



HAIR SALONS & BARBERSHOPS

In Phase 1, hair salons & barbershops will open at 50% capacity by appointment only, with waiting rooms closed. Services offered will be restricted to hairdressing and eyebrows, nothing that would require removal of a facemask (e.g., beard trimming, lip waxing, etc.). Blow drying only when necessary.

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OVERVIEW

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

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

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

STATE GUIDANCE FOR HAIR SALONS & BARBERSHOPS

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

FURTHER RESOURCES

Professional Beauty Association

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

Associated Hair Professionals

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

American Barber Association

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

Occupational Safety and Health Administration

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

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PLAN FOR REOPENING

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



PROGRAM ADMINISTRATOR

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



TRAINING

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

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

Additional guidance can be found here:

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

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



CLEANING PLAN

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



PERSONAL PROTECTION

Estimate required personal protection for employees and begin procuring.



THOROUGH CLEANING

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

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

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SHIFTS

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



LOG EMPLOYEES

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



CERTIFICATION

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



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SIGNAGE

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

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



VENTILATION

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



DISCRETE WORK ZONES

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



SOCIAL DISTANCING MARKERS

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



WORKSTATION SETUP

- Rearrange space to maintain 6+ feet of distance between customers and limit movement of employees within facility
- Stagger workstations and shampoo bowls
- Install physical barriers where possible
- Ask customers to wait in cars till appointment time; Close waiting rooms
- Blow drying only when necessary



SHARED EQUIPMENT

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

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NON-ESSENTIAL AMENITIES

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

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



TOUCHLESS APPLIANCES

Install touchless appliances wherever possible, including:

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



HOTLINE FOR VIOLATIONS

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

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PERSONAL PROTECTION FOR EMPLOYEES

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

EMPLOYERS ARE RESPONSIBLE FOR PROVIDING PERSONAL PROTECTION TO THEIR EMPLOYEES

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

PERSONAL PROTECTION FOR CUSTOMERS

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

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HAND SANITIZER

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



HANDWASHING

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



CLEANING OR DISINFECTING PRODUCTS &/OR DISPOSABLE WIPES

Make available near commonly used surfaces, where possible including:

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



BATHROOMS

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



LINENS AND CAPES

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



SHAMPOO BOWLS

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



CLEANING & DISINFECTING

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

- Use products that meet EPA's criteria for use against SARS-CoV-2 and that are appropriate for the surface. Prior to wiping the surface, allow the disinfectant to sit for the necessary contact time recommended by the manufacturer. Train staff on proper cleaning procedures to ensure safe and correct application of disinfectants.
- Clean and disinfect workstations and tools between customers, including:
 - Station counters
 - Shears
 - Tweezers
 - Mirrors
 - Styling tools
 - Brushes and combs
 - Rolling carts
 - Drawers or any storage containers
 - Product on station
 - Chair and headrest

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

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DAILY HEALTH CHECK

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

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

Employees shall stay home if sick.



IN THE EVENT OF A POSITIVE COVID-19 CASE

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



WHISTLEBLOWER PROTECTION

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

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



LEAVE

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

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

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