



**CABINET FOR HEALTH AND FAMILY SERVICES
OFFICE OF THE SECRETARY**

Andy Beshear
Governor

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Eric C. Friedlander
Secretary

ORDER

May 22, 2020

On March 6, 2020, Governor Andy Beshear signed Executive Order 2020-215, declaring a state of emergency in the Commonwealth due to the outbreak of COVID-19 virus, a public health emergency. Pursuant to the authority in KRS 194A.025, KRS 214.020, and Executive Orders 2020-215 and 2020-323, the Cabinet for Health and Family Services, Department for Public Health, hereby orders the following directives to reduce and slow the spread of COVID-19:

1. The March 16, 2020 Order of the Cabinet for Health and Family Services concerning restaurants (the “March 16 Food and Beverage Order”) and the March 17, 2020, Order of the Cabinet for Health and Family Services concerning public-facing businesses (the “March 17 Public-Facing Businesses Order”) are hereby amended as follows.
2. Effective May 22, 2020, the March 16, 2020 Food and Beverage Order no longer prohibits restaurants holding a food service permit in good standing and having table seating from providing food and beverage sales for onsite consumption. Restaurants must, in addition to the minimum requirements for all entities in the Commonwealth of Kentucky attached to and incorporated by reference in the May 11, 2020 Order of the Cabinet, implement and follow the Requirements for Restaurants, which are attached hereto and incorporated by reference herein. The Requirements for Restaurants and the minimum requirements are available online at: <https://healthyatwork.ky.gov>.
3. For the purposes of this Order, a restaurant is an entity that stores, prepares, serves, vends food directly to the consumer or otherwise provides food for human consumption, and must hold a food service permit in good standing and have table seating. The March 16, 2020 Food and Beverage Order remains in effect for establishments that are not restaurants.



4. Food service in health care facilities and any congregate living facilities, such as long-term care facilities as defined by KRS 216.510 and similar locations, remain exempt from the requirements of this Order and the March 16, 2020 Food and Beverage Order.

5. Liquor, beer and wine sales in the Commonwealth of Kentucky at establishments that are not restaurants remain restricted to carry-out, delivery and drive-thru services only, to the extent permitted by law. Onsite consumption remains prohibited at establishments that are not restaurants.

6. Establishments and public-facing businesses that encourage public congregation or that, by the nature of the service to the public, cannot comply with CDC guidelines concerning social distancing, ordered to cease all in-person operations under the March 17 Public-Facing Businesses Order shall continue to cease all in-person operations unless otherwise provided in this Order.

7. Effective May 25, 2020, the March 17, 2020 Public-Facing Businesses Order shall no longer apply to the following businesses or entities: (1) Cosmetology businesses; (2) Hair salons and barbershops; (3) Massage therapy businesses; (4) Nail salons; (5) Tanning salons; and (6) Tattoo parlors. The businesses or entities identified in this paragraph must, in addition to the minimum requirements for all entities in the Commonwealth of Kentucky attached to and incorporated by reference in the May 11, 2020 Order of the Cabinet, implement and follow the specific Requirements for each respective business or entity, which are attached hereto and fully incorporated by reference herein. The specific Requirements for each business identified in this paragraph and the minimum requirements for all entities are available online at: <https://healthyatwork.ky.gov>.

8. The March 17, 2020 Public-Facing Businesses Order otherwise remains in effect unless amended herein.

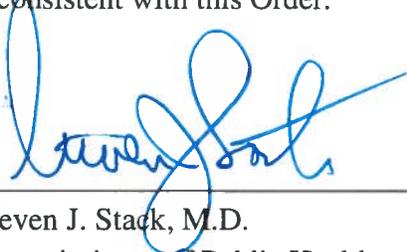
9. For the avoidance of doubt, all public facing-businesses permitted to operate must to the extent practicable implement Centers for Disease Control guidance, including:

- maintaining a distance of 6 feet between persons;
- ensuring employees practice appropriate hygiene measures, including regular, thorough handwashing;
- ensuring that employees who are sick remain home; and
- regularly cleaning and disinfecting frequently touched objects and surfaces.

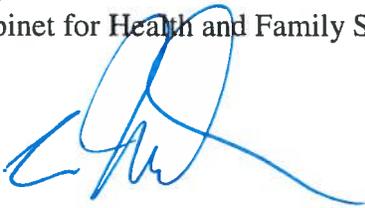
10. Failure to follow the requirements provided in this Order and any other Executive Order and any Cabinet Order, including but not limited to the Orders of the Cabinet for Health and Family Services, is a violation of the Orders issued under KRS Chapter 39A, and could subject businesses to closure or additional penalties as authorized by law.

11. The Department for Public Health hereby delegates to local health departments the authority to take all necessary measures to implement this Order.

The Secretary for the Cabinet for Health and Family Services has been designated by the Governor to deliver these directives during this public health emergency. The Cabinet for Health and Family Services will continue to provide information and updates during the duration of this Public Health Emergency. Prior orders of the Cabinet for Health and Family Services remain in effect unless inconsistent with this Order.



