This document contains tools for the Los Angeles close contact services to plan for the safety of employees as they prepare to resume operations during the COVID-19 pandemic.

This material has been developed in collaboration with a working group of industry representatives. It takes into account guidance from federal and state agencies as well as industry organizations. It is intended as supplemental information to businesses as they develop COVID-19 preparedness plans. It does not replace Los Angeles County Public Health required protocols or guidance from the state of California.

As of date of publication of this document – February 2, 2021– hair salons and barber shops are currently permitted to operate at 25% capacity. Please refer to the Los Angeles County Public Health Department for the required protocols for allowable activity for your business at this time.

This document will continue to evolve to adapt to developments in the overall public health conditions of Los Angeles. The latest information can be found on Coronavirus.LACity.org/Business.
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Barbershops and Hair Salons

The questions below bring up common topics close contact services may need to address to safely resume operations. This is not an exhaustive list. Each business will need to adapt their plan to address their unique business circumstances and needs. You may find it helpful to write down your plan for some questions.

Physical distancing:
- Have you reconfigured floor plans to ensure workspaces are 6 ft apart? Installed physical barriers when that is not possible?
- Have you changed worker schedules to maximize physical distancing during start / end times?
- Do you have a plan in place to maintain physical distance for customers waiting for service?

Cleaning and sanitizing:
- Have you deep-cleaned your facility?
- Do you have enough cleaning supplies in inventory?
- Do you have a disinfection plan for workstations and common areas? High-touch surfaces?

Employee health and personal hygiene:
- Do you have enough masks, gloves, and other PPE required for employees in inventory?
- Do you have enough hand sanitizer / hand soap for employees?
- Do you have a plan to screen employees and customers for symptoms before entering worksite?
- Do you have a response plan in case an employee or customer tests positive?

Facility safety:
- Do you have a process to log all employees on site?
- Have you identified high-touch items you will remove or modify?
- Have you posted signs to remind employees of best practices? Where will they be posted?
- Is the HVAC system working properly? Have air ducts been cleaned recently?

Customer expectations:
- If applicable, have you communicated appointment only policy to customers?
- Do you have plan to make sure visitors are informed and prepared to visit your location?

Employee support:
- Have you trained employees on COVID-19 health and safety guidelines before returning to work?
- What has been done to better understand stressors, anxieties, and other COVID-19 related concerns of employees returning to work? Have you taken steps to address concerns?

Employee notification:
- Has 5 day notice been provided to recall any furloughed employees? (For more information, please see City of Los Angeles Ordinance 186602.)
Best Practices for Safe Operations
Barbershops and Hair Salons

The following list contains suggestions for close contact services to safely resume operations. These suggestions should be adapted based on the unique circumstance of each business.

These suggestions are not exhaustive. They will continue to be refined and revised. You can find the latest on Coronavirus.LACity.org/Business.

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Physical Distancing *(continued on next page)*

Los Angeles county guidelines

- The number of customers in a personal care establishment is low enough to ensure physical distancing but in no case more than 25% of the maximum occupancy of the personal care establishment. Maximum number of customers in the facility is limited to:

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

- Appointments are staggered to avoid reception congestion, ensure physical distancing and to ensure adequate time for proper cleaning and sanitation between each customer visit. No walk-in appointments are available.

- Virtual check-in technology is used whenever possible to notify workers when a customer arrives. Customers are asked to wait in their cars instead of waiting in the reception areas. Reception areas should be modified to support adequate physical distancing, including removing chairs and sofas or spacing them further apart. Persons waiting outside should maintain a six (6) foot distance from each other.

- Workers do not see multiple customers at once. Services for one customer are completed before a new customer is seen by the same worker.

- Employee workstations are separated by at least 6 feet and common areas are configured to limit employee gatherings to ensure physical distancing of at least 6 feet.

- Workers have been instructed to avoid handshakes, hugs, or similar greetings that break physical distancing.

- Workers are discouraged from congregating in high traffic areas.

- Workflow is reviewed and changes made to permit physical distancing during pickups and deliveries. Shelving, bins, bulletin boards or other transfer-aiding materials are installed to avoid the need for person-to-person hand-offs of purchases.

- Staff meetings are held in an area that accommodates physical distancing or are held over the phone or via webinar.

