screening at home, which is an appropriate alternative to providing it at the establishment, ensure that screening was performed prior to the worker leaving the home for their shift and follows CDC guidelines, as described in the Topics for Worker Training section above.

- Encourage workers and customers who are sick or exhibiting symptoms of
COVID-19 to stay home.

- Hair salon or barbershop operators must provide and ensure workers use all required protective equipment, including eye protection, face shields, and protective gloves when necessary.

- Hair salon or barbershop operators should consider where disposable glove use may be helpful to supplement frequent handwashing or use of hand sanitizer; examples are for workers who are screening others for symptoms or handling commonly touched items.

- Disposable gloves should be worn for services that require them. Wearing gloves should be done in conjunction with regular hand washing and is not a substitute for regular hand washing.

- Workers should consider using glasses, goggles, or face shields in addition to face coverings during the provision of services, particularly during face to face encounters.

- Contact customers before visits to confirm appointments and ask if they or someone in their household is exhibiting any COVID-19 symptoms. If the customer answers in the affirmative reschedule the appointment. Request customers to bring and use face coverings during the visit. If appropriate for the service, consider asking customers to come to the salon with their hair freshly cleaned in order to minimize time for the appointment. Customers should be asked not to bring children or others with them to the appointment.

- Customers should be screened upon arrival. Be prepared to cancel or reschedule customers who indicate they have any signs of illness.

- Display a set of guidelines for customers that are to be a condition of service. The guidelines must include instructions to wear face coverings, use hand sanitizer, maintain physical distance from other customers, and they should communicate changes to service offerings. The guidelines should be posted in clearly visible locations, including at entrances, include pictograms, and be made available digitally (e.g., through email).

### Cleaning and Disinfecting Protocols

- Coordinate with coworkers, fellow tenants, booth renters and/or workers and put a plan in place for cleaning at the beginning and end of each shift and in between customers. Perform thorough cleaning in high traffic areas, such as reception areas, and areas of ingress and egress including stairways, stairwells, and handrails.

- Frequently disinfect commonly used surfaces including credit card terminals, counters, reception area seating, door handles, light switches,
phones, toilets, and handwashing facilities.

- Encourage the use of credit cards and contactless payment systems. If electronic or card payment is not possible, customers should come with exact cash payment or check.

- Consider upgrading to touchless faucets, soap and paper towel dispensers, and adding touchless, automatic hand sanitizer dispensers. Remove any unnecessary products that do not belong in the restroom, e.g. candles or beauty supplies, and ensure soap dispensers and paper towel dispensers are regularly filled.

- To minimize the risk of Legionnaires' disease and other diseases associated with water, take steps to ensure that all water systems are safe to use after a prolonged facility shutdown.

- Amenities, including magazines, books, coffee, water, self-serve stations (unless touchless), and other items for customers, must be removed from reception areas to help reduce touch points and customer interactions.

- Equip reception areas and workstations with proper sanitation products, including hand sanitizer and sanitizing wipes.

- Thoroughly clean any product display areas, including all shelving and display cases. Remove and discard any open “test” products and discontinue this practice to help reduce contamination. Add signage to this area to let customers know it is cleaned and disinfected daily.

- Workstations must be routinely and frequently cleaned, including between each customer appointment. Thoroughly clean and disinfect the station counters, rolling carts, drawers, hand mirrors, hair care and other products, and containers and provide a new smock or cape for each customer.

- Clean and disinfect shears by removing all visible debris, clean with soap and water, and wipe or spray with an EPA-registered disinfectant that demonstrates bactericidal, fungicidal, and virucidal activity and is approved for COVID-19.

- Clean and disinfect all non-electrical tools by removing all visible debris, cleaning with soap and water, drying the tools, and then completely immersing them in an EPA registered disinfectant. Tools should be sprayed or submerged and left to set for the full amount of time required by the disinfectant’s manufacturer. Immersed items, like combs or brushes, should be removed at the end of contact time, rinsed, and dried with a paper towel or clean, freshly laundered towel.

- Clean all electrical tools, such as clippers, by removing all visible debris and disinfecting with an EPA-registered disinfectant spray or wipe that demonstrates bactericidal, fungicidal, and virucidal activity and is approved for COVID-19.
Clean and disinfect all handles, hoses, spray nozzles, and other equipment before and after use on a customer. Chairs, headrests, shampoo bowls, and other items should also be thoroughly cleaned and sanitized between each use.

Where appropriate, consider adding a paper cover, sheet, or clean towel that can be easily disposed of or cleaned for use between customers.

All single use items, such as disposable wax collars, cotton, neck strips, and applicators, must be used once and immediately thrown away. Product samples, including make-up, must not be used at any time.

All dirty linens, including towels, smocks, and reusable capes, should be placed in a closed container and not used again until properly laundered either by a commercial laundering service or a laundering process which includes immersion in water of at least 160 degrees Fahrenheit for at least 25 minutes. Store all clean linens in a clean, covered place. Ensure workers who handle dirty linens or laundry wear gloves.

Where possible, do not clean by sweeping or other methods that can disperse pathogens into the air. Vacuum wherever possible and use a vacuum with a HEPA filter.

Provide time for workers to implement cleaning practices during their shift. Cleaning assignments should be assigned during working hours as part of the worker’s job duties.

