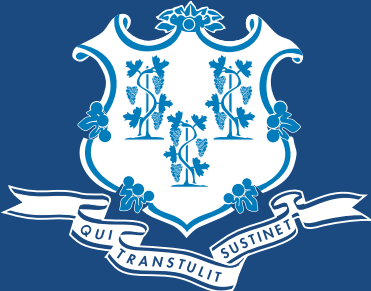


REOPEN
Connecticut
SAFER. STRONGER. TOGETHER.



Governor Ned Lamont

Sector rules for May 20th reopen

May 8th, 2020

SECTOR RULES FOR MAY 20TH REOPEN

GOAL

Proactively protect public health and speed up the pace of economic, educational, and community recovery while Restoring Connecticut's quality of life.

1

SAFETY FIRST

We will reopen society safely and securely with a proactive program that safeguards the health of our vulnerable residents, continues physical distancing, and provides clear safeguard rules for businesses and institutions deemed safe to reopen.

2

SCIENCE-DRIVEN

Our strategy will rely on a scientifically validated set of public health interventions. Patient assessment, testing, proactive tracing, field studies, and public health guidance will be deployed simultaneously to contain infection.

3

PREPARED

We will work closely with hospitals and health systems to procure and distribute critical personal protective equipment, and assess capacity of beds and ventilators to ensure optimal standard of care.

4

CHOICE

Individual businesses within sectors allowed to open are empowered to make their own choice on when they reopen. When they open, they must comply with rules we lay out to safeguard their employees and customers.

5

DYNAMIC

We include a suite of tools to inform an adaptive plan that can be nimbly scaled or rolled back rapidly based on real-time critical health metrics.

SECTOR RULES FOR MAY 20TH REOPEN

HOW WE WILL OPEN OUR ECONOMY SAFELY

Our plan to open the economy will address two factors:

WHAT businesses can open and when.

HOW businesses must operate **if they choose to open**.

WHAT:

- We know that some businesses put employees and customers at greater risk of transmission.
- We will prioritize opening businesses that pose a lower transmission risk and drive outsized impact on the economy.
- Transmission risk is defined as contact intensity and modification potential of businesses.
 - Contact intensity considers contact proximity, contact length, and number of contacts.
 - Modification potential considers the businesses' ability to socially distance and sanitize in accordance with regulations.
- We will assess the impact on state economic health with a focus on number of employed individuals, total GDP impacted, and impact on small businesses that make up the backbone of our economy.

HOW:

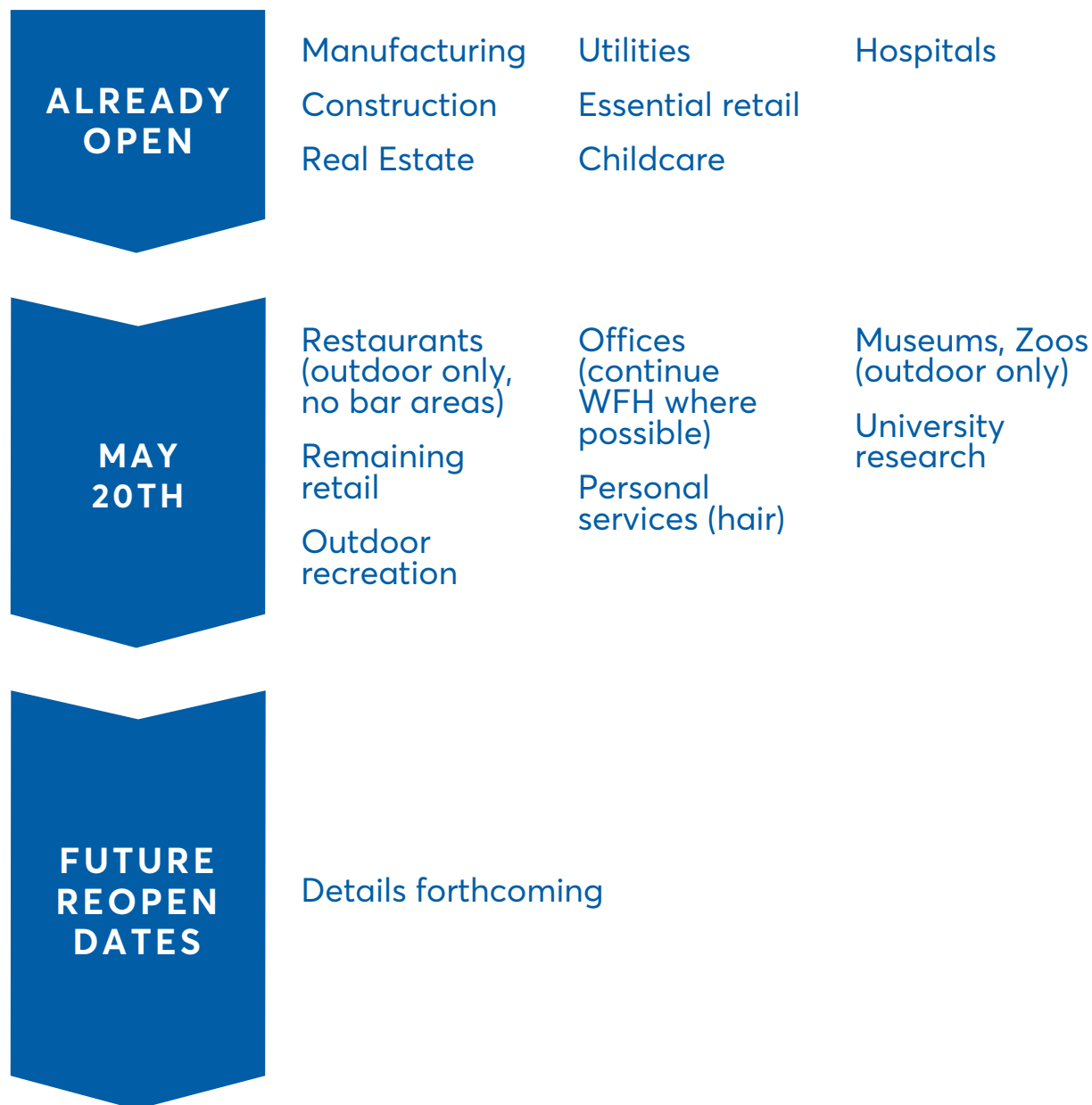
- We will provide clear operational guidance to businesses on how to reopen while ensuring the safety of both employees and customers.
- Guidance will include social distancing and hygiene, as well as the use of personal protection – for business operators, workers, and customers.
- The goal is to not only open safely, but create confidence in our society across employers, employees, and customers.
- The level of guidance will gradually become less restrictive over time, as our confidence in the ability to monitor and contain the disease increases.

SECTOR RULES FOR MAY 20TH REOPEN

WHAT: SECTOR REOPENING OVER TIME

The state will open its economy with a gradual approach

The first set of businesses will start reopening when we see a sustained 14-day decline in hospitalizations, have adequate testing capacity, have a contact tracing system in place, and have procured sufficient PPE. The tentative timing for that reopen is May 20th.