- Any indoor shower, pool, and hot tub areas are closed.
Best Practices for Safe Operations
Barbershops and Hair Salons

The following list contains suggestions for close contact services to safely resume operations. These suggestions should be adapted based on the unique circumstance of each business.

These suggestions are not exhaustive. They will continue to be refined and revised. You can find the latest on Coronavirus.LACity.org/Business.

Physical Distancing (continued from previous page page)

**Additional suggestions**

- Use floor markings to promote physical distancing and mark tables and chairs not in use
- Consider an exit from the facility separate from the entrance to allow for one-way foot traffic
- Limit face-to-face and close-contact interactions between staff and customers as much as possible during service
- Consider discontinuing massage treatments as part of service (i.e. scalp, neck massages)
- If applicable, assign an employee who may be stationed near the entrance to track capacity
Employee Health and Personal Hygiene *(continued on next page)*

Los Angeles county guidelines

- Everyone who can carry out their work duties from home has been directed to do so. This does not apply to services that are required by law to be conducted in a permitted location.

- Vulnerable workers (those above age 65, those who are pregnant, those with chronic health conditions) are assigned work that can be done from home, whenever possible, and should discuss any concerns with their healthcare provider or occupational health services to make appropriate decisions on returning to the workplace.

- All workers have been told not to come to work if sick, or if they are exposed to a person who has COVID19. Workers understand to follow DPH guidance for self-isolation and quarantine, if applicable. Workplace leave policies have been reviewed and modified to ensure that workers are not penalized when they stay home due to illness.

- Workers are provided information on employer or government-sponsored leave benefits the employee 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 worker’s compensation for COVID-19, including employee’s sick leave rights under the Families First Coronavirus Response Act and employee’s rights to workers’ compensation benefits and presumption of the work-relatedness of COVID-19 pursuant to the Governor’s Executive Order N-62-20.

- Upon being informed that one or more worker/practitioner, independent contractors and temporary workers test positive for, or has symptoms consistent with COVID-19 (case), the employer has a plan in place to have the case(s) isolate themselves at home and require the immediate self-quarantine of all workers that had a workplace exposure to the case(s). The employer’s plan should consider a protocol for all quarantined workers to have access to or be tested for COVID-19 in order to determine whether there have been additional workplace exposures, which may require additional COVID-19 control measures. See the public health guidance on responding to COVID-19 in the workplace.

- In the event that the owner, manager, or operator knows of three (3) or more cases of COVID-19 within the workplace within a span of 14 days the employer must report this cluster to the Department of Public Health at (888) 397-3993 or (213) 240-7821 or online at www.redcap.link/covidreport. If a cluster is identified at a worksite, the Department of Public Health will initiate a cluster response which includes providing infection control guidance and recommendations, technical support and site-specific control measures. A public health case manager will be assigned to the cluster investigation to help guide the facility response. The Department of Public Health will need the facility’s immediate cooperation to determine whether the cluster of cases constitutes an outbreak of COVID-19.

- Alternate, staggered or shift schedules have been instituted to maximize physical distancing.

- Workers are provided information on employer or government-sponsored leave benefits that the worker may be entitled to receive, which would make it financially easier to stay at home, including employee’s sick leave rights under the Families First Coronavirus Response Act.

- All workers have been told to seek medical attention if their symptoms become severe, including persistent pain or pressure in the chest, confusion, or bluish lips or face.

- Entry screenings are conducted before employees may enter the workspace, in compliance with the DPH Entry Screening guidance. Checks must include a check-in concerning cough, shortness of breath, difficulty breathing and fever or chills and whether the employee is currently under isolation or quarantine orders. These checks can be done remotely or in person upon the employees’ arrival. A temperature check should also be done at the worksite if feasible.
Employee Health and Personal Hygiene (continued on next page)

Los Angeles county guidelines

- Employees who have contact with others are offered, at no cost, an appropriate face covering that covers the nose and mouth. The covering is to be worn by the employee at all times during the workday when in contact or likely to come into contact with others. Per the State, persons instructed by their medical provider that they should not wear a face covering due to a medical condition and who are employed in a job involving regular contact with others must wear a non-restrictive alternative, such as a face shield with a drape on the bottom edge, as long as their condition permits it. A drape that is form fitting under the chin is preferred. Masks with one-way valves must not be used. All employees must wear face coverings at all times except when working alone in private offices with closed doors or when eating or drinking. The exception made previously for employees working in cubicles with solid partitions exceeding the height of the employee while standing is overridden until further notice.