When choosing disinfecting chemicals, hair salon or barbershop operators should use products approved for use against COVID-19 on the Environmental Protection Agency (EPA)-approved list and follow product instructions. Use disinfectants labeled to be effective against emerging viral pathogens, diluted household bleach solutions (5 tablespoons per gallon of water), or alcohol solutions with at least 70% alcohol that are appropriate for the surface. Provide workers training on the chemical hazards, manufacturer’s directions, ventilation requirements, and Cal/OSHA requirements for safe use. Workers using cleaners or disinfectants should wear gloves and other protective equipment as required by the product. Follow the asthma-safer cleaning methods recommended by the California Department of Public Health and ensure proper ventilation.

Hair salon or barbershop workers should avoid sharing phones, tablets, laptops, desks, pens, other work supplies, wherever possible. Never share PPE.

Discontinue the use of shared food and beverage equipment in breakrooms (including shared coffee brewers).

Ensure any outdoor shade or outdoor working area has the same ventilation and airflow as the outdoors. Outdoor shaded areas can be configured to block wind but cannot be enclosed or partially enclosed on
more than one side in a way that otherwise restricts normal airflow.

- Consider installing portable high-efficiency air cleaners, upgrading the building’s air filters to the highest efficiency possible, and making other modifications to increase the quantity of outside air and ventilation in all working areas.
- In addition to the above cleaning and disinfecting protocols, hair salons, barbershops, and other cosmetology businesses must follow the existing California Board of Barbering and Cosmetology rules.

### Physical Distancing Guidelines

- Implement measures to ensure physical distancing of at least six feet between and among workers and customers, except when providing haircutting and other close contact services. This can include use of physical partitions or visual cues (e.g., floor markings, colored tape, or signs to indicate to where workers and/or customers should stand).
- Establish an outdoor reception area where customers can check in while still following physical distancing guidelines. Take measures at reception area or other areas where physical distancing cannot be maintained to minimize exposure between workers and customers, such as Plexiglas or other barriers.
- Consider offering workers who request modified duties options that minimize their contact with customers and other workers (e.g., managing inventory or managing administrative needs through telework).
- Stagger appointments to reduce reception congestion and ensure adequate time for proper cleaning and sanitation between each customer visit. Consider servicing fewer customers each day or expanding operating hours to allow for more time between customers. Suspend walk-in appointment availability.
- If possible, implement virtual check-in technology to ensure that workers are notified when a customer arrives. Do not allow customers to wait inside the salon or barbershop. Ask customers to wait in a designated area outside that permits necessary physical distancing or in their cars.
- Require workers to avoid handshakes, hugs, or similar greetings that break physical distance.
- Where possible, create outdoor break areas with shade covers and seating that ensures physical distancing.
- Adjust any staff meetings to ensure physical distancing. Hold meetings over the phone or via webinar for workers wherever possible.
Other Considerations for Moving Work Outdoors

- Rewiring and the use of electrical extension cords can increase the likelihood of electrical hazards, including fire and electrocution. Ensure that outdoor operations comply with Cal/OSHA and all code requirements. See Cal/OSHA’s Guide to Electrical Safety for more information.

- Ensure there are no tripping hazards from cords or other equipment in outdoor work areas.

- Use skin protection when not under shade.

- Stop operations, move away from electrical wiring and equipment, and seek indoor shelter if there is lightning within 6 miles of your location (see the FEMA “30/30 rule”).

1 Additional requirements must be considered for vulnerable populations. Hair salons and barbershops must comply with all Cal/OSHA standards and be prepared to adhere to its guidance as well as guidance from the Centers for Disease Control and Prevention (CDC) and the California Department of Public Health (CDPH). Additionally, employers should be prepared to alter their operations as those guidelines change.
COVID-19 INDUSTRY GUIDANCE:
Expanded Personal Care Services Provided Outdoors

July 20, 2020

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OVERVIEW

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As stay-at-home orders are modified, it is essential that all possible steps be taken to ensure the safety of workers and the public.

Key prevention practices include:
- physical distancing to the maximum extent possible,
- use of face coverings by workers (where respiratory protection is not required) and customers/clients,
- frequent handwashing and regular cleaning and disinfection,
- training workers on these and other elements of the COVID-19 prevention plan.

In addition, it will be critical to have in place appropriate processes to identify new cases of illness in workplaces and, when they are identified, to intervene quickly and work with public health authorities to halt the spread of the virus.

PURPOSE

This document provides guidance for expanded personal care services that are permitted to be offered outdoors, which includes personal care that requires touching a client’s face, e.g. facials, and waxing. This guidance applies to esthetic, skin care, cosmetology, nail services, and massage therapy (in non-healthcare settings).

Electrology, tattooing, and piercing services must not be provided in the outdoor setting because they are invasive procedures that require a controlled hygienic environment to be performed safely.

This guidance is intended to support a safe, clean environment for workers and customers. Establishment license holders must acknowledge that renters or lessees
should only resume operations when they are ready and able to implement the necessary safety measures to provide for their safety and that of their customers. The guidance is not intended to revoke or repeal any worker rights, either statutory, regulatory, or collectively bargained and is not exhaustive, as it does not include county health orders, nor is it a substitute for any existing safety and health-related regulatory requirements such as those of Cal/OSHA or the California Board of Barbering and Cosmetology.