Steven J. Stack, M.D.
Commissioner of Public Health
Department for Public Health
Cabinet for Health and Family Services



Eric Friedlander
Secretary
Governor's Designee

Requirements for Tattoo Parlors

In addition to the Healthy at Work Minimum Requirements, **tattoo parlors** must meet the requirements below in order to reopen and remain open:

Social Distancing Requirements

- Tattoo parlors must limit the number of clients present in any given parlor to 33% of the occupational capacity of the facility. Employees are excluded from this 33% maximum.
- Tattoo parlors should provide services and conduct business via phone or Internet to the greatest extent practicable. Any employees who are currently able to perform their job duties via telework (e.g., accounting staff) should continue to telework.
- Tattoo parlors should eliminate the use of any waiting areas, provide services by appointment only and communicate by phone or text when the client may enter the salon. Tattoo parlors must ensure clients do not congregate in the parlor before or after their appointment.
- Tattoo parlors should, to the greatest extent practicable, modify traffic flow to minimize contacts between employees and clients.
- Tattoo parlors should not allow additional persons to accompany any customer undergoing the procedure.
- Tattoo parlors should ensure employees use digital files rather than paper formats (e.g., documentation, invoices, inspections, forms, agendas) to the greatest extent practicable.
- Tattoo parlors should establish controls, to the greatest extent practicable, when six (6) feet of physical distancing is not feasible. This includes, for example, installation of portable or permanent non-porous physical barriers (e.g., plexiglass shields) between work stations.
- Tattoo parlors should communicate with clients and receive payments through contactless payment options (e.g., phone or Internet), to the greatest extent practicable. For those tattoo parlors that cannot utilize contactless payments, the business should install floor or wall decals for cashier queuing areas to demark safe waiting distances of a six (6) feet minimums.
- Tattoo parlors should ensure, to the greatest extent practicable, that any paperwork can be completed electronically by using e-signature technology for signatures.

- Tattoo parlor business should reduce, to the greatest extent practicable, the number employees and clients entering, exiting, or gathering at one time.
- Tattoo parlors should prohibit gatherings or meetings of employees of more than ten (10) during work hours, permit employees to take breaks and lunch outside, in their office or personal workspace, or in such other areas where proper social distancing is attainable.
- Tattoo parlors should discourage employees from sharing phones, desks, workstations, handhelds/wearables, or other work tools and equipment to the greatest extent practicable
- Tattoo parlors should discourage customers from handling jewelry to the greatest extent practicable. If handling jewelry is unavoidable, tattoo parlors should provide customers with disposable gloves to handle jewelry. Jewelry should be sanitized after touching/use.
- Tattoo parlors should discontinue nasal and oral procedures.

Cleaning and Disinfecting Requirements

- Tattoo parlors should ensure that their facilities, including workstations, common areas, breakrooms and restrooms and are properly cleaned and ventilated.
Tattoo parlors should ensure new customer are given the opportunity to perform hand hygiene prior to receiving service.
- Tattoo parlors must ensure tools are cleaned and disinfected after each use with appropriate germicide solutions.
- Tattoo parlors should provide hand sanitizer, handwashing facilities, and tissues in convenient locations to the greatest extent practicable.
- Tattoo parlors must ensure employees properly wash their hands before providing service to each new client.
- Tattoo parlors must encourage clients to properly wash their hands prior to receiving service. If clients refuse to properly wash their hands prior to service, the business may refuse to provide service.
- Tattoo parlors must establish a policy as to whether to serve clients who do not adhere to the business's policy on requiring hand washing.
- Tattoo parlors making restrooms available must ensure restrooms frequently touched surfaces are appropriately disinfected after each use (e.g. door knobs and handles).
- Tattoo parlors should ensure disinfecting wipes or other disinfectant are available at shared equipment.

- Tattoo parlors should ensure, to the greatest extent practicable, that all implements that make contact with customers are pre-sanitized, disposable, single-use items (e.g. stencils, markers, needles, and tubes).
- Tattoo parlors should ensure all wipes, bandages, or other implements are bagged and appropriately disposed of.
- Tattoo parlors should ensure that employees have access to appropriate disposal equipment (e.g. hazardous waste bins) to ensure implements are appropriately disposed of.
- Tattoo parlors must ensure cleaning and sanitation of frequently touched surfaces with appropriate disinfectants. Areas with frequently touched surfaces include fitting rooms, doors, PIN pads, and common areas. Appropriate disinfectants include EPA registered household disinfectants, diluted household bleach solution, and alcohol solutions containing at least 60% alcohol.
- Tattoo parlors must establish a cleaning and disinfecting process that follows CDC guidelines when any individual is identified, suspected, or confirmed COVID-19 case.
- Tattoo parlors should ensure employees wipe their workstations and/or cash registers down with disinfectant at the end of their shift or at any time they discontinue use of their workstations and/or cash registers for a significant period of time.
- Tattoo parlors should ensure employees do not use cleaning procedures that could re-aerosolize infectious particles. This includes, but is not limited to, avoiding practices such as dry sweeping or use of high-pressure streams of air, water, or cleaning chemicals.
- Tattoo parlors should disallow clients from any direct use of retail items or products prior to sale.
- Tattoo parlors should encourage clients to touch only those retail items or products they intend to buy.
- Tattoo parlors should ensure any retail items or products that are touched by clients but not purchased are set aside and cleaned in accordance with CDC guidelines.

Personal Protective Equipment (PPE) Requirements

- Tattoo parlors must ensure appropriate face coverings and other personal protective equipment (PPE) is used by employees so long as such use does not jeopardize the

employees' health or safety. This includes use of face shields to the greatest extent practicable during body art procedures.