SECTOR RULES FOR MAY 20TH REOPEN

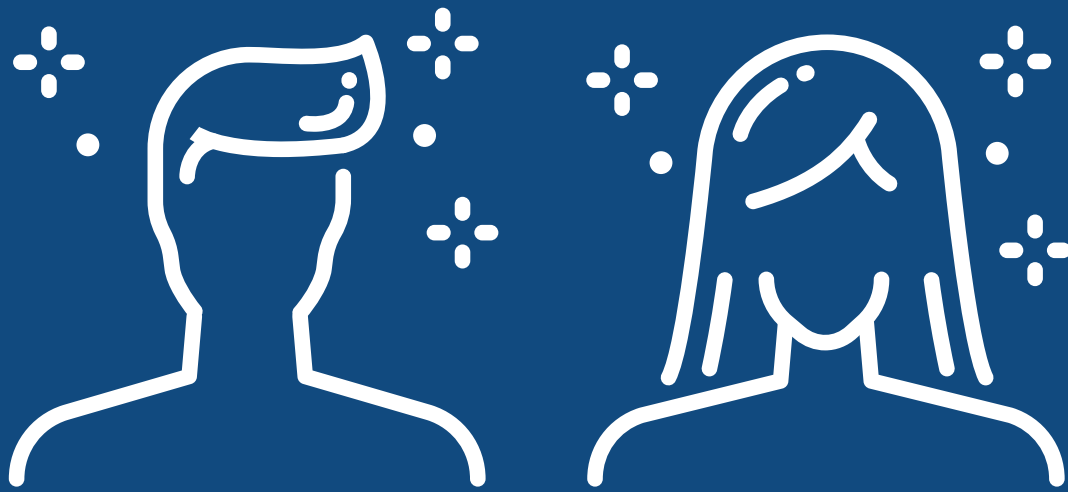
HOW: SAFEGUARDS

As we start opening select businesses on May 20th, we will open at our strictest controls on business operations and societal interaction. This will include, among other measures:

- Capacity limit of 50% for businesses that reopen.
 - Strict cleaning and disinfection protocols in all settings.
 - Those who can work from home should continue to do so
 - Those in high-risk groups (comorbidities) and over the age of 65 should continue to stay safe and stay home.
 - Facemasks should continue to be worn in public at all times.
 - Social gatherings will be restricted to a maximum of 5 people.
-

As we see progress on a defined set of public health metrics (detail to follow), we will gradually loosen safeguards. This will allow for the next set of businesses to open and potentially for businesses already open to operate with additional leeway. We expect this will occur over the coming months through September 2020.

As always, we will make decisions based on data and science. Our plan intentionally allows for sufficient time for learning, adoption of behaviors, and ultimately the achievement of improved health metrics that create the necessary environment for new business operations. If public health metrics deteriorate, the State may choose to revert back to stricter safeguards.



HAIR SALONS & BARBERSHOPS

In Phase 1, hair salons & barbershops will open at 50% capacity by appointment only, with waiting rooms closed. Services offered will be restricted to hairdressing and eyebrows, nothing that would require removal of a facemask (e.g., beard trimming, lip waxing, etc.). Blow drying not permitted.

HAIR SALONS & BARBERSHOPS

OVERVIEW

As Connecticut's hair salons and barbershops reopen, the most important consideration will be the health and safety of employees and patrons. Hair salons & barbershops are high-contact environments that necessitate interaction in violation of social distancing rules; however, adherence to the rules developed by the State of Connecticut can mitigate the risk this contact poses. Businesses should exercise caution throughout the phases of reopening, ensuring strict adherence to the protocols listed here. Those businesses that are not able to meet these by May 20, shall delay opening until they are able.

While these rules provide a way for hair salons and barbershops to reopen as safely as possible, risks to customers and employees cannot be fully mitigated. Customers who choose to visit hair salons and barbershops during this time should be aware of potential risks. Individuals over the age of [65] or with other health conditions should not visit hair salons & barbershops, but instead continue to stay home and stay safe.

Businesses shall take these rules as the minimum baseline of precautions needed to protect public health in Connecticut. Individual businesses should take additional measures as recommended by industry guidelines or by common sense applied to their particular situation. We urge customers to stay vigilant and pay attention as to whether establishments they frequent are faithfully implementing these rules.

STATE GUIDANCE FOR HAIR SALONS & BARBERSHOPS

These rules are intended to help hair salons and barbershops safely get back to work. The information here can be supplemented with guidance from professional organizations and by other industry groups, some of which are listed below. These rules may be updated.