Stay current on changes to public health guidance and state/local orders, as the COVID-19 situation continues. Cal/OSHA has more comprehensive guidance on their [Cal/OSHA General Guidelines on Protecting Workers from COVID-19 webpage](https://www.dir.ca.gov/dosh/hsg/COVID-19/06252020/general-guidelines-protecting-workers.html). CDC has additional requirements in their guidance for businesses and employers.

- Outdoor operations may be conducted under a tent, canopy, or other sun shelter as long as no more than one side is closed, allowing sufficient outdoor air movement.
- Salons should not perform a service that would require a customer to have to enter the establishment.

### Required Use of Face Coverings

On June 18, CDPH issued [Guidance on the Use of Face Coverings](https://www.cdph.ca.gov/Programs/CID/DCDC/COVID19/Default.htm), which broadly requires the use of face coverings for both members of the public and workers in all public and workplace settings where there is a high risk of exposure.

People in California must wear face coverings when they are engaged in work, whether at the workplace or performing work off-site, when:

- Interacting in-person, indoor or outdoor, with any member of the public;
- Working in any space visited by members of the public, regardless of whether anyone from the public is present at the time;
- Working in any space where food is prepared or packaged for sale or distribution to others;
- Working in or walking through common areas, such as hallways, stairways, elevators, and parking facilities;
- In any room or enclosed area where other people (except for members of the person’s own household or residence) are present when unable to physically distance; or,
- Driving or operating any public transportation or paratransit vehicle, taxi, or private car service or ride-sharing vehicle when passengers are present. When no passengers are present, face coverings are strongly recommended.
Complete details, including all requirements and exemptions to these rules, can be found in the guidance. Face coverings are strongly encouraged in other circumstances, and employers can implement additional face covering requirements in fulfilling their obligation to provide workers with a safe and healthful workplace. Employers should provide face coverings to workers or reimburse workers for the reasonable cost of obtaining them.

Employers should develop an accommodation policy for any worker who meets one of the exemptions from wearing a face covering. If a worker who would otherwise be required to wear a face covering because of frequent contact with others cannot wear one due to a medical condition, they should be provided with a non-restrictive alternative, such as a face shield with a drape attached to the bottom edge, if feasible, and if the medical condition permits it.

Businesses that are open to the public should be cognizant of the exemptions to wearing face coverings in the CDPH Face Covering Guidance and may not exclude any member of the public for not wearing a face covering if that person is complying with the guidance. Businesses will need to develop policies for handling these exemptions among customers, clients, visitors, and workers.
Workplace Specific Plan

- Establish a written, workplace-specific COVID-19 prevention plan at every location, perform a comprehensive risk assessment of all work areas and work tasks, and designate a person at each facility to implement the plan.

- Incorporate the CDPH Face Covering Guidance into the Workplace Specific Plan and include a policy for handling exemptions.

- Identify contact information for the local health department where the facility is located for communicating information about COVID-19 outbreaks among workers or customers.

- Train and communicate with workers and worker representatives on the plan and make the plan available to workers and their representatives.

- Regularly evaluate the workplace for compliance with the plan and document and correct deficiencies identified.

- Investigate any COVID-19 illness and determine if any work-related factors could have contributed to risk of infection. Update the plan as needed to prevent further cases.

- Implement the necessary processes and protocols when a workplace has an outbreak, in accordance with CDPH guidelines.

- Identify close contacts (within six feet for 15 minutes or more) of an infected worker and take steps to isolate COVID-19 positive worker(s) and close contacts.

- Establish an effective heat illness prevention plan with written procedures. See the Cal/OSHA heat illness prevention page for resources, including FAQs, a webinar, and a sample written plan. Elements of a heat illness prevent plan include:
  - Access to water
  - Access to shade
  - Cool down breaks
  - Emergency procedures for heat illness cases
  - Monitoring of employees who are acclimatizing during a heat wave
  - Training on heat illness prevention and symptoms

- Adhere to the guidelines below. Failure to do so could result in workplace illnesses that may cause operations to be temporarily closed or limited.
Topics for Worker Training

- Information on COVID-19, how to prevent it from spreading, and which underlying health conditions may make individuals more susceptible to contracting the virus.

- Self-screening at home, including temperature and/or symptom checks using CDC guidelines.

- The importance of not coming to work:
  - If a worker has symptoms of COVID-19 as described by the CDC, such as a fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea, vomiting, or diarrhea, OR
  - If a worker was diagnosed with COVID-19 and has not yet been released from isolation, OR
  - If, within the past 14 days, a worker has had contact with someone who has been diagnosed with COVID-19 and is considered potentially infectious (i.e. still on isolation).

- To return to work after a worker receives a COVID-19 diagnosis only if 10 days have passed since symptoms first appeared, their symptoms have improved, and the worker has had no fevers (without the use of fever reducing medications) for the last 72 hours. A worker without symptoms who was diagnosed with COVID-19 can return to work only if 10 days have passed since the date of the first positive COVID-19 test.

- To seek medical attention if their symptoms become severe, including persistent pain or pressure in the chest, confusion, or bluish lips or face. Updates and further details are available on CDC’s webpage.

- The importance of frequent handwashing with soap and water, including scrubbing with soap for 20 seconds (or using hand sanitizer with at least 60% ethanol (preferred) or 70% isopropanol (if the product is inaccessible to unsupervised children) when workers cannot get to a sink or handwashing station, per CDC guidelines).

- The importance of physical distancing, both at work and off work time (see Physical Distancing section below).