- Employees are instructed to wash or replace their face coverings daily.

- To ensure that masks are worn consistently and correctly, employees are prohibited from eating or drinking except during their breaks when they are able to safely remove their masks and physically distance from others. At all times when eating or drinking, employees must maintain at least a six-foot distance from others. When eating or drinking, it is preferred to do so outdoors and away from others, if possible. Eating or drinking at a cubicle or workstation is preferred to eating in a breakroom if eating in a cubicle or workstation provides greater distance from and barriers between workers. COVID-19 transmission is more likely to occur when employees are present together when not wearing face coverings.

- Occupancy is reduced and space between employees is maximized in any room or area used employees for meals and/or breaks. This has been achieved by: o Posting a maximum occupancy sign that is consistent with enabling a distance of at least six feet between individuals in rooms or areas used for breaks; and o Staggering break or mealtimes to reduce occupancy in rooms or areas used for meals and breaks; and o Placing tables at least six feet apart and assuring six feet between seats, removing or tapering seats to reduce occupancy, placing markings on floors to assure distancing, and arranging seating in a way that minimizes face-to-face contact. Use of partitions is encouraged to further prevent spread but should not be considered a substitute for reducing occupancy and maintaining physical distancing.

- Where possible, outdoor break areas have been created and are equipped with shade covers and seating that enables employees to maintain a 6-foot physical distance at all time from others.

- Workers who consistently must be within six feet of customers or co-workers must wear a secondary barrier (e.g. face shield or safety goggles) in addition to a face covering. All employees should minimize the amount of time spent within six feet of customers.

- Face shields and safety goggles are to be used, cleaned and disinfected per manufacturer’s directions. Workers wash or sanitize hands before and after using or adjusting face coverings.

- Workers avoid touching eyes, nose and mouth.

- Workers are instructed to wash their face coverings daily.

- Independent contractors and temporary workers are properly trained on these protocols and have necessary cloth face coverings and personal protective equipment. Business owners are to discuss these protocols with the organization supplying the independent contractors and/or temporary workers, prior to their return to work.

- All workstations are separated by at least six feet.

- Workers are allowed frequent breaks to wash their hands with soap and water, and workers should scrub their hands with soap for 20 seconds.
Los Angeles county guidelines

- Workers are prohibited from sharing food and beverages.
- Workers using cleaners or disinfectants wear gloves and other protective equipment as required by the product instructions.
- Each worker is assigned their own tools, equipment, work supplies and defined workspace. Sharing held items is minimized or eliminated.
- To the extent feasible, this protocol and other COVID-19 related materials downloaded from the DPH Coronavirus website are provided in the languages of all workers.
- Workers are enlisted and supported as peer educators, reinforcing instructions around physical distancing and infection control.
- All policies described in this checklist other than those related to terms of employment are applied to staff of delivery and any other companies who may come on to the premises as third parties.

Additional suggestions

- Consider non-punitive sick leave options to allow employees to stay home when ill
- If using gloves, wash hands before putting on and after taking off and follow CDC guidelines on how to take off gloves
- Train all employees on symptom detection, sources of high risk to COVID-19, and COVID-19 exposure prevention measures
- Reinforce employee training on health and safety guidelines with periodic refresher trainings
- Establish a safety team to conduct safety trainings, and carry out health screenings
- Consider how to document all COVID-19 related trainings, training completions, and communications to employees regarding operational changes or positive cases in workplace
- Provide a copy of your COVID-19 related safety and health plan to employees and document receipt
Cleaning and Sanitizing