FURTHER RESOURCES

Professional Beauty Association

https://www.probeauty.org/docs/default-source/coronavirus-documents/pba-back-to-work-guidelines.pdf?sfvrsn=4afa9a9b_12

Associated Hair Professionals

<https://www.associatedhairprofessionals.com/back-to-practice>

American Barber Association

<https://americanbarber.org/wp-content/uploads/2020/04/The-American-Barber-Association-and-coronavirus.pdf>

Occupational Safety and Health Administration

<https://www.osha.gov/Publications/OSHA3990.pdf>

HAIR SALONS & BARBERSHOPS



PLAN FOR REOPENING

Share these rules with your employees and inform them of any additional specific measures being taken in response to COVID-19.



PROGRAM ADMINISTRATOR

Appoint a program administrator who is accountable for implementing these rules.



TRAINING

The employer shall institute a training program and ensure employee participation in the program. There shall also be weekly refreshers on policies. The training shall be provided at no cost to the employee and during working hours. The training materials shall be presented in the language and at the literacy level of the employees. Training shall include:

- The rules outlined in this document.
- Protocols on how to clean and use cleaning products (incl. disinfectants) safely.

Additional guidance can be found here:

https://osha.washington.edu/sites/default/files/documents/FactSheet_Cleaning_Final_UWDEOHS_0.pdf

Note: Ensuring subcontractors are trained is also the responsibility of the employers.



CLEANING PLAN

Develop cleaning plans and checklists that incorporate these guidelines. Ensure it is clear which employees are responsible for implementing the plans.



PERSONAL PROTECTION

Estimate required personal protection for employees and begin procuring.



THOROUGH CLEANING

Complete a thorough cleaning of facility prior to reopening, including, but not limited to:

- Bathrooms, shampoo bowls, chairs and headrests, shears, combs, brushes, tweezers, razors, styling tools, rolling carts

HAIR SALONS & BARBERSHOPS



SHIFTS

Stagger shift start/stop times, break times, and lunchtimes to minimize contact across employees.



LOG EMPLOYEES

Maintain a log of employees on premise over time, to support contact tracing.



CERTIFICATION

Complete the self-certification on the DECD website to receive a Reopen CT badge. Once complete, businesses can choose to post the badge on-site and on social media to advertise adherence to CT rules and build customer confidence.



HAIR SALONS & BARBERSHOPS



SIGNAGE

Post clear signage that reinforces new policies (include signage in multiple languages where employees and/or clientele are not native English speakers), including:

- Visits by appointment only
- Social distancing, cleaning, and disinfection protocols
- Personal protection protocols (face masks, gloves) for customers and employees
- Employees shall stay home if sick/experiencing symptoms
- Customers shall not enter if they are experiencing symptoms



VENTILATION

Increase ventilation rates and increase the percentage outside air that circulates into the system where possible. In workplaces without a central air handling system, make every effort to bring in outside air by opening doors and windows.



DISCRETE WORK ZONES

Where possible, segment the workspace into discrete zones, prevent movement between zones and close spaces where employees congregate, (e.g., hair stylists work at same station during workday to minimize overlap).



SOCIAL DISTANCING MARKERS

Install visual social distancing markers to encourage customers to remain 6ft apart (e.g., at reception desk).



WORKSTATION SETUP

- Rearrange space to maintain 6+ feet of distance between customers and limit movement of employees within facility
- Stagger workstations and shampoo bowls
- Install physical barriers where possible
- Ask customers to wait in cars till appointment time; Close waiting rooms
- Blow drying not permitted



SHARED EQUIPMENT

Ensure employees do not share equipment to the extent possible. If shared, clean after each use.

HAIR SALONS & BARBERSHOPS



NON-ESSENTIAL AMENITIES

Close or remove amenities non-essential to businesses' main function, including:

- Magazines, pamphlets, other waiting room materials
- Customer-facing water and coffee machines
- Coat rooms – have customers bring their personal belongings to the workstation where they will be serviced.