- Proper use of face coverings, including:
  - Face coverings do not protect the wearer and are not personal protective equipment (PPE).
Face coverings can help protect people near the wearer, but do not replace the need for physical distancing and frequent handwashing.

Face coverings must cover the nose and mouth.

Workers should wash or sanitize hands before and after using or adjusting face coverings.

Avoid touching eyes, nose, and mouth.

Face coverings must not be shared and should be washed or discarded after each shift.

- Information contained in the CDPH Guidance for the Use of Face Coverings, which mandates the circumstances in which face coverings must be worn and the exemptions, as well as any policies, work rules, and practices the employer has adopted to ensure the use of face coverings. Training should also include the employer’s policies on how people who are exempted from wearing a face covering will be handled.

- Heat illness symptoms and prevention following Cal/OSHA requirements.

- Ensure any independent contractors, temporary, or contract workers at the facility are also properly trained in COVID-19 prevention policies and have necessary supplies and PPE. Discuss these responsibilities ahead of time with organizations supplying temporary and/or contract workers.

- Information on paid leave benefits the worker may be entitled to receive that would make it financially easier to stay at home. See additional information on government programs supporting sick leave and workers’ compensation for COVID-19, including workers’ sick leave rights under the Families First Coronavirus Response Act and workers’ rights to workers’ compensation benefits and presumption of the work-relatedness of COVID-19 pursuant to the Governor’s Executive Order N-62-20 while that Order is in effect.

Individual Control Measures and Screening

- Provide temperature and/or symptom screenings for all workers at the beginning of their shift and any vendors or contractors entering the establishment. Make sure the temperature/symptom screener avoids close contact with workers to the extent possible.

- If requiring self-screening at home, which is an appropriate alternative to providing it at the establishment, ensure that screening was performed prior to the worker leaving the home for their shift and follows CDC guidelines, as described in the Topics for Worker Training section above.

- Encourage workers and customers who are sick or exhibiting symptoms of COVID-19 to stay home.
• Employers must provide and ensure workers use all required protective equipment, including eye protection, gloves, and face shields where necessary.

• Employers should consider where disposable glove use may be helpful to supplement frequent handwashing or use of hand sanitizer; examples are for workers who are screening others for symptoms or handling commonly touched items. Workers should wear gloves when handling items contaminated by body fluids.

• Disposable gloves should be worn for services that require them. Wearing gloves should be done in conjunction with regular hand washing and is not a substitute for regular hand washing.

• Contact customers before visits to confirm appointments and ask if they or someone in their household is exhibiting any COVID-19 symptoms. If the customer answers in the affirmative, reschedule the appointment. Such communication can be done via phone, app, email, or text to remind customers that they should only come to the facility for their appointment if they do not pose a health risk to other customers or workers. In order to implement pre-screening protocols and ensure physical distancing protocols, consider suspending walk-in appointment availability.

• Tell customers that no additional friends or family will be permitted in the work area, except for a parent or guardian accompanying a minor.

• Customers should be temperature and/or symptom screened upon arrival. Be prepared to cancel or reschedule customers who indicate they have any signs of illness.

• Display a set of guidelines for customers that are to be a condition of service. The guidelines must include instructions to wear face coverings, use hand sanitizer, maintain physical distance from other customers, and they should communicate changes to service offerings. The guidelines should be posted in clearly visible locations, including at entrances, include pictograms, and be made available digitally (e.g. through email).

Cleaning and Disinfecting Protocols

• Ensure that coworkers, fellow tenants, booth renters, and/or staff have coordinated and put a plan in place for cleaning and disinfection at the beginning and end of each shift and in between customers. Perform thorough cleaning in high traffic areas, such as reception areas, and areas of ingress and egress including stairways, stairwells, and handrails.

• Frequently disinfect commonly used surfaces including credit card terminals, counters, reception area seating, door handles, light switches, phones, toilets, and handwashing facilities.
• Evaluate existing hygiene and sanitation protocols and cleaning processes and update where necessary. Use hospital grade, Environmental Protection Agency (EPA)-approved products to clean and disinfect anything the client came in contact with, including treatment tables, face cradles, stools, bolsters, door knobs, side tables, chairs, etc. Follow the product manufacturer’s recommendations for contact time. Use disinfectants labeled to be effective against emerging viral pathogens, diluted household bleach solutions (5 tablespoons per gallon of water), or alcohol solutions with at least 70% alcohol that are appropriate for the surface. Provide workers training on the chemical hazards, manufacturer’s directions for use, ventilation requirements, and Cal/OSHA requirements for safe use. Workers using cleaners or disinfectants should wear gloves and other protective equipment as required by the product. Follow the asthma-safer cleaning methods recommended by the California Department of Public Health and ensure proper ventilation.

• Since porous surfaces such as chair seats cannot be easily disinfected, consider covering with a plastic or disposable liner and cleaning or disposing of the liner after each customer.