Additional suggestions

- Complete thorough and detailed cleaning of entire facilities prior to resuming operations, with focus on high-touch areas.
- Complete frequent sanitization of high-touch surfaces and shared items per CDC guidelines (e.g., door handles, tables, chairs, counters, seating areas, restrooms, points of sale, phones, workstations).
- Disinfect all reused or shareable material between each use (e.g., pens, receipt trays, rolling carts, drawers of shared materials).
- If an employee / customer / guest tests positive, close off areas used by sick person until any areas affected can be cleaned and disinfected per CDC guidelines.
- Provide enough time for workers to clean before, during and after shifts; workers should be compensated for time spent on cleaning tasks they are assigned.
- Ensure sanitary facilities are operational and stocked with soap, hand sanitizer, and paper towels at all times.
- Cleaning staff should wear appropriate PPE for all cleaning tasks, including handling trash.
- All employees should clean hands often, including immediately after removing gloves and after contact with an ill person, by washing hands with soap and water for 20 seconds.
- Cloth face coverings should be washed after each shift.
- Customers should wash / sanitize hands upon arrival and departure.
- Encourage customers to avoid using the restroom if possible and notify in advance, particularly for shorter appointments.
Best Practices for Safe Operations
Barbershops and Hair Salons

Facility Safety (continued on next page)

Los Angeles county guidelines

- The HVAC system is in good, working order; to the maximum extent possible, ventilation has been increased in common spaces and guest rooms. 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 throughout the facility.

- For facilities that have not been operating, flush each of the hot and cold-water fixtures for five minutes prior to reopening to replace stale water in the facility’s plumbing with a fresh and safe water supply.

- Clients are contacted before the visit to confirm the appointment and to advise/ask the following:
  - Bring and use a face covering (preferably with ear loops) during the visit.
  - Wait in your car until your appointment time.
  - Do not bring children, friends, guests, viewers, or others to the appointment.
  - If the appointment is for a child a parent or guardian may wait in the salon but must maintain 6 feet of distance from others and wear a cloth face covering.

- Visitors arriving at the establishment are reminded to wear a face covering at all times (except while eating or drinking, if applicable) while in the establishment or on the grounds of the establishment. This applies to all adults and to children 2 years of age and older. Only individuals who have been instructed not to wear a face covering by their medical provider are exempt from wearing one. To support the safety of your employees and other visitors, a face covering should be made available to visitors who arrive without them.

- Maintain a log of all clients with contact information (name, date/time of visit, address, phone and email) if possible, this can be done at the time of registration.

- Symptom checks are conducted before visitors may enter the facility. Checks must include a check-in concerning cough, shortness of breath, difficulty breathing and fever or chills and whether the individual is currently under isolation and quarantine orders. These checks can be done in person or through alternative methods such as on-line check-in systems or through signage posted at the entrance to the facility stating that visitors with these symptoms should not enter the premises. If the customer is exhibiting any symptoms, has been sick, or has been exposed to someone who has been sick, the appointment is rescheduled at least 14 days in the future.
  - Both screener and customer should wear a face covering for the screening.

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

- Amenities, including magazines, books, food, coffee, water, self-service stations, and other items for customers, have been removed from reception areas. Food and drinks may not be served to customers.

- Hand sanitizer, sanitizing wipes, tissues and trash cans are available to customers in the reception area and workstations.

- Workers are using all required protective equipment, including eye protection and gloves when required for service.
  - Workers are required to wear face coverings at all times. Disposable gloves are to be worn during the procedures and while performing cleaning and disinfection of all implements and surfaces after each client session.
Best Practices for Safe Operations
Barbershops and Hair Salons

Facility Safety (continued on next page)

Los Angeles county guidelines

- Clients are required to wear face coverings at all times while in the facility. Services that require a customer or staff to remove their face covering (e.g., facials, facial trims, or shaves) are not permitted. Cloth face coverings should not be placed on young children under age 2, anyone who has trouble breathing, or is unable to remove the mask or cloth face covering without assistance. Individuals who have been instructed not to wear a face covering by their medical provider are exempt from wearing one. If possible, face coverings should be made available to visitors who arrive without them.

- Clean face coverings are available for workers to ensure that if soiled, these can be changed during the shift. Where possible, clean face coverings are offered to customers, should their face covering become soiled.

- Workers are provided with clean, launderable or disposable smocks which are replaced after each customer.

- A cleaning and disinfection plan has been developed to address the following:
  - High traffic areas,
  - Common areas and frequently touched objects (e.g., tables, handles, light switches, phones) which should be disinfected on an hourly basis during business hours using EPA approved disinfectants;
  - All handles, hoses, spray nozzles, and other equipment (e.g. tanning beds/booths) before and after use on a customer;
  - All payment portals, credit card readers, pens, and styluses after each use.

- Hospital grade Environmental Protection Agency (EPA)-approved products are used to clean and disinfect anything the client came in contact with, including treatment tables, face cradles, stools, etc. Follow the product manufacturer’s recommendations for contact time.