- Tattoo parlors must ensure their employees wear face masks for any interactions between clients and co-workers or while in common travel areas of the business (e.g., aisles, hallways, stock rooms, breakrooms, bathrooms, entries and exits). Employees are not required to wear face masks while alone in personal offices, more than six (6) feet away from any other person, or if doing so would pose a serious threat to their health or safety.
- Tattoo parlors should ensure clients and other visitors (e.g., suppliers and vendors) wear face masks while in the tattoo parlor. Tattoo parlors should make masks available for clients; however, clients may bring and utilize their own face mask if they wish. If clients, suppliers or vendors refuse to wear masks, the tattoo parlor business may refuse those individuals entrance to the parlor..
- Tattoo parlors must establish a policy as to whether to serve clients who do not adhere to the business's policy on requiring masks.
- Tattoo parlors must ensure employees use gloves, along with any PPE normally used for routine job tasks (e.g. body art procedures), when cleaning equipment, workspaces, and high-touch areas of the business.
- Tattoo parlors must ensure gloves are available to employees engaging in high-touch activity to the greatest extent practicable provided that they do not create additional hazards while being worn.
- Tattoo parlors must ensure employees wear gloves while handling products during shipping and receiving.

Training and Safety Requirements

- Tattoo parlor business must train employees to properly dispose of or disinfect PPE, inspect PPE for damage, maintain PPE, and the limitations of PPE.
- Tattoo parlors must train employees to use PPE. This training includes: when to use PPE; what PPE is necessary; and how to properly put on, use, and remove PPE.
- Tattoo parlors must place conspicuous signage at entrances and throughout the store alerting staff and customers to the required occupancy limits, six feet of physical distance, and policy on face coverings. Signage should inform employees and clients about good hygiene and new practices.
- Tattoo parlors should, to the greatest extent practicable, implement hours where service can be safely provided to clients at higher risk for severe illness per CDC guidelines. These

Healthy at Work



guidelines are available at: <https://www.cdc.gov/coronavirus/2019-ncov/faq.html#Higher-Risk>

- Tattoo parlors must ensure employees are informed that they may identify and communicate potential improvements and/or concerns in order to reduce potential risk of exposure at the workplace. All education and training must be communicated in the language best understood by the individual receiving the education and training.

Requirements for Tanning Salon Businesses

In addition to the Healthy at Work Minimum Requirements, **tanning salon businesses** must meet the requirements below in order to reopen and remain open:

Social Distancing Requirements

- Tanning salon businesses must limit the number of clients present in any given tanning salon business to 33% of the occupational capacity of the facility. Employees are excluded from this 33% maximum.
- Tanning salon businesses should not allow additional persons to accompany any customer into the business.
- Tanning salon businesses should provide services and conduct business via phone or Internet to the greatest extent practicable. Any employees who are currently able to perform their job duties via telework (e.g., accounting staff) should continue to telework.
- Tanning salon businesses must eliminate the use of any waiting areas, provide services by appointment only and communicate by phone or text when the client may enter the salon. Tanning salon businesses must ensure clients do not congregate in the salon before or after their appointment.
- Tanning salon businesses should, to the greatest extent practicable, modify traffic flow to minimize contacts between employees and clients.
- Tanning salon businesses should ensure employees use digital files rather than paper formats (e.g., documentation, invoices, inspections, forms, agendas) to the greatest extent practicable.
- Tanning salon businesses must establish controls, when six (6) feet of physical distancing is not feasible. This includes, for example, installation of portable or permanent non-porous physical barriers (e.g., plexiglass shields) between work stations.
- Tanning salon businesses should communicate with clients and receive payments through contactless payment options (e.g., phone or Internet), to the greatest extent practicable. For those tanning salon businesses that cannot utilize contactless payments, the business should install floor or wall decals for cashier queuing areas to demark safe waiting distances of a six (6) feet minimums.

- Tanning salon businesses should ensure, to the greatest extent practicable, that any paperwork can be completed electronically by using DocuSign or other e-signature technology for signatures.
- Tanning salon business must reduce, to the greatest extent practicable, the number of employees and clients entering, exiting, or gathering at one time.
- Tanning salon businesses should prohibit gatherings or meetings of employees of ten (10) or more during work hours, permit employees to take breaks and lunch outside, in their office or personal workspace, or in such other areas where proper social distancing is attainable.
- Tanning salon businesses should discourage employees from sharing phones, desks, workstations, handhelds/wearables, or other work tools and equipment to the greatest extent practicable.

Cleaning and Disinfecting Requirements

- Tanning salon businesses should ensure that their facilities, including workstations, common areas, breakrooms and restrooms and are properly cleaned and ventilated.
- Tanning salon businesses must ensure tanning beds and spray tan areas and equipment are cleaned and appropriately sanitized after each use in accordance with CDC guidelines.
- Tanning salon businesses should provide hand sanitizer, handwashing facilities, and tissues in convenient locations to the greatest extent practicable.
- Tanning salon businesses must ensure employees properly wash their hands before providing service to each new client.
- Tanning salon businesses must encourage clients to properly wash their hands prior to tanning services being provided. If clients refuse to properly wash their hands prior to service, the business may refuse to provide tanning service and access to the facility.
- Tanning salon businesses must establish a policy as to whether to serve clients who do not adhere to the business's policy on handwashing.
- Tanning salon businesses making restrooms available must ensure restrooms frequently touched surfaces are appropriately disinfected after each use (e.g. door knobs and handles).
- Tanning salon businesses should ensure disinfecting wipes or other disinfectant are available at shared equipment.
- Tanning salon businesses must ensure cleaning and sanitation of frequently touched surfaces with appropriate disinfectants. Areas with frequently touched surfaces include

fitting rooms, doors, PIN pads, and common areas. Appropriate disinfectants include EPA registered household disinfectants, diluted household bleach solution, and alcohol solutions containing at least 60% alcohol.