• All appliances at work stations and in treatment areas should be properly disinfected between each customer.
  
  o For non-porous implements, such as tweezers or scissors, clean the item with hot, soapy water to remove any physical debris. Rinse and dry the implement completely. Follow by immersing the implement in an EPA-registered liquid disinfectant that is labeled as a bactericide, fungicide, and virucide for the full contact time as stated by the manufacturer’s directions. Items should be removed at the end of contact time, rinsed, and dried with a clean paper towel.

  o For electrical implements such as magnifying LED lamps, hot towel warmers, and esthetic devices, clean the implement with a spray or wipe to remove any physical debris. Follow with an EPA-registered disinfectant spray or wipe for the full contact time as noted by the manufacturer’s directions. Use caution when using a spray and be sure your device is unplugged and do not spray into the motor. For electronics such as tablets, touch screens, keyboards, remote controls, and ATM machines, remove visible contamination if present. Follow the manufacturer’s instructions for all cleaning and disinfection products. Consider use of wipeable covers for electronics. If no manufacturer guidance is available, consider the use of alcohol-based wipes or sprays containing at least 60% alcohol to disinfect touch screens. Dry surfaces thoroughly to avoid pooling of liquids.

• To minimize the risk of Legionnaires’ disease and other diseases associated with water, take steps to ensure that all water systems (e.g., drinking fountains) are safe to use after a prolonged facility shutdown.
• Where linens are used, even if the customer does not get under them, the linens should still be removed and the bed or table properly disinfected. Treatment tables must be covered with either clean treatment table paper, a clean towel, or a clean sheet after each use.

• Workers should wear disposable gloves when removing used linens, towels, and other draping, including blankets and client draping for each treatment. Do not shake the dirty laundry. Place used linens in a lined, lidded receptacle positioned outside the treatment space, if possible, to minimize the possibility of dispersing virus in the air. Dirty linens should not be used again until properly laundered either by a commercial laundering service or a laundering process which includes immersion in water of at least 160 degrees Fahrenheit for at least 25 minutes. Store all clean linens in a clean, covered place.

• Where possible, do not clean by sweeping or other methods that can disperse pathogens into the air. Use a vacuum with a HEPA filter wherever possible.

• Workers should consider changing their own clothes after each customer or wearing scrubs or a clean, launderable or disposable smock, if available.

• Do not use items (e.g., throw pillows, fabric-lined chairs, seat cushions) with surfaces that cannot be cleaned properly. Have a hard-surfaced, non-porous chair or large hard-surfaced or plastic basket for clients to put their clothes on or in.

• Amenities, including magazines, art books, coffee, self-serve stations (unless touchless), and other items for customers, should not be provided in the outdoor setting.

• Thoroughly clean any product display areas, including all shelving and display cases. Remove and discard any open “test” products and discontinue this practice to help reduce contamination. Add signage to this area to let customers know it is cleaned and disinfected daily.

• Encourage the use of credit cards and contactless payment systems. If electronic or card payment is not possible, customers should come with exact cash payment or check.

• Consider upgrading to touchless faucets, soap and paper towel dispensers, and adding touchless, automatic hand sanitizer dispensers. Ensure soap dispensers and paper towel dispensers are regularly filled.

• Equip reception areas and workstations with proper sanitation products, including hand sanitizer and sanitizing wipes.

• Provide time for workers to implement cleaning practices during their shift. Cleaning assignments should be assigned during working hours as part of the worker’s job duties.
• Workers should avoid sharing phones, tablets, laptops, desks, pens, and other work supplies, wherever possible. Never share PPE.

• Discontinue the use of shared food and beverage equipment in breakrooms (including shared coffee brewers).

• Consider opening treatment room windows, if feasible and within security protocols. Consider installing portable high-efficiency air cleaners, upgrading the building’s air filters to the highest efficiency possible, and making other modifications to increase the quantity of outside air and ventilation in all working areas.

• In addition to the above cleaning and disinfecting protocols cosmetology and barbering businesses must follow the existing California Board of Barbering and Cosmetology rules. Additional rules may also apply for businesses at the local, county-level.

**Physical Distancing Guidelines**

• Implement measures to ensure physical distancing of at least six feet between and among workers and customers, except while providing the services that require close contact. This can include use of physical partitions or visual cues (e.g., floor markings, colored tape, or signs to indicate to where workers and/or customers should stand).

• Maintain at least six feet of physical distance between each work station area, and/or use impermeable barriers between work stations to protect customers from each other and workers.

• Stagger appointments to reduce reception congestion and ensure adequate time for proper cleaning and disinfection between each customer visit. Consider servicing fewer customers each day or expanding operating hours to allow for more time between customers and suspending walk-in appointments.

• If possible, implement virtual check-in technology to ensure that workers are notified when a customer arrives. Ask customers to wait in a designated area outside that permits necessary physical distancing or in their cars.

• Establish an outdoor reception area where customers can check in while still following physical distancing guidelines. Take measures at reception desks or other areas where physical distancing cannot be maintained to minimize exposure between workers and customers, such as Plexiglas or other barriers.

• Consider offering workers who request modified duties options that minimize their contact with customers and other workers (e.g., managing inventory or managing administrative needs through telework).
• Require workers to avoid handshakes, fist bumps, hugs, or similar greetings that break physical distance.

• Where possible, create outdoor break areas with shade covers and seating that ensures physical distancing.

• Adjust any staff meetings to ensure physical distancing. Hold meetings over the phone or via webinar for workers wherever possible.

**Additional Considerations for Esthetic, Skin Care, and Cosmetology Services**

• Workers should wear a face shield for eye protection (with a face covering) when they are providing clients treatment on facial or neck areas that do not enable the client to wear a face covering.

• Disposable gloves should be worn throughout the entire esthetic service and while performing cleaning and disinfection of all implements and surfaces after each client session.