- An employee per shift is designated to oversee and enforce additional sanitization and disinfection procedures, as needed.

- Workers are provided time to implement cleaning practices during their shift. Cleaning assignments are assigned for the hours of operation and are part of the worker’s job duties.

- Hard-surfaced, non-porous chair or large hard-surfaced or plastic baskets for clients to put their clothes on or in are available.

- All appliances at workstations and in treatment areas are properly disinfected between each customer. Non-porous implements, such as tweezers or scissors, are cleaned with hot, soapy water to remove any physical debris, rinsed and dried completely. Followed by immersing the implement in an EPAregistered disinfectant for the full contact time as stated by the manufacturer’s directions. Items are removed at the end of contact time, rinsed, and dried with a clean paper towel.

  - For electrical implements such as clippers, magnifying LED lamps, hot towel warmers, and esthetic devices, clean the implement with a spray wipe to remove any physical debris. Followed with an EPAregistered 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’s guidance is available, consider the use of alcohol-based wipes containing at least 60% alcohol to disinfect touch screens. Dry surfaces thoroughly to avoid pooling of liquids.
Best Practices for Safe Operations
Barbershops and Hair Salons

**Facility Safety (continued on next page)**

Los Angeles county guidelines

- Workstations are cleaned and disinfected between each customer. Including rolling carts, drawers, hand mirrors, hair care and other products and containers. A new smock or cape is provided for each customer.
- Treatment tables must be covered with either a treatment table paper, a clean towel, or a clean sheet after each use.
- Linens are removed (even if the customer did not get under them) and the bed or table is properly disinfected between customers.
- Workers wear disposable gloves when removing used linens, towels, and other draping, including blankets, and client draping for each treatment.
- All dirty linens, including towels, and smocks are 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° F for at least 25 minutes. Do not shake dirty laundry.
- Store all clean linens in a clean covered place. Ensure workers who handle dirty linens or laundry wear gloves.
- The entire facility, including product display areas, are cleaned and disinfected at least daily.
- Floors are vacuumed when possible, instead of sweeping or other methods to prevent dispersing of pathogens into the air.
- All “test” products have been removed and discarded.
- Restrooms and handwashing facilities are kept stocked with soap, paper towels and toilet paper and sanitized regularly using EPA approved disinfectants.
- Restrooms are free of any unnecessary products such as candles or other supplies.
- Hands-free equipment is installed wherever feasible (including restrooms) to reduce risk of contamination.
- Cashless transactions are strongly encouraged. If reasonable, customers are enabled to swipe their own credit/debit cards, and card readers are sanitized between each guest use. If electronic or card payment is not possible, customers pay with exact cash payment or check.
Facility Safety (continued from prior page)

Additional suggestions

- Log all employees that come on premise for purposes of supporting public health contact tracing
- Consider providing documented temperature and/or symptom screenings for all workers at the beginning of their shift or upon entering the establishment, per LA County guidelines
- Communicate health and safety guidelines to all employees / customers / visitors, including available contact to report guideline violations
- Explore outdoor options for breaks and lunch times, if available and safe
- Post signs for employees / customers / guests to remind them of physical distancing, PPE recommendations (e.g., face coverings), and to use hand sanitizer provided
- Ensure adequate storage of necessary materials (e.g. face masks, gloves, cleaning materials)
- Encourage customers to only bring bare essentials with them (i.e. phone, keys, water bottle, towel) and to leave other items at home or in their car
- Consider restricting visitor access, only customers allowed to be present for services (e.g. no pets, guests, children allowed in facility)
- Remove non-essential amenities from facility (e.g. waiting chairs, coffee tables, magazines, coffee makers)
Best Practices for Safe Operations
Barbershops and Hair Salons

Customer Expectations

Los Angeles county guidelines

- A copy of this protocol is posted at all public entrances to the facility.
- A sign notifying customers that they will be screened for symptoms upon arrival, asked to use hand sanitizer, and to wear a face covering is posted at all entrances.
- Signage is posted that reminds customers to maintain social distancing of six (6) feet, wash hands or use sanitizer upon entry, stay home if they are ill or have symptoms consistent with COVID-19, and to communicate changes to service offerings. Signage should be posted in clearly visible locations, include pictograms, and be made available digitally (e.g., through e-mail).
- Signage is posted in display areas to let customers know it is cleaned and disinfected daily.
- Online outlets of the establishment (website, social media, etc.) provide clear information about facility hours, required use of cloth face coverings, policies in regard to making appointments, waiting outside or in their car for their appointment, preordering, prepayment, pickup and/or other relevant issues.

