Governor Ned Lamont

Sector rules for May 20th reopen

May 8th, 2020
GOAL
Proactively protect public health and speed up the pace of economic, educational, and community recovery while Restoring Connecticut’s quality of life.

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

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

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

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

DYNAMIC
We include a suite of tools to inform an adaptive plan that can be nimbly scaled or rolled back rapidly based on real-time critical health metrics.
HOW WE WILL OPEN OUR ECONOMY SAFELY

Our plan to open the economy will address two factors:

WHAT: businesses can open and when.
HOW: businesses must operate if they choose to open.

WHAT:

• We know that some businesses put employees and customers at greater risk of transmission.

• We will prioritize opening businesses that pose a lower transmission risk and drive outsized impact on the economy.

• Transmission risk is defined as contact intensity and modification potential of businesses.
  - Contact intensity considers contact proximity, contact length, and number of contacts.
  - Modification potential considers the businesses’ ability to socially distance and sanitize in accordance with regulations.

• We will assess the impact on state economic health with a focus on number of employed individuals, total GDP impacted, and impact on small businesses that make up the backbone of our economy.

HOW:

• We will provide clear operational guidance to businesses on how to reopen while ensuring the safety of both employees and customers.

• Guidance will include social distancing and hygiene, as well as the use of personal protection – for business operators, workers, and customers.

• The goal is to not only open safely, but create confidence in our society across employers, employees, and customers.

• The level of guidance will gradually become less restrictive over time, as our confidence in the ability to monitor and contain the disease increases.
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Guiding Principles

Sector Rules for May 20th Reopen

What: Sector Reopening Over Time

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

- Manufacturing
- Construction
- Real Estate
- Utilities
- Essential retail
- Childcare
- Restaurants (outdoor only, no bar areas)
- Offices (continue WFH where possible)
- Personal services (hair)
- Remaining retail
- Museums, Zoos (outdoor only)
- University research
- Outdoor recreation
- Details forthcoming

Future Reopen Dates

- Offices (continue WFH where possible)
- Personal services (hair)
- Details forthcoming
HOW: SAFEGUARDS

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

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

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

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

In Phase 1, restaurants can open outdoor at up to 50% capacity, no bars.
INTRODUCTION

RESTAURANTS OUTDOOR ONLY

OVERVIEW
As Connecticut’s restaurants reopen, the most important consideration will be the health and safety of employees and customers. Businesses must exercise caution throughout the phases of reopening, ensuring strict adherence to the protocols listed here. Those businesses that are not able to meet the rules listed here by May 20, shall delay opening until they are able.

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

Businesses should 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 its particular situation.

We urge customers to stay vigilant and pay attention as to whether restaurants they frequent are faithfully implementing these rules.

REOPEN RULES FOR RESTAURANTS
For restaurants, only outdoor areas can open at this time. Indoor areas and bar areas shall remain closed. These rules are intended to help restaurants safely get back to work. The information here can be supplemented with guidance from other industry groups, some of which are listed below. These rules may be updated as conditions evolve.

FURTHER RESOURCES

NATIONAL RESTAURANT ASSOCIATION

OSHA

FDA
**TRAINING**
Institute a training program and ensure employee participation in the program prior to reopen. Training shall include:

- The rules contained in this document.
- Protocols on how to clean and use cleaning products (including disinfectants) safely.
- Additional guidance can be found here: https://osha.washington.edu/sites/default/files/documents/FactSheet_Cleaning_Final_UWDEOHS_0.pdf

**Note:** If any on-site duties are subcontracted, it is the employer’s responsibility to ensure subcontractors are also appropriately trained.

- 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. There shall also be weekly refreshers on policies.

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**RESTAURANTS OUTDOOR ONLY**

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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. For restaurants, the administrator should be the Certified Food Protection Manager.

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**CLEANING PLAN**
Develop cleaning checklists that incorporate these rules. 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, kitchens, and seating areas

**CAPACITY TRACKING**
Employers are responsible for enforcing revised capacity limits (50%).

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

**SHIFTS**
Stagger shift start/stop times, break times, and lunchtimes to minimize contact across employees.
RESTAURANTS OUTDOOR ONLY

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.

- Employees must wear a facemask or other cloth face covering
- Hand sanitizer made available at the entrance
- No reusable menus; either paper menus or written on a chalkboard or whiteboard
- Indoor areas must be closed
- Bar areas must be closed
- Contactless payment encouraged
- Tables spaced at least 6 ft apart
- Outdoor dining only
RESTAURANTS OUTDOOR ONLY

ENTRY & EXIT
Consider an exit from the facility separate from the entrance to allow for one-way foot traffic.