• Before leaving the outside treatment area, remove and dispose of gloves, apply proper hand sanitizer or wash hands with soap and water.

• Single use applicators must be used and disposed of immediately after use in a lined trash bin. The trash bin should have a lid and should be lined with a disposable plastic bag.

**Additional Considerations for Nail Services**

• Ask clients to clean hands by use of hand sanitizer before nail services are provided.

• Workers must wear face coverings at all times, or a respirator where required.

• Disposable gloves should be worn throughout the entire service and while performing cleaning and disinfection of all implements and surfaces after each client. Once cleaning is finished, remove and dispose of gloves and apply proper hand sanitizer or wash hands with soap and water.

• Pedicures done outside shall be limited to portable tubs/bowls and must be disinfected with an EPA-registered liquid disinfectant that is labeled as a bactericide, fungicide and virucide. Refer to manufacturer's instructions on concentration. The disinfection should occur inside the nail salon and not in the temporary outdoor setting.

• Nail salons should use disposable supplies whenever possible. Any non-disposable supplies must be fully disinfected between customers.
according to the California Board of Barbering and Cosmetology guidelines.

- All single use items, such as cardboard files, sand-bands for drills and buffers, disposable sandals, toe separators, and applicators, must be used once and immediately thrown away in a lined, lidded trash can.

- To reduce the number of touchpoints, do not provide nail polish displays. In the absence of a nail polish display, use a color palette, which is to be cleaned and disinfected after each client use. If the nail polish display is not removed, nail polishes should be cleaned and disinfected before being returned to the display.

- Consider whether it is feasible to install a plastic partition between the worker and client with ample space cut out where hands or feet can be slid underneath to conduct the manicure or pedicure.

- Allow only one manicurist to work at each station and do not allow clients to get multiple services at the same time, such as a manicure and pedicure.

- If fans, such as pedestal fans or hard-mounted fans, are used in the outside salon, take steps to minimize air from fans blowing directly from one person toward another. If fans are disabled or removed, employers should remain aware of possible heat hazards and take steps to mitigate them.

### Additional Considerations for Massage Services (Non-Healthcare Settings)

- Ask clients to wash their hands before any services are provided.

- Consider alterations to the treatment table setup to support the required cleaning and disinfecting protocols. This could include using disposable face cradle covers and/or protecting the table, table warmers, bolsters, and other items with washable barriers like pillowcases that can be removed and replaced between each client. Barriers are not a substitution for the required cleaning and disinfecting protocols.

- Evaluate whether facial massages or other hands-on work to the face will be offered. If providing such services, use non-latex gloves for this part of the treatment. Facial massages should not be performed if it requires removal of the client’s face covering.

- Provide any hand treatments as the last part of the service.

- Workers should wash their hands immediately upon finishing massage services.
Other Considerations for Moving Work Outdoors

- Rewiring and the use of electrical extension cords can increase the likelihood of electrical hazards, including fire and electrocution. Ensure that outdoor operations comply with Cal/OSHA and all code requirements. See Cal/OSHA’s Guide to Electrical Safety for more information.

- Ensure there are no tripping hazards from cords or other equipment in outdoor work areas.

- Use shade or other skin protection when not under shade.

- Stop operations, move away from electrical wiring and equipment, and seek indoor shelter if there is lightning within 6 miles of your location (see the FEMA “30/30 rule”).

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1 Additional requirements must be considered for vulnerable populations. Personal care providers must comply with all Cal/OSHA standards and be prepared to adhere to its guidance as well as guidance from the Centers for Disease Control and Prevention (CDC) and the California Department of Public Health (CDPH). Additionally, employers should be prepared to alter their operations as these guidelines change.
I. Introduction

On March 4, 2020, Governor Gavin Newsom proclaimed a State of Emergency in California in response to COVID-19. Since that time, the State Public Health Officer has issued Statewide Public Officer Orders requiring the closure of certain sectors to disrupt the spread of COVID-19 among the population.

The most recent Statewide Public Health Officer Order, issued on July 13, 2020, requires, for counties on the State Monitoring List, the closure of indoor operations for additional sectors that include barbering and cosmetology. The Order specifies that operations may continue outdoors, where risk of transmission of COVID-19 is lower, under specified circumstances.

The following guidance identifies the services that may be performed outdoors, the health and safety standards applicable to an establishment's use of outdoor spaces, and the locations that may be used to provide outdoor services.

II. Outdoor locations in which services may be performed

Licensed services should only be performed in outdoor areas outside a licensed establishment that are contiguous with or adjacent to a licensed establishment, consistent with state public health directives.

In addition to outdoor spaces that are contiguous with or adjacent to a licensed establishment, licensed services may be provided in outdoor spaces that are (1) in close proximity to the licensed establishment; (2) immediately accessible to the licensee; and, (3) secured and under the control of the licensee. Examples of these types of approved outdoor spaces include, but are not limited to:
• Parking lots in which the licensed establishment is contained; and
• Sidewalks and other public thoroughfares reasonably proximate to the
  licensed establishment that are closed to public access during the period
  of service.

Any outdoor space proposed to be used for services:

• Must be reasonably accessible by the licensee of the licensed
  establishment to enable the cleansing and disinfection of tools and
  personal protective equipment;
• Must have the same ventilation and airflow as the outdoors; and,
• Cannot be enclosed or partially enclosed on more than one side in a
  way that otherwise restricts normal airflow.