Additional suggestions

- Where applicable, consider asking client to perform partial steps prior to service where possible (i.e. wash own hair, shave, etc.)
- Customers showing visible symptoms of illness may be asked to reschedule their appointment and may not be served
Best Practices for Safe Operations
Barbershops and Hair Salons

Employee Support

Additional suggestions

- Identify employee stressors; mitigate employee anxiety when going back to work through clear and transparent communication, listening, and surveying employees regularly.
- Provide training and updates to employees on new and pre-existing wellness programs, people policies, etc.
- Provide training on how to perform services while abiding by health and safety guidelines (i.e. optimizing distance, washing hands frequently, using disposable materials, etc.)
- Document what trainings were provided, when, and for whom.
Supporting Materials
Barbershops and Hair Salons

The following supporting materials are intended to supplement the suggested best practices for safe operations.

Signs to post – download at Coronavirus.LACity.org/Business

<table>
<thead>
<tr>
<th>Key message of sign</th>
<th>Places to post</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Best practices</strong>: Use PPE, keep 6' distance, wash hands, do not enter if feeling ill</td>
<td>entryway, front office, break room, etc.</td>
</tr>
<tr>
<td><strong>Face coverings</strong>: Reminder to wear face covering in accordance with LA City mandate</td>
<td>shared spaces, break room, treatment rooms, etc.</td>
</tr>
<tr>
<td><strong>Physical distancing</strong>: Keep 6'+ of distance at all times</td>
<td>main floor, near queuing areas, shampoo stations, etc.</td>
</tr>
<tr>
<td><strong>Washing hands</strong>: Remember to wash with soap / water or hand sanitizer</td>
<td>bathroom, kitchen, entry / exit, etc.</td>
</tr>
</tbody>
</table>

More signage, including industry-specific posters, available on website.
Example sanitization kit list and cleaning checklist

Sample on-site materials for cleaning and sanitizing

- Hand soap readily available at every sink
- 60% alcohol-based hand sanitizer throughout facility
- Cleaning supplies (e.g., soap and water, bleach, rubbing alcohol, etc.)
- EPA-registered disinfectant products
- Disinfectant wipes
- Signs throughout facility encouraging everyone to frequently wash hands and sanitize
- Laundry detergent
- Disposable gloves, face masks and gowns for cleaning staff

Sample cleaning checklist

Clean on a frequent basis:

- Close contact equipment (e.g., scissors, combs, etc.)
- Countertops and other surfaces
- Customer seating
- Shelves
- Break rooms
- Registers
- Computers
- Windows
- Doors and door handles
- Railings
- Bathroom surfaces
- Carts, drawers and bins

Examples for physical distancing

Sample on-site materials for physical distancing

- Signs throughout the facility (on windows, walls, etc.) reminding people to maintain proper physical distancing and remain 6 feet apart whenever possible
- Floor markings (e.g., tape or graphics) to instruct people where to walk and stand
- Floor markings to indicate where workstations should be placed to promote physical distancing, if possible
Example employee training best practices

CDC recommended employee health guidelines

- Employees and employers should consult the CDC's Symptoms of Coronavirus
- Employees with COVID-19 symptoms should report them to their supervisors immediately
- Sick employees should stay home and follow the CDC's What to do if you are sick with COVID-19
- Send home employees who experience COVID-19 symptoms at work
  - Clean and disinfect surfaces in their workspace
- Inform fellow employees if there has been a possible exposure to COVID-19 in the workplace while maintaining confidentiality
- Employees who are well, but know they have been exposed to COVID-19 should notify their supervisor and follow CDC-recommended precautions
- For previously sick employees who are returning, follow CDC's guidance for discontinuation of home isolation for persons with COVID-19

For additional information please see:
Interim Guidance for Businesses and Employers to Plan and Respond to COVID-19