- Tanning salon businesses must establish a cleaning and disinfecting process that follows CDC guidelines when any individual is identified, suspected, or confirmed COVID-19 case.
- Tanning salon businesses should ensure employees wipe their workstations and/or cash registers down with disinfectant at the end of their shift or at any time they discontinue use of their workstations and/or cash registers for a significant period of time.
- Tanning salon businesses should ensure employees do not use cleaning procedures that could re-aerosolize infectious particles. This includes, but is not limited to, avoiding practices such as dry sweeping or use of high-pressure streams of air, water, or cleaning chemicals.
- Tanning salon businesses should disallow clients from any direct use of retail items or products prior to sale.
- Tanning salon businesses should encourage clients to touch only those retail items or products they intend to buy.
- Tanning salon businesses should ensure any retail items or products that are touched by clients but not purchased are set aside and are appropriately sanitized prior to returning to sales shelves in accordance with CDC guidelines.

Personal Protective Equipment (PPE) Requirements

- Tanning salon businesses must ensure appropriate face coverings and other personal protective equipment (PPE) is used by employees so long as such use does not jeopardize the employees' health or safety.
- Tanning salon businesses must ensure their employees wear face masks for any interactions between clients and co-workers or while in common travel areas of the business (e.g., aisles, hallways, stock rooms, breakrooms, bathrooms, entries and exits). Employees are not required to wear face masks while alone in personal offices or if doing so would pose a serious threat to their health or safety.
- Tanning salon businesses should ensure clients and other visitors (e.g., suppliers and vendors) wear face masks while in the tanning salon. Tanning salon businesses should make masks available for clients, however clients may bring and use their own face masks. If clients, suppliers or vendors refuse to wear masks the tanning salon business may refuse those individuals entrance to the tanning salon facility.

- Tanning salon businesses must establish a policy as to whether to serve clients who do not adhere to the business's policy on requiring masks.
- Tanning salon businesses must ensure employees use gloves, along with any PPE normally used for routine job tasks, when cleaning equipment, workspaces, and high-touch areas of the business.
- Tanning salon businesses must ensure gloves are available to employees engaging in high-touch activity to the greatest extent practicable provided that they do not create additional hazards while being worn.
- Tanning salon businesses must ensure employees wear gloves while handling products during shipping and receiving.

Training and Safety Requirements

- Tanning salon business must train employees to properly dispose of or disinfect PPE, inspect PPE for damage, maintain PPE, and the limitations of PPE.
- Tanning salon businesses must train employees to use PPE. This training includes: when to use PPE; what PPE is necessary; and how to properly put on, use, and remove PPE.
- Tanning salon businesses must place conspicuous signage at entrances and throughout the store alerting staff and customers to the required occupancy limits, six feet of physical distance, and policy on face coverings. Signage should inform employees and clients about good hygiene and new practices.
- Tanning salon businesses should, to the greatest extent practicable, implement hours where service can be safely provided to clients at higher risk for severe illness per CDC guidelines. These guidelines are available at: <https://www.cdc.gov/coronavirus/2019-ncov/faq.html#Higher-Risk>
- Tanning salon businesses must ensure employees are informed that they may identify and communicate potential improvements and/or concerns in order to reduce potential risk of exposure at the workplace. All education and training must be communicated in the language best understood by the individual receiving the education and training.

Requirements for Nail Salon Businesses

In addition to the [Healthy at Work Minimum Requirements](#), [nail salon businesses](#) must meet the requirements below in order to reopen and remain open:

Social Distancing Requirements

- Nail salon businesses must limit the number of clients present in any given nail salon business to 33% of the occupational capacity of the facility. Employees are excluded from this 33% maximum.
- Nail salon businesses should not allow additional persons to accompany any customer into the business.
- Nail salon businesses should provide services and conduct business via phone or Internet to the greatest extent practicable. Any employees who are currently able to perform their job duties via telework (e.g., accounting staff) should continue to telework.
- Nail salon businesses must eliminate the use of any waiting areas, provide services by appointment only and communicate by phone or text when the client may enter the salon. Nail salon businesses must ensure clients do not congregate in the salon before or after their appointment.
- Nail salon businesses should, to the greatest extent practicable, modify traffic flow to minimize contacts between employees and clients.
- Nail salon businesses should ensure employees use digital files rather than paper formats (e.g., documentation, invoices, inspections, forms, agendas) to the greatest extent practicable.
- Nail salon businesses must establish controls, when six (6) feet of physical distancing between employees is not feasible. This includes, for example, installation of portable or permanent non-porous physical barriers (e.g., plexiglass shields) between work stations.
- Nail salon businesses should communicate with clients and receive payments through contactless payment options (e.g., phone or Internet), to the greatest extent practicable. For those nail salon businesses that cannot utilize contactless payments, the business should install floor or wall decals for cashier queuing areas to demark safe waiting distances of a six (6) feet minimums.
- Nail salon businesses should ensure, to the greatest extent practicable, that any paperwork can be completed electronically by using Docusign or other e-signature technology for signatures.