III. **Permissible outdoor services**

Barbering and cosmetology establishments providing outdoors services should
not perform services that would require a customer to enter the establishment.
All other barbering and cosmetology services may be performed in outdoor
settings, except for the following services:

• All chemical hair services including, but not limited to, permanent waving,
  relaxing, bleaching, tinting, coloring, dyeing and straightening;

• Shampooing; and

• Electrolysis.

These services may not be performed outdoors. Chemical hair services and
shampooing cannot be performed outdoors due to the inability to ensure
adequate drainage and proper waste disposal. In addition, electrolysis is an
invasive procedure that involves skin puncturing and blood draws and should
only be performed indoors, in a controlled environment.

IV. **Health and safety standards applicable to outdoor spaces**

Licensees must comply with all applicable guidance and directives of the
California Department of Public Health. Services provided in outdoor areas
outside a licensed establishment must also conform to all other applicable laws,
including but not limited to applicable local land use requirements and
permitting requirements, state and federal accessibility requirements, and
Cal/OSHA’s heat illness prevention standard.
In addition, the health and safety standards generally applicable to licensees operating in licensed establishments continue to apply to an establishment’s use of outdoor spaces. Accordingly, establishments and individual licensees that utilize outdoor spaces remain subject to the following standards:

**Business and Professions Code standards applicable to use of outdoor spaces:**

- § 7348: An establishment shall at all times be in the charge of a person licensed pursuant to this chapter except an apprentice.
- § 7349: It is unlawful for any person, firm, or corporation to hire, employ, or allow to be employed, or permit to work, in or about an establishment, any person who performs or practices any occupation regulated under this chapter and is not duly licensed by the board, except that a licensed establishment may utilize a student extern, as described in Section 7395.1 or 7395.2.

**California Code of Regulations, Title 16, Division 9, standards applicable use of outdoor spaces:**

- § 978: Establishments shall maintain minimum equipment and supplies.
- § 979: All non-electrical tools shall be disinfected prior to use.
- § 980: All electrical tools shall be disinfected prior to use.
- § 980.3: All foot basins or tubs shall be disinfected after each client.
- § 980.4: When liners are used, all foot basins and tubs shall be cleaned after each use.
- § 981(a): All tools that cannot be disinfected must be thrown away after a single use.
- § 984(a): No establishment shall permit a licensee afflicted with an infection or parasitic infestation to serve clients.
- § 984(b): No establishment shall allow a licensee to work on a client with an infection or parasitic infestation.
- § 985: A sanitary neck strip or towel shall be used to keep coverings from touching a client’s skin.
- § 986: All neck or nail brushes shall be cleaned prior to use.
- § 987: All linens shall be properly laundered and stored in a clean covered place.
- § 988(a): All liquids, creams, waxes, gels and other cosmetic preparations must be kept in clean closed containers.
- § 988(b): All bottles and containers shall be labeled to disclose their contents.
• § 988(c): When only a portion of a cosmetic preparation is needed, it must be removed from the bottle or container.
• § 989: No establishment shall use a product disapproved by the FDA or have on the premises methacrylate monomer and/or methylene chloride.
• § 990: All headrests or chairs shall be covered with a clean towel or paper sheet. Treatment tables must be covered with table paper, clean towel or clean sheet after each use.
• § 991: No licensee shall perform an invasive procedure.
• § 992: Skin exfoliation shall be the upper most layer of the skin. Skin removal techniques are prohibited.
• § 993: No establishment shall use a razor-edged tool to remove calluses. No establishment shall have on the premises a needle like tool used for extractions.
OUTSIDE SERVICES CHECKLIST
FOR ESTABLISHMENTS

PRIOR TO REOPENING

The Board of Barbering and Cosmetology recommends establishment owners complete all items of the checklist prior to beginning services in an outside setting. The Board highly recommends that establishments maintain records of all appointments including your client’s name and phone number.

1. Contact your local county and city to determine if outside services are allowed at your location and obtain any permits if necessary.

2. Print and read the guidance that has been published by the California Department of Public Health for outside services.

3. Ensure all disinfection procedures established by the Board are followed.

4. Ensure all hair is disposed of in a covered waste receptacle.

5. Ensure that a container is available for all tools that have been soiled.

6. Ensure all clean tools are maintained in a clean covered container until needed for use.

7. Establish a schedule so that tools can be taken into the establishment for the disinfection process by only one licensee at a time.

8. Have a covered trash can available in the outdoor setting to throw away any used items that cannot be disinfected. This includes, but is not limited to, emery boards, nail buffers, facial sponges, wax sticks, etc. These should be NEW for every client.

9. All liquids will be disposed of inside the establishment.

10. Pedicures will be done only by use of a portable tub using water obtained from inside the establishment and water must be disposed of inside the establishment.

11. Clean and disinfect restrooms. This includes: sinks, toilets, door knobs, hand air dryers, paper towel holders, soap dispensers, etc. Allow only one individual at a time to use the restroom.

12. Replace all disposable restroom items (toilet paper, paper towels) with new ones.

13. Place a trash container near the restroom door.

14. Place hand sanitizer in the restroom.

15. Wash any linens (clean or dirty) that have been in the establishment.

16. Wash or disinfect all capes.

17. Store all clean linens in a clean, covered place.

18. Disinfect all pedicure bowls following the required procedures, even if they were disinfected prior to closing the establishment.