CDC recommended personal hygiene guidelines for employees

- Wash hands for at least 20 seconds, especially after going to the bathroom, before eating, after blowing your nose, coughing or sneezing, and after extended contact with high-touch surfaces
- Always wash hands with soap and water. If soap and water are not readily available, use an alcohol-based hand sanitizer with at least 60% alcohol
- Avoid touching your eyes, nose and mouth with unwashed hands
- Cover your cough or sneeze with a tissue, then throw tissue in the trash and wash hands after
- Try not to use other employees' phones, stations, or other work tools and equipment when possible. If necessary, clean and disinfect them before and after use
- Clean and disinfect frequently touched objects around you

For additional information please see:
Interim Guidance for Businesses and Employers to Plan and Respond to COVID-19
Example communications best practices

**Recommended employee communication practices for employers**

- Communicate frequently to make employees aware of operational changes for health and safety
- Provide details of the changes to employees, in writing
- Encourage employees to participate and comply with new work practices
- Conduct demonstrations and training to introduce new skills to staff before activities officially resume, examples include:
  - How to practice physical distancing/sanitizing at workstations
  - How to follow floor markings in facility
  - How to handle essential interactions with others at work
- Consider a variety of communication channels and materials, including email, text messages, posters/digital displays
- Consider communications focused on
  - Why the facility is safe and how it is following state guidelines
  - Instructions for how to prepare for arrival
  - Overview of what to expect when returning employees arrive, including new entrance guidelines, supplies, sanitization requirements, capacity limits, etc.

**Sample customer communication topics**

- **Cleaning procedures**
  - Let customer know about adjusted cleaning guidelines

- **Opening hours and locations**
  - Share updated opening hours and locations currently open/closed with guests

- **What to expect**
  - Communicate guidelines for what customers can expect when visiting the facility (e.g. capacity limits, hand sanitizer, floor arrows)

- **Contact information**
  - Phone number or email for visitors to contact if they have further questions

- **Links to government and health websites**
  - Links to COVID-19 guidance from CDC
The following resources provide additional guidance for close contact services on safe operations during the COVID-19 pandemic.

### Additional resources on safe operations

<table>
<thead>
<tr>
<th>Source</th>
<th>Description</th>
<th>Link</th>
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Additional Resources

Barbershops and Hair Salons

The following city, county, state, and federal resources are available to support workers and businesses during the COVID-19 pandemic. This list will be updated as additional resources become available.

Additional Business Resources (1/3)

City

Los Angeles City Small Business Emergency Microloan Program (LA City)
In light of the sweeping impact the COVID-19 pandemic is having on our small business community, the City of Los Angeles has responded swiftly and decisively to support our local, community businesses. The newly established Small Business Emergency Microloan Program now provides financing needed to strengthen small business enterprises in this time of acute need that have been affected by the COVID-19 outbreak.

Los Angeles Commercial Evictions Moratorium
No landlord shall evict a commercial tenant in the City of Los Angeles during this local emergency period if the tenant is able to show an inability to pay rent due to circumstances related to the COVID-19 pandemic. These circumstances include loss of business income due to a COVID-19 related workplace closure, child care expenditures due to school closures, health care expenses related to being ill with COVID-19 or caring for a member of the tenant’s household who is ill with COVID-19, or reasonable expenditures that stem from government-ordered emergency measures.

L.A. CARES Corps
LA CARES Corps is a partnership between the City and County of LA to provide small businesses with the help they need to apply for federal loans under the Coronavirus Aid, Relief, and Economic Security (CARES) Act.

County

Unemployment Insurance Work Sharing Program (LA County)
Employers can apply for the Unemployment Insurance (UI) Work Sharing Program if reduced production, services, or other conditions cause them to seek an alternative to layoffs. The Work Sharing Program can help minimize the need for layoffs, retain trained employees and quickly prepare for when business conditions improve, and avoid the cost of recruiting, training and hiring new staff. It also helps employees whose hours and wages have been reduced keep their current job, receive UI benefits, and avoid financial hardships.