SIGNAGE
Post clear signage that supports new policies, like:
• Social distancing protocols
• Cleaning and disinfection protocols
• Personal protection (face masks, gloves)
• 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 of outdoor air that circulates into the system where possible.
Note: This only applies to operational indoor areas (e.g., the kitchen), given customers will only be outside.

SEATING/TABLE ARRANGEMENT
Rearrange space to maintain at least 6 feet of distance between customers. Ensure tables are at least 6+ ft apart. If customers are sitting in booths or seating is fixed, groups of customers must still be 6+ ft apart. This may require keeping some booths or seats empty. Distance shall be measured from the closest chair at one table to the closest chair at another table.

SOCIAL DISTANCING MARKERS
Install visual social distancing markers to encourage customers to remain 6 ft apart (e.g., the entrance to the restaurant, lines to be seated, lines to make payments, lines to use the restroom).

BUFFETS
Eliminate buffet self-serve stations; only permit employees to serve from food counters.

NON-ESSENTIAL AMENITIES
Close or remove amenities non-essential to business’ main function (e.g., dance floors, pool tables, playgrounds, etc.).

SHARED EQUIPMENT
Ensure employees do not share equipment to the extent possible (e.g., cooking equipment, trays, etc.).

DISCRETE WORK ZONES FOR SERVERS
Servers shall serve specific zones in the restaurant to minimize overlap, where possible.
<table>
<thead>
<tr>
<th>RESTAURANTS OUTDOOR ONLY</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>IN THE KITCHEN</strong></td>
</tr>
<tr>
<td>Rearrange workstations so that food workers do not face one another and are 6 ft apart where possible (e.g., stagger workstations on either side of processing lines).</td>
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<tr>
<td><strong>MENUS</strong></td>
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<tr>
<td>Offer paper menus and dispose after guests have ordered, or display menu on a wall/white board, and/or encourage customers to view the menu on their phone.</td>
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<tr>
<td><strong>SILVERWARE</strong></td>
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<tr>
<td>Use rolled or packaged silverware.</td>
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<tr>
<td><strong>CONDIMENTS</strong></td>
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<tr>
<td>Use single use packets or containers.</td>
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<tr>
<td><strong>TOUCHLESS APPLIANCES</strong></td>
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<td>Install touchless appliances wherever possible, including:</td>
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<tr>
<td>• Contactless payments, paper towel dispensers, soap dispensers, and trash cans</td>
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<td><strong>HOTLINE FOR VIOLATIONS</strong></td>
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<tr>
<td>Post clear signage that includes the state hotline (211) for employees and customers to report potential violations of these rules.</td>
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</tbody>
</table>
PERSONAL PROTECTION

RESTAURANTS OUTDOOR ONLY

PERSONAL PROTECTION FOR EMPLOYEES
• All employees are required to wear 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.
• Employees may utilize their own cloth face covering over that provided by their employer if they choose.
• Gloves are required for table servers, and must be replaced frequently.
• Gloves and eye protection are required when using cleaning chemicals.
• Kitchen workers shall follow FDA guidelines on usage of gloves where appropriate.

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 coverings that completely cover the nose and mouth unless doing so would be contrary to his or her health or safety due to a medical condition or when eating in the restaurant.
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RESTAURANTS OUTDOOR ONLY

CLEANING AND DISINFECTING

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

HANDWASHING
Ensure employees wash their hands routinely using soap and water for at least 20 seconds.

CLEANING, DISINFECTANT PRODUCTS, AND/OR DISPOSABLE DISINFECTANT WIPES
Make available near commonly used surfaces where possible (e.g., tables and chairs, bathrooms, self-service areas).

BATHROOMS
Clean frequently, implement use of cleaning log for tracking.

CLEANING AND DISINFECTING
Follow federal guidelines (CDC, EPA) on what specific products should be used and how:

• 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.
• Disinfectants are irritants and sensitizers, and should be used cautiously.
• Avoid all food contact surfaces when using disinfectants; these surfaces should be sanitized instead.
• Clean and disinfect common areas, high transit areas, and frequently touched surfaces on an ongoing basis (at least daily) and more frequently if used more often. Clean and disinfect shared objects after each use. Examples include:
  • Entrances and exits
  • Payment devices (e.g., PIN pad)
  • Chairs

SEATING AREA AND TABLES
Sanitize seating area, tables, and common items after each seating.

KITCHEN
Sanitize kitchen and kitchen equipment on an ongoing basis (at least daily) and more frequently if used more often.
HEALTH GUIDANCE FOR EMPLOYEES

RESTAURANTS OUTDOOR ONLY

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