19. Store soiled towels, robes, gowns, smocks, linens and sheets in a closed container.

20. Dispose of all waste, hair clippings, or refuse in covered receptacles.

21. Cover all headrests and/or treatment tables with a clean towel, sheet, or paper for each client.

ONGOING SAFETY CONSIDERATIONS

22. Make sure all licensees use an effective alcohol-based product before providing a service to each client and as often as possible.

07/2020
ONGOING SAFETY CONSIDERATIONS

23. Ask clients to sanitize their hands when entering the outdoor area.

24. Face masks are always worn by licensees.

25. Ensure all clients are wearing face masks and have hand sanitizer available at stations and the reception counter.

26. Limit the number of people in the outdoor area. Stagger appointments to minimize the number of clients. Advise clients to wait in their vehicle until the licensee calls/texts that they are ready for them.

27. Ensure the outside area is properly social distancing and there is 6-feet between stations.

28. Consider barrier methods on chairs such as disposable paper, plastic covers that can be disinfected, or towels that can be laundered after each client.

29. Consider implementing contactless or online payment systems. If you must handle cash, a card, or keypad, wash hands immediately.

30. Consider having a supply of stylus pens, so clients do not touch the credit card reader. Disinfect the stylus pens after each use.

31. Ensure the outdoor area has open air flow. If using a tent, canopy or other sun shelter ensure only one side is closed to allow for air flow.

32. Ensure all electrical cords are covered to prevent any tripping hazards.

33. Communicate with your clients. Advise them of additional safety precautions you have taken and share new policies or procedures you are implementing.

34. Remind everyone who works in the establishment and clients to stay at home if they are sick or not feeling well.

DISINFECTION PROCEDURES FOR NON-ELECTRICAL TOOLS

**Title 16, Division 9 of the California Code of Regulations 979(a)**

These procedures should be completed inside the establishment by only one licensee at a time.

1. Remove all visible debris.
2. Clean with soap or detergent and water.
3. Completely dry tool with a new, clean paper towel.
4. Totally immerse in an EPA-registered disinfectant with demonstrated bactericidal, fungicidal, and virucidal activity (used according to the manufacturer’s instructions).
5. Use gloves or tongs when removing tools from the disinfectant.

DISINFECTION PROCEDURES FOR SHEARS

**Title 16, Division 9 of the California Code of Regulations 979(f)**

These procedures should be completed inside the establishment by only one licensee at a time.

1. Remove all visible debris.
2. Clean with soap or detergent and water.
3. Spray or wipe the shear with an EPA-registered disinfectant with demonstrated bactericidal, fungicidal, and virucidal activity (used according to manufacturer’s instructions).

PROPER MASK WEARING GUIDANCE

1. Wash your hands before putting on your face covering
2. Put it over your nose and mouth and secure it under your chin
3. Try to fit it snugly against the sides of your face
4. Make sure you can breathe easily
Notice of Disciplinary Enforcement Priorities

Background
On March 4, 2020, Governor Gavin Newsom proclaimed a State of Emergency in California in response to COVID-19. Since that time, the State Public Health Officer has issued Statewide Public Officer Orders requiring the closure of certain sectors to disrupt the spread of COVID-19 among the population.

The most recent Statewide Public Health Officer Order, issued on July 13, 2020, requires, for counties on the State Monitoring List, closure of indoor operations for additional sectors that include barbering and cosmetology. The Order specifies that operations may continue outdoors, where risk of transmission of COVID-19 is lower, under specified circumstances.

On July 20, 2020 the California Department of Public Health and California Department of Industrial Relations (Cal/OSHA) issued COVID-19 Industry Guidance: Hair Salons and Barbershops Outdoor Services, which provides guidance for hair salons and barbershops to support a safe, clean, outdoor environment for workers and customers. They also issued COVID-19 Industry Guidance: Expanded Personal Care Services Outdoor Services, which provides similar guidance for esthetic, skin care, and cosmetology services and nail services.

Also on July 20, 2020, the Director of the Department of Consumer Affairs issued additional guidance on barbering and cosmetology services that may be safely performed outdoors, the health and safety standards applicable to an establishment’s use of outdoor spaces, and the locations that may be used to provide outdoor services.

Disciplinary Enforcement Priorities under the July 13 Order
In order to support the public health goal of limiting indoor operations to reduce transmission of COVID-19, the Board of Barbering and Cosmetology will prioritize its enforcement resources to ensure licensees do not operate indoors on licensed premises in counties on the Monitoring List.

Consistent with this priority and the guidance issued today for how licensees may safely operate outdoors, the Board will not initiate disciplinary proceedings or issue administrative fines or citations against licensees that offer services outdoors, provided that they offer only services authorized by, and otherwise operate in a manner consistent with, the guidance issued by the Director of the Department of Consumer Affairs and the guidance issued by the California Department of Public Health and California Department of Industrial Relations (Cal/OSHA).

To the extent licensees do not adhere to the above-referenced guidance or a consumer complaint is received, the Board reserves the right to initiate disciplinary proceedings or issue administrative fines or citations.
These enforcement priorities are effective immediately. They will remain in effect until further notice.

Licensees should be aware that other requirements, such as local zoning and permitting rules and local public health orders, may also apply to outdoor operations. This Notice addresses only the Board’s discipline and enforcement authority.