- Nail salon business must reduce, to the greatest extent practicable, the number of employees and clients entering, exiting, or gathering at one time.
- Nail salon businesses should prohibit gatherings or meetings of employees of ten (10) or more during work hours, permit employees to take breaks and lunch outside, in their office or personal workspace, or in such other areas where proper social distancing is attainable.
- Nail salon businesses should discourage employees from sharing phones, desks, workstations, handhelds/wearables, or other work tools and equipment to the greatest extent practicable.

Cleaning and Disinfecting Requirements

- Nail salon businesses should ensure that their facilities, including workstations, common areas, breakrooms and restrooms and are properly cleaned and ventilated.
- Nail salon businesses must ensure tools (e.g., nail clippers, files, or brushes) are cleaned and disinfected after each use with appropriate germicide solutions.
- Nail salon businesses should provide hand sanitizer, handwashing facilities, and tissues in convenient locations to the greatest extent practicable.
- Nail salon businesses must ensure employees properly wash their hands before providing service to each new client.
- Nail salon businesses must encourage clients to properly wash their hands prior to nail services being provided. If clients refuse to properly wash their hands prior to service the business may refuse to provide nail service and access to the facility.
- Nail salon businesses should not serve clients who do not adhere to the business's policy on requiring hand washing.
- Nail salon businesses making restrooms available must ensure restrooms frequently touched surfaces are appropriately disinfected after each use (e.g. door knobs and handles).
- Nail salon businesses should ensure disinfecting wipes or other disinfectant are available at shared equipment.
- Nail salon businesses must ensure cleaning and sanitation of frequently touched surfaces with appropriate disinfectants. Areas with frequently touched surfaces include fitting rooms, doors, PIN pads, and common areas. Appropriate disinfectants include EPA registered household disinfectants, diluted household bleach solution, and alcohol solutions containing at least 60% alcohol.

- Nail salon businesses must establish a cleaning and disinfecting process that follows CDC guidelines when any individual is identified, suspected, or confirmed COVID-19 case.
- Nail salon businesses should ensure employees wipe their workstations and/or cash registers down with disinfectant at the end of their shift or at any time they discontinue use of their workstations and/or cash registers for a significant period of time.
- Nail salon businesses should ensure employees do not use cleaning procedures that could re-aerosolize infectious particles. This includes, but is not limited to, avoiding practices such as dry sweeping or use of high-pressure streams of air, water, or cleaning chemicals.
- Nail salon businesses should disallow clients from any direct use of retail items or products prior to sale.
- Nail salon businesses should encourage clients to touch only those retail items or products they intend to buy.
- Nail salon businesses should ensure any retail items or products that are touched by clients but not purchased are set aside and are appropriately sanitized prior to returning to sales shelves in accordance with CDC guidelines.

Personal Protective Equipment (PPE) Requirements

- Nail salon businesses must ensure appropriate face coverings and other personal protective equipment (PPE) is used by employees so long as such use does not jeopardize the employees' health or safety.
- Nail salon businesses must ensure their employees wear face masks for any interactions between clients and co-workers or while in common travel areas of the business (e.g., aisles, hallways, stock rooms, breakrooms, bathrooms, entries and exits). Employees are not required to wear face masks while alone in personal offices or if doing so would pose a serious threat to their health or safety.
- Nail salon businesses should ensure clients and other visitors (e.g., suppliers and vendors) wear face masks while in the nail salon. Nail salon businesses should make masks available for clients, however clients may bring and use their own face masks. If clients, suppliers or vendors refuse to wear masks the nail salon business may refuse those individuals entrance to the nail salon facility.
- Nail salon businesses should establish a policy as to whether to serve clients who do not adhere to the business's policy on requiring masks.

- Nail salon businesses must ensure employees use gloves, along with any PPE normally used for routine job tasks, when cleaning equipment, workspaces, and high-touch areas of the business.
- Nail salon businesses must ensure gloves are available to employees engaging in high-touch activity to the greatest extent practicable provided that they do not create additional hazards while being worn.
- Nail salon businesses must ensure employees wear gloves while handling products during shipping and receiving.

Training and Safety Requirements

- Nail salon business must train employees to properly dispose of or disinfect PPE, inspect PPE for damage, maintain PPE, and the limitations of PPE.
- Nail salon businesses must train employees to use PPE. This training includes: when to use PPE; what PPE is necessary; and how to properly put on, use, and remove PPE.
- Nail salon businesses must place conspicuous signage at entrances and throughout the store alerting staff and customers to the required occupancy limits, six feet of physical distance, and policy on face coverings. Signage should inform employees and clients about good hygiene and new practices.
- Nail salon businesses should, to the greatest extent practicable, implement hours where service can be safely provided to clients at higher risk for severe illness per CDC guidelines. These guidelines are available at: <https://www.cdc.gov/coronavirus/2019-ncov/faq.html#Higher-Risk>
- Nail salon businesses must ensure employees are informed that they may identify and communicate potential improvements and/or concerns in order to reduce potential risk of exposure at the workplace. All education and training must be communicated in the language best understood by the individual receiving the education and training.