TOUCHLESS APPLIANCES

Install touchless appliances wherever possible, including:

- Contactless payments
- Paper towel dispensers
- Soap dispensers
- Trash cans (ensure bins have lids)



HOTLINE FOR VIOLATIONS

Post clear signage that includes the state hotline (211) for employees and customers to report potential violations of these rules.

HAIR SALONS & BARBERSHOPS

PERSONAL PROTECTION FOR EMPLOYEES

- All employees are required to wear face shields and a facemask or other cloth face covering that completely covers the nose and mouth, unless doing so would be contrary to his or her health or safety due to medical conditions.
- Gloves optional; if used must be changed between customers.
- Gloves and eye protection are required when using cleaning chemicals.

EMPLOYERS ARE RESPONSIBLE FOR PROVIDING PERSONAL PROTECTION TO THEIR EMPLOYEES

- If businesses do not have adequate personal protection, they cannot open.

PERSONAL PROTECTION FOR CUSTOMERS

- Customers are required to bring and wear masks or cloth face covering that completely covers the nose and mouth unless doing so would be contrary to his or her health or safety due to a medical condition.

CONVERSATION

- Limit verbal communication between the client and employee when within 6ft to the extent practical.

HAIR SALONS & BARBERSHOPS



HAND SANITIZER

Hand sanitizer shall be made available at entrance points and common areas, where possible.



HANDWASHING

Ensure employees wash their hands routinely (at minimum, between customers) using soap and water for at least 20 seconds.



CLEANING OR DISINFECTING PRODUCTS &/OR DISPOSABLE WIPES

Make available near commonly used surfaces, where possible including:

- Cash registers
- Phones
- Computers
- Credit card machines
- Reception desk
- Light switches
- Door handles



BATHROOMS

Clean and disinfect frequently, implement use of cleaning log for tracking. Clean multiple times a day and hourly during busy times.



LINENS AND CAPES

- Launder with aggressive detergents.
- Dry thoroughly and store in closed cabinets.



SHAMPOO BOWLS

Disinfect between customers. Allow disinfectant to soak in bowl for 10 minutes, then scrub down bowl and faucets/nozzles.



CLEANING & DISINFECTING

Disinfectants are irritants and sensitizers and should be used cautiously. Clean and disinfect frequently touched surfaces at least daily and if shared after each use.

- Use products that meet EPA's criteria for use against SARS-CoV-2 and that are appropriate for the surface. Prior to wiping the surface, allow the disinfectant to sit for the necessary contact time recommended by the manufacturer. Train staff on proper cleaning procedures to ensure safe and correct application of disinfectants.
- Clean and disinfect workstations and tools between customers, including:

- Station counters
- Shears
- Tweezers
- Mirrors
- Styling tools
- Brushes and combs
- Rolling carts
- Drawers or any storage containers
- Product on station
- Chair and headrest

Note: Store tools in closed containers or drawers when not in use.

HAIR SALONS & BARBERSHOPS



DAILY HEALTH CHECK

Ask employees resuming on-premise work to confirm they have not experienced COVID-19 CDC-defined symptoms and to monitor their own symptoms, including cough, shortness of breath, or any two of the following symptoms:

- Fever
- Chills
- Repeated shaking with chills
- Muscle pain
- Headache
- Sore throat
- New loss of taste or smell

Employees shall stay home if sick.



IN THE EVENT OF A POSITIVE COVID-19 CASE

Employees shall inform their employers and follow state testing and contact tracing protocols.



WHISTLEBLOWER PROTECTION

Employers may not retaliate against workers for raising concerns about COVID related safety and health conditions.

- Additional information can be accessed at www.OSHA.gov
- Additional information for the public sector can be accessed at www.connosha.com



LEAVE

Employers shall adhere to federal guidance pertaining to paid leave for employees and provide this guidance to employees. Employers shall post the Families First Coronavirus Response Act (FFCRA) Department of Labor poster. The poster can be accessed at:

<https://www.dol.gov/agencies/whd/posters>

- Additional guidance can be accessed at: <https://www.dol.gov/agencies/whd/pandemic/ffcra-employee-paid-leave>