Payroll Tax Assistance (LA County)
Employers experiencing a hardship as a result of COVID-19 may request up to a 60-day extension of time from the EDD to file their state payroll reports and/or deposit state payroll taxes without penalty or interest. A written request for extension must be received within 60 days from the original delinquent date of the payment or return.
**State**

**Workers Compensation for COVID-19 (State of CA)**
Governor Gavin Newsom announced that workers who contract COVID-19 while on the job may be eligible to receive workers’ compensation. The Governor signed an executive order that creates a time-limited rebuttable presumption for accessing workers’ compensation benefits applicable to Californians who must work outside of their homes during the stay at home order. Those eligible will have the rebuttable presumption if they tested positive for COVID-19 or were diagnosed with COVID-19 and confirmed by a positive test within 14 days of performing a labor or service at a place of work after the stay at home order was issued on March 19, 2020. The presumption will stay in place for 60 days after issuance of the executive order.

**Waiving Penalties for Property Taxes (State of CA)**
The Governor signed an executive order that waives penalties for property taxes paid after April 10 for taxpayers who demonstrate they have experienced financial hardship due to the COVID-19 pandemic through May 6, 2021. This will apply to residential properties and small businesses. Additionally, the executive order will extend the deadline for certain businesses to file Business Personal Property Statements through May 31, 2020, to avoid penalties.

**Paid Sick Leave (State of CA)**
Governor Newsom issued an executive order to support California workers from large employers in the food sector industry impacted by the COVID-19 pandemic with two weeks of paid sick leave, filling a gap left by federal relief that had provided similar paid leave benefits for employers with fewer than 500 workers. The Executive Order provides health and safety standards to increase worker and customer protection by permitting workers at food facilities to wash their hands every 30 minutes, or as needed, to increase proper sanitation measures.

**Small Business Relief Payment Plans (State of CA)**
Effective April 2, 2020, small business taxpayers, those with less than $5 million in taxable annual sales, can take advantage of a 12-month, interest-free, payment plan for up to $50,000 of sales and use tax liability only. Payment plan requests can be made through the State’s online services system in the coming months. At this point, the program is only available for sales and use tax liabilities. Qualifying sales and use taxpayers with deferred liabilities up to $50,000 will pay their tax due in 12 equal monthly installments. No interest or penalties will be assessed against the liability. The maximum amount that any taxpayer can defer, interest-free under this relief effort, is $50,000. If a taxpayer owes more than $50,000 and needs a payment plan for the amount over $50,000 we will have to have the taxpayer enter into one payment plan and adjust the appropriate amount of interest off toward the end of the 12 month period.

**Extended State Tax Deadline (State of CA)**
California State Controller Betty Yee announced that the deadline for filing income taxes for Californians is July 15, 2020. Due to the coronavirus outbreak, taxpayers and businesses will get three additional months to file income taxes and make payments without interest or penalties.
Additional Business Resources (3/3)

Federal
Paycheck Protection Program (SBA)
PPP offers small business loans with 1% interest rate to continue employing and paying employees and cover other business expenses during the crisis. This program provides $349 billion in forgivable loans to help small businesses stay afloat. Qualified applicants include small businesses and nonprofits with 500 or fewer employees, including sole proprietors and independent contractors. The maximum loan granted will be equal to 2.5 times the average monthly payroll cost for the previous calendar year — up to $10 million. SBA will forgive loans if all employees are kept on the payroll for eight weeks and the money is used for payroll, rent, mortgage interest, or utilities.

On April 27, the SBA began accepting applications for the second round of PPP. The $484 billion COVID-19 rescue bill signed late last month by President Donald Trump included $310 billion in new money for the latest bailout. The initial round of $350 billion in forgivable PPP loans, which was allocated as part of the $2.2 trillion CARES Act stimulus, were exhausted in less than two weeks. The loan will be forgiven if employees are kept on the payroll for eight weeks and if the money is used for payroll, rent, mortgage interest or utilities.

Small Business Administration (SBA) Debt Relief
The SBA will pay 6 months of principal, interest, and any associated fees that borrowers owe for all current 7(a), 504, and Microloans in regular servicing status as well as new 7(a), 504, and Microloans disbursed prior to September 27, 2020. This relief is not available for Paycheck Protection Program loans or Economic Injury Disaster loans. Borrowers do not need to apply for this assistance. SBA has notified 7(a), 504 and Microloan Lenders that it will pay these borrower loan payments. Lenders have been instructed to refrain from collecting loan payments from borrowers. If a borrower's payment was collected after March 27, 2020, lenders were instructed to inform the borrower that they have the option of having the loan payment returned by the lender or applying the loan payment to further reduce the loan balance after SBA's payment.