Requirements for Massage Therapy

In addition to the Healthy at Work [Minimum Requirements](#), **massage therapy** must meet the requirements below in order to reopen and remain open:

Social Distancing Requirements

- Massage therapy businesses must limit the number of clients present to 33% of the occupational capacity of the facility. Employees are excluded from this 33% maximum.
- Massage therapy businesses should provide services and conduct business via phone or Internet to the greatest extent practicable. Any employees who are currently able to perform their job duties via telework (e.g., accounting staff) should continue to telework.
- Massage therapy businesses should eliminate the use of any waiting areas, provide services by appointment only, and communicate when the client may enter the premises by phone or text. Massage therapy businesses must ensure clients do not congregate before or after their appointment.
- Massage therapy businesses should, to the greatest extent practicable, modify traffic flow to minimize contacts between employees and clients.
- Massage therapy businesses should ensure employees use digital files rather than paper formats (e.g., documentation, invoices, inspections, forms, agendas) to the greatest extent practicable.
- Massage therapy businesses should communicate with clients and receive payments through contactless payment options (e.g., phone or Internet), to the greatest extent practicable. For those massage therapy businesses that cannot use contactless payments, the business should install floor or wall decals for cashier queuing areas to demark safe waiting distances six (6) feet apart.
- Massage therapy businesses should ensure, to the greatest extent practicable, that any paperwork can be completed electronically by using e-signature technology for signatures.
- Massage therapy businesses should reduce, to the greatest extent practicable, the number of employees and clients entering, exiting, or gathering at one time.
- Massage therapy businesses should prohibit gatherings or meetings of employees of ten (10) or more during work hours, permit employees to take breaks and lunch outside, in their office or personal workspace, or in such other areas where proper social distancing is attainable.

- Massage therapy businesses should discourage employees from sharing phones, desks, workstations, handhelds/wearables, or other work tools and equipment to the greatest extent practicable.
- Given the close personal interaction inherent in massage, massage therapy businesses should consider screening potential clients over the phone to ensure they are not currently experiencing any symptoms of COVID-19. Massage therapy businesses also may take temperatures of clients upon entry. Massage therapy businesses may refuse service to someone who is exhibiting COVID-19 symptoms.

Cleaning and Disinfecting Requirements

- Massage therapy businesses should ensure that their facilities, including workstations, common areas, breakrooms and restrooms and are properly cleaned and ventilated.
- Massage therapy businesses must ensure that massage tables are sanitized and that linens and hydrocollator pack covers are replaced after each client.
- Massage therapy businesses should provide hand sanitizer, handwashing facilities, and tissues in convenient locations to the greatest extent practicable.
- Massage therapy businesses must ensure employees properly wash their hands before and after providing service to each new client.
- Massage therapy businesses should consider revising appointment scheduling to leave a minimum of 15-30 minutes between clients to ensure proper sanitizing of the space and avoid client overlap.
- Massage therapy businesses making restrooms available must ensure restrooms frequently touched surfaces are appropriately disinfected on a regular basis (e.g., door knobs and handles).
- Massage therapy businesses should ensure disinfecting wipes or other disinfectant are available at shared equipment.
- Massage therapy businesses must ensure cleaning and sanitation of frequently touched surfaces with appropriate disinfectants. Areas with frequently touched surfaces include changing rooms, doors, and waiting areas. Appropriate disinfectants include EPA registered household disinfectants, diluted household bleach solution, and alcohol solutions containing at least 60% alcohol.
- Massage therapy businesses should ensure that lotion/lubricant bottles are disinfected before and after each client or should consider using disposable lotion/lubricant packets.

- Massage therapy businesses must establish a cleaning and disinfecting process that follows CDC guidelines when any individual is identified, suspected, or confirmed as a COVID-19 case.
- Massage therapy businesses should ensure employees wipe their workstations and/or cash registers down with disinfectant at the end of their shift or at any time they discontinue use of their workstations and/or cash registers for a significant period of time.
- Massage therapy businesses should ensure employees do not use cleaning procedures that could re-aerosolize infectious particles. This includes, but is not limited to, avoiding practices such as dry sweeping or use of high-pressure streams of air, water, or cleaning chemicals.
- Massage therapy businesses should disallow clients from any direct use of retail items or products prior to sale.
- Massage therapy businesses should encourage clients to touch only those retail items or products they intend to buy.
- Massage therapy businesses should ensure any retail items or products that are touched by clients but not purchased are set aside and cleaned using steam or other appropriate cleaning measures prior to returning to sales shelves.

Personal Protective Equipment (PPE) Requirements

- Massage therapy businesses must ensure their employees wear face masks for any interactions between clients and co-workers or while in common travel areas of the business (e.g., aisles, hallways, stock rooms, breakrooms, bathrooms, entries and exits). Employees are not required to wear face masks while alone in personal offices, more than six (6) feet away from anyone else, or if doing so would pose a serious threat to their health or safety.
- Massage therapy businesses should consider lining tables, table warmers, bolsters, face, cradles, and pillows with non-permeable barriers, such as vinyl mattress pad covers.
- Massage therapy businesses should apply a washable face-cradle cover to the face cradle, and consider topping it with a pillowcase, leaving a pocket underneath that could catch client aerosols when they are prone.
- Massage therapy businesses should ensure clients and other visitors (e.g., suppliers and vendors) wear face masks while on the premises unless doing so would present a serious risk to their health or safety or they will remain more than six (6) feet away from anyone else at all times. Massage therapy businesses should make masks available for clients; however, clients may bring and utilize their own face mask if they wish. Massage therapy businesses should consider asking clients to keep the mask on at all times other than while

in the prone position on the table. If clients, suppliers or vendors refuse to wear masks, the massage therapy business may, at their discretion, refuse those individuals entrance.

- Massage therapy businesses should establish a policy as to whether to serve clients who do not adhere to the business's policy to comply with CDC guidelines.
- Massage therapy businesses must require employees to wear gloves anytime they are touching a client's face and the gloves must be immediately removed or replaced after they are no longer touching the client's face. Massage therapy businesses may require employees to wear gloves in other instances, but gloves are not required provided the massage therapist refrains from touching their own face while massaging the client and thoroughly washes their hands for at least twenty (20) seconds per CDC guidelines before and after touching each client.

Training and Safety Requirements

- Massage therapy businesses must train employees to properly dispose of or disinfect PPE, inspect PPE for damage, maintain PPE, and the limitations of PPE.
- Massage therapy businesses must train employees to use PPE. This training includes: when to use PPE; what PPE is necessary; and how to properly put on, use, and remove PPE.
- Massage therapy businesses must place conspicuous signage at entrances and throughout the store alerting staff and customers to the required occupancy limits, six feet of physical distance, and policy on face coverings. Signage should inform employees and clients about good hygiene and new practices.
- Massage therapy businesses should, to the greatest extent practicable, implement hours where service can be safely provided to clients at higher risk for severe illness per CDC guidelines. These guidelines are available at: <https://www.cdc.gov/coronavirus/2019-ncov/faq.html#Higher-Risk>
- Massage therapy businesses must ensure employees are informed that they may identify and communicate potential improvements and/or concerns in order to reduce potential risk of exposure at the workplace. All education and training must be communicated in the language best understood by the individual receiving the education and training.

Requirements for Barbers/Cosmetologists/Hair Salons

In addition to the Healthy at Work Minimum Requirements, **barbers/cosmetologists/hair salons** must meet the requirements below in order to reopen and remain open:

Social Distancing Requirements

- Barbers/cosmetologists/hair salons must limit the number of clients present in any given business to 33% of the occupational capacity of the facility. Employees are excluded from this 33% maximum.
- Barbers/cosmetologists/hair salons must provide services and conduct business via phone or Internet to the greatest extent practicable. Any employees who are currently able to perform their job duties via telework (e.g., accounting staff) must continue to telework.
- Barbers/cosmetologists/hair salons must eliminate the use of any waiting areas, provide services by appointment only and communicate by phone or text when the client may enter the shop/salon. Clients may wait outside in their cars or wait to arrive until informed that their appointment is beginning. Barbers/cosmetologists/hair salons must ensure clients do not congregate in the shop/salon before or after their appointment.
- Barbers/cosmetologists/hair salons must ensure that customers are separated by at least six (6) feet from each other while receiving service unless separated by a wall or other non-porous physical barrier.
- Barbers/cosmetologists/hair salons must establish controls, to the greatest extent practicable, when six (6) feet of physical distancing between customers is not feasible. This includes, for example, installation of portable or permanent non-porous physical barriers (e.g., plexiglass shields) between work stations.
- While it will not be possible for barbers/cosmetologists to remain six (6) feet away from the customers they are serving at all times, they must maintain that distance at all times from other employees and customers to the greatest extent practicable.
- Barbers/cosmetologists/hair salons must, to the greatest extent practicable, modify traffic flow to minimize contacts between clients and employees.
- Barbers/cosmetologists/hair salons must not allow additional persons to accompany any customer unless that customer is a dependent and requires additional assistance or oversight.

- Barbers/cosmetologists/hair salons must ensure employees use digital files rather than paper formats (e.g., documentation, invoices, inspections, forms, agendas) to the greatest extent practicable.
- Barbers/cosmetologists/hair salons must communicate with clients and receive payments through contactless payment options (e.g., phone or Internet) to the greatest extent practicable. For those barbers/cosmetologists/hair salons that cannot use contactless payments, the business must install floor or wall decals for cashier queuing areas to demark safe waiting distances of six (6) feet.
- Barbers/cosmetologists/hair salons must ensure, to the greatest extent practicable, that any paperwork can be completed electronically by using e-signature technology for signatures.
- Barbers/cosmetologists/hair salons must reduce, to the greatest extent practicable, the number of employees and clients entering, exiting, or gathering at one time.
- Barbers/cosmetologists/hair salons must prohibit gatherings or meetings of employees of ten (10) or more during work hours, permit employees to take breaks and lunch outside, in their office or personal workspace, or in such other areas where proper social distancing is attainable.
- Barbers/cosmetologists/hair salons must discourage employees from sharing phones, desks, workstations, handhelds/wearables, or other work tools and equipment to the greatest extent practicable.
- Given the close personal interaction inherent in haircare and cosmetology, barbers/cosmetologists/hair salons should consider screening potential clients over the phone to ensure they are not currently experiencing any symptoms of COVID-19. An example of this screening is available in the Minimum Requirements document. Barbers/cosmetologists/hair salons may also take temperatures of clients upon entry. Barbers/cosmetologists/hair salons may refuse service to someone who is exhibiting COVID-19 symptoms.

Cleaning and Disinfecting Requirements

- Barbers/cosmetologists/hair salons must ensure that their facilities, including workstations, common areas, breakrooms and restrooms and are properly cleaned and ventilated.
- Barbers/cosmetologists/hair salons must ensure tools are cleaned and disinfected after each use with appropriate germicide solutions.
- Barbers/cosmetologists/hair salons must provide either a freshly laundered cape or an unused disposable cape for each client.

Healthy at Work



- Barbers/cosmetologists/hair salons must provide hand sanitizer, handwashing facilities, and tissues in convenient locations to the greatest extent practicable.
- Barbers/cosmetologists/hair salons must ensure employees properly wash their hands before and after providing service to each client.
- Barbers/cosmetologists/hair salons making restrooms available must ensure restrooms frequently touched surfaces are appropriately disinfected regularly (e.g. door knobs and handles).
- Barbers/cosmetologists/hair salons must ensure disinfecting wipes or other disinfectant are available at shared equipment.
- Barbers/cosmetologists/hair salons must eliminate the use of shared magazines or other shared reading material for clients.
- Barbers/cosmetologists/hair salons must ensure cleaning and sanitation of frequently touched surfaces with appropriate disinfectants. Areas with frequently touched surfaces include chairs, doors, color mixing areas, shampoo rooms, PIN pads, and tables. Appropriate disinfectants include EPA registered household disinfectants, diluted household bleach solution, and alcohol solutions containing at least 60% alcohol.
- Barbers/cosmetologists/hair salons must establish a cleaning and disinfecting process that follows CDC guidelines when any individual is identified, suspected, or confirmed COVID-19 case.
- Barbers/cosmetologists/hair salons must ensure employees sanitize their chairs and sinks (if used) between each client. Employees must also wipe their workstations and/or cash registers down with disinfectant at the end of their shift or at any time they discontinue use of their workstations and/or cash registers for a significant period of time.
- Barbers/cosmetologists/hair salons must disallow clients from any direct use of retail items or products prior to sale.
- Barbers/cosmetologists/hair salons must encourage clients to touch only those retail items or products they intend to buy.
- Barbers/cosmetologists/hair salons must ensure any retail items or products that are touched by clients but not purchased are set aside and cleaned in accordance with CDC guidelines.

Personal Protective Equipment (PPE) Requirements

- Barbers/cosmetologists/hair salons must ensure appropriate face coverings and other personal protective equipment (PPE) is used by employees so long as such use does not jeopardize the employees' health or safety.
- Barbers/cosmetologists/hair salons must ensure their employees wear face masks for any interactions between clients and co-workers or while in common travel areas of the business (e.g., aisles, hallways, stock rooms, breakrooms, bathrooms, entries and exits). Employees are not required to wear face masks while alone in personal offices, more than six (6) feet away from anyone else, or if doing so would pose a serious threat to their health or safety.
- Barbers/cosmetologists/hair salons must ensure clients and other visitors (e.g., suppliers and vendors) wear face masks while on the premises. Barbers/cosmetologists/hair salons must make masks available for clients; however, clients may bring and use their own face mask. If clients, suppliers or vendors refuse to wear masks the barbershop/salon may refuse those individuals entrance to the facility.
- Barbers/cosmetologists/hair salons must establish a policy as to whether to serve clients who do not adhere to the business's policy on requiring masks.
- Barbers/cosmetologists/hair salons must ensure employees use gloves, along with any PPE normally used for routine job tasks, when cleaning equipment, workspaces, and high-touch areas of the business.
- Barbers/cosmetologists/hair salons must ensure gloves are available to employees engaging in high-touch activity to the greatest extent practicable provided that they do not create additional hazards while being worn.
- Barbers/cosmetologists/hair salons must ensure that employees wear gloves anytime they are touching the client's face and that the gloves are replaced after each use.
- Barbers/cosmetologists/hair salons must ensure employees wear gloves while handling products during shipping and receiving.

Training and Safety Requirements

- Barbers/cosmetologists/hair salons must train employees to properly dispose of or disinfect PPE, inspect PPE for damage, maintain PPE, and the limitations of PPE.
- Barbers/cosmetologists/hair salons must train employees to use PPE. This training includes: when to use PPE; what PPE is necessary; and how to properly put on, use, and remove PPE.

- Barbers/cosmetologists/hair salon must place conspicuous signage at entrances and throughout the store alerting staff and customers to the required occupancy limits, the goal of six (6) feet of physical distance, and policy on face coverings. Signage must inform employees and clients about good hygiene and new practices.
- Barbers/cosmetologists/hair salons must, to the greatest extent practicable, implement hours where service can be safely provided to clients at higher risk for severe illness per CDC guidelines. These guidelines are available at: <https://www.cdc.gov/coronavirus/2019-ncov/faq.html#Higher-Risk>
- Barbers/cosmetologists/hair salons must ensure employees are informed that they may identify and communicate potential improvements and/or concerns in order to reduce potential risk of exposure at the workplace. All education and training must be communicated in the language best understood by the individual receiving the